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REPUBLIC OF KENYA


THE NATIONAL ASSEMBLY
THIRTEENTH PARLIAMENT – FOURTH SESSION – 2025

DIRECTORATE OF DEPARTMENTAL COMMITTEES

DEPARTMENTAL COMMITTEE ON JUSTICE AND LEGAL AFFAIRS

REPORT ON:

**THE APPROVAL HEARINGS OF NOMINEES FOR
APPOINTMENT AS CHAIRPERSON AND MEMBERS OF
THE PUBLIC BENEFIT ORGANIZATIONS DISPUTES
TRIBUNAL**

 THE NATIONAL ASSEMBLY PAPERS LAID	
DATE: 17 JUN 2025	
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TABLED BY:	HON. MURUGARA OTIONGA' CBS, MP (CHAIRPERSON)
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CLERK'S CHAMBERS
DIRECTORATE OF DEPARTMENTAL COMMITTEES
PARLIAMENT BUILDINGS
NAIROBI

JUNE 2025

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LIST OF ABBREVIATIONS AND ACRONYMS

ASAL	-	Arid and Semi-Arid Land
CUE	-	Council for University Education
DCI	-	Directorate of Criminal Investigations
EACC	-	Ethics and Anti-Corruption Commission
EBS	-	Elder of the Order of the Burning Spear
EGH	-	Elder of the Order of the Golden Heart
FORD	-	Forum for the Restoration of Democracy
H.E.	-	His Excellency
ICPAK	-	Institute of Certified Public Accountants of Kenya
KCPE	-	Kenya Certificate of Primary Education
KCSE	-	Kenya Certificate of Secondary Education
KRA	-	Kenya Revenue Authority
KSL	-	Kenya School of Law
LLP	-	Limited Liability Partnership
LLB	-	Bachelor of Laws
LLM	-	Master of Laws
LSK	-	Law Society of Kenya
MBS	-	Moran of the Order of the Burning Spear
MCCP	-	Maendeleo Chap Chap Party
MP	-	Member of Parliament
MSEA	-	Micro and Small Enterprises Authority
NGO	-	Non-Governmental Organization
ODM	-	Orange Democratic Movement
OGW	-	Order of the Grand Warrior
ODPP	-	Office of the Director of Public Prosecutions
ORPP	-	Office of the Registrar of Political Parties
PBO	-	Public Benefits Organizations
PBODT	-	Public Benefit Organizations Disputes Tribunal
UDA	-	United Democratic Alliance
UDM	-	United Democratic Movement
UN	-	United Nations
WDM	-	Wiper Democratic Movement

LIST OF ANNEXURES

- Annexure 1: Report on the Interviews of the Chairperson and Members of the Public Benefit Organizations Disputes Tribunal
- Annexure 2: Speaker's Communication dated 27th May 2025 conveying the Message from the Judiciary
- Annexure 3: *Curricula Vitae*, certificates and testimonials of the nominees
- Annexure 4: Advertisements notifying the public of the approval hearings
- Annexure 5: Letters from the Clerk of the National Assembly inviting the nominees for the approval hearings
- Annexure 6: Letters from the Clerk of the National Assembly to DCI, EACC, HELB, KRA, ODPP, ORPP, CUE and tertiary institutions requesting information on the nominees
- Annexure 7: Letters of clearance from EACC, HELB, ODPP, ORPP, CUE and University of Nairobi
- Annexure 8: Adoption Schedule and Minutes

CHAIRPERSON'S FOREWORD

This report contains the proceedings of the Departmental Committee on Justice and Legal Affairs during the approval hearings of persons nominated for appointment as Chairperson and Members of the Public Benefit Organizations Disputes Tribunal (PBODT) as forwarded by the Hon. Chief Justice and communicated to the House by the Speaker of the National Assembly on 27th May 2025.

Pursuant to section 50(1) of the Public Benefits Organizations Act, 2013, the Hon. Chief Justice nominated Ms. Eunice Adoyo Otieno-Arwa for appointment as Chairperson of the PBODT; and Ms. Christabel Mideva Eboso, Ms. Elizabeth Mbithe Mulwa, Dr. Leonard Kinyulusi and Mr. Mohamed Sheikh Noor for appointment as Members of the PBODT. The Chief Justice, thereafter, forwarded the names of the nominees to the Rt. Hon. Speaker for approval by the National Assembly.

On 27th May 2025, the Rt. Honourable Speaker conveyed to the House the Message from the Hon. Chief Justice and President of the Supreme Court and subsequently referred it and the *curricula vitae* of the nominees to the Committee for approval hearings in accordance with section 4 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F and Standing Order 45(1) of the National Assembly Standing Orders. While referring the matter to the Committee, the Speaker directed that the Committee undertakes the approval hearings and reports to the House within twenty-eight (28) days and table its report by 18th June 2025 in accordance with section 8 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F. The Rt. Hon Speaker further directed the Clerk of the National Assembly to notify the nominees and the general public of the time and place of holding the approval hearings.

In fulfilment of the provisions of Article 118(b) of the Constitution and section 6(2), (3), (4) and (9) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F, the Clerk of the National Assembly placed an advertisement in the print media notifying the public of the time and place of holding the approval hearings and inviting the public to submit memoranda by way of written statements on oath (affidavit) on the suitability of each of the nominees. The advertisement indicated that the memoranda were to be received by 10th June 2025 at 5.00 pm. By close of the submission deadline, the Committee had not received any memoranda from the public contesting suitability of the nominees.

The Clerk of the National Assembly also wrote to the DCI, EACC, HELB, KRA, ODPP, ORPP, CUE and tertiary institutions seeking references and background checks relating to the suitability of the nominees.

The nominees appeared before the Committee on 13th June 2025 and the Committee examined their suitability based on the criteria set out in section 7 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F including the procedure used to arrive at the nominees, the constitutional and statutory requirements relating to the offices in question and suitability of the nominees for the appointments proposed, having regard to whether the nominees' abilities, experience and qualities meet the needs of the office in question. Furthermore, the Committee examined the nominees' academic credentials, relevant professional training and experience, knowledge of sector issues and personal integrity in accordance with section 6(7) and (8) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F.

In holding the approval hearings, the Committee observed that the nominees demonstrated deep understanding of the affairs of the public benefits organizations, dispute resolution and their respective roles of Chairperson and Members of the PBODT.

The Committee, therefore, recommends that this House approves Ms. Eunice Adoyo Otieno-Arwa for appointment as the Chairperson of the PBODT; and Ms. Christabel Mideva Eboso, Ms. Elizabeth Mbithe Mulwa, Dr. Leonard Kinyulusi and Mr. Mohamed Sheikh Noor for appointment as Members of the PBODT.

The Committee wishes to thank the Offices of the Speaker and of the Clerk of the National Assembly for the technical support accorded to it during the exercise. The Committee further extends its appreciation to the nominees for their cooperation during the parliamentary approval process. The Committee also appreciates the EACC, HELB, ODPP and ORPP for providing references and background checks relating to the suitability of the nominees. Finally, I acknowledge and appreciate the Honourable Members of the Committee who sat for long hours and made useful contributions towards the preparation and production of this Report.

On behalf of the Departmental Committee on Justice and Legal Affairs and pursuant to Article 124(4)(b) of the Constitution, section 8(1) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F and the provisions of Standing Order 199(6) of the National Assembly Standing Orders, it is now my duty and privilege to present to the House the Report of the Departmental Committee on Justice and Legal Affairs on the Approval Hearings of Nominees for Appointment as Chairperson and Members of the Public Benefit Organizations Disputes Tribunal.

Hon. Murugara George Gitonga, CBS, MP
Chairman, Departmental Committee on Justice and Legal Affairs



CHAPTER ONE

I PREFACE

1.1 Establishment of the Committee

1. The Departmental Committee on Justice and Legal Affairs is one of twenty departmental committees of the National Assembly established under **Standing Order 216** whose mandate pursuant to the **Standing Order 216 (5)** is as follows:

- (a) *To investigate, inquire into, and report on all matters relating to the mandate, management, activities, administration, operations and estimates of the assigned ministries and departments;*
- (b) *To study the programme and policy objectives of ministries and departments and the effectiveness of the implementation;*
- (c) *To, on a quarterly basis, monitor and report on the implementation of the national budget in respect of its mandate;*
- (d) *To study and review all legislation referred to it;*
- (e) *To study, assess and analyse the relative success of the ministries and departments as measured by the results obtained as compared with their stated objectives;*
- (f) *To 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;*
- (g) **To vet and report on all appointments where the Constitution or any law requires the National Assembly to approve**, except those under Standing Order 204 (Committee on Appointments);
- (h) *To examine treaties, agreements and conventions;*
- ~~(i) *To make reports and recommendations to the House as often as possible, including recommendations of proposed legislation;*~~
- ~~(j) *To consider reports of Commissions and Independent Offices submitted to the House pursuant to the provisions of Article 254 of the Constitution; and*~~
- (k) *To examine any questions raised by Members on a matter within its mandate.*

1.2 Mandate of the Committee

2. In accordance with the Second Schedule of the Standing Orders, the Committee is mandated to consider:

- (a) The Judiciary;
- (b) Tribunals;**
- (c) Access to Justice;
- (d) Public prosecutions;
- (e) Ethics, Integrity and Anti-corruption;
- (f) Correctional services;
- (g) Community service orders and witness protection;
- (h) Constitutional Affairs;
- (i) Sovereign immunity;
- (j) Elections including referenda;
- (k) Human rights;
- (l) Political parties; and
- (m) The State Law Office including insolvency, law reform, public trusteeship, marriages and legal education.

3. In executing its mandate, the Committee oversights the following Ministries, Departments and Agencies:
- (a) The Judiciary;
 - (b) Judicial Service Commission;
 - (c) State Department for Correctional Services;
 - (d) State Law Office and Department of Justice;
 - (e) State Department for Justice, Human Rights and Constitutional Affairs;
 - (f) Office of the Director of Public Prosecutions;
 - (g) Ethics and Anti-Corruption Commission;
 - (h) Independent Electoral and Boundaries Commission;
 - (i) Commission on Administrative Justice;
 - (j) Office of the Registrar of Political Parties;
 - (k) Witness Protection Agency;
 - (l) Kenya National Commission on Human Rights;
 - (m) Kenya Law Reform Commission; and
 - (n) Council of Legal Education.

I.3 Committee Membership

4. The Committee comprises the following Members:

Chairperson

Hon. Murugara George Gitonga, CBS, MP
Tharaka Constituency

UDA Party

Vice-Chairperson

Hon. Mutuse Eckomas Mwengi, OGW, MP
Kibwezi West Constituency

MCCP Party

Hon. Gladys Boss, MGH, MP
Uasin Gishu Constituency

UDA Party

Hon. Maalim Farah, EGH, MP
Dadaab Constituency

WDM-Kenya

Hon. Onyiego Silvanus Osoro, CBS, MP
South Mugirango Constituency

UDA Party

Hon. Francis Kajwang' Tom Joseph, CBS, MP
Ruaraka Constituency

ODM Party

Hon. Wetang'ula Timothy Wanyoyi, CBS, MP
Westlands Constituency

ODM Party

Hon. (Dr.) Otiende Amollo, SC, EBS, MP
Rarieda Constituency

ODM Party

Hon. Muchira Michael Mwangi, MP
OI Jorok Constituency

UDA Party

Hon. Muchangi Karemba, CBS MP
Runyenjes Constituency

UDA Party

Hon. Makali John Okwisia, MP
Kanduyi Constituency

FORD-Kenya

Hon. Mogaka Stephen M., MP
West Mugirango Constituency

Jubilee Party

Hon. Aden Daud, EBS, MP
Wajir East Constituency

Jubilee Party

Hon. Siyad Amina Udgoon, MP
Garissa County (CWR)

Jubilee Party

Hon. CPA Suleka Hulbale Harun, MP
Nominated Member

UDM Party

1.4 Committee Secretariat

5. The Committee is facilitated by the following staff:

Mr. Ahmed Salim Abdalla
Clerk Assistant I / Head of Secretariat

Mr. Ronald Walala
Senior Legal Counsel

Mr. Abdikafar Abdi
Clerk Assistant III

Ms. Jael Ayiego
Clerk Assistant III

Mr. Isaac Nabiswa
Legal Counsel II

Mr. Omar Abdirahim
Fiscal Analyst I

Ms. Vivienne Ogega
Research Officer III

Mr. John Nduaci
Serjeant-At-Arms

Mr. Meldrick K. Sakani
Audio Assistant

Ms. Mary Kamande
Public Communications Officer III

Mr. Calvin Karung'o
Media Relations Officer III

Mr. Silas Opanga
Hansard Reporter III

CHAPTER TWO

2 BACKGROUND INFORMATION

2.1 Legal Framework

6. The Committee was guided by the following provisions of the Constitution and statutes in executing its mandate:
- (1) Article 10 of the Constitution on the national values and principles of governance;
 - (2) Chapter 6 of the Constitution on leadership and integrity;
 - (3) Article 78 of the Constitution on dual citizenship;
 - (4) Article 118 of the Constitution on public participation;
 - (5) Article 124(4) of the Constitution on consideration of persons for appointment to public office;
 - (6) Article 232 of the Constitution on values and principles of public service;
 - (7) The Public Appointments (Parliamentary Approval) Act, Cap. 7F;
 - (8) The Ethics and Anti-Corruption Commission Act, Cap. 7H;
 - (9) The Public Officer Ethics Act, Cap. 185B;
 - (10) The Leadership and Integrity Act, Cap. 185C; and
 - (11) The Public Benefits Organizations Act, 2013.

2.2 Notification of Nominations

7. Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F stipulate as follows:

~~“3. Exercise of powers of appointment~~

An appointment under the Constitution or any other law for which the approval of Parliament is required shall not be made unless the appointment is approved or deemed to have been approved by Parliament in accordance with this Act.

5. Notification of nomination

- (1) *An appointing authority shall, upon nominating a person for an appointment to which this Act applies, notify the relevant House of Parliament accordingly.*
- (2) *A notification under subsection (1) shall be —*
 - (a) *in writing;*
 - (b) *be lodged with the Clerk of the relevant House of Parliament.*
- (3) *A notification of appointment shall be accompanied by information concerning the nominee, having regard to the issues mentioned in section 7.*
- (4) *For purposes of this Act, a notification of nomination shall be deemed to be duly given on the day on which it complies fully with subsections (2) and (3).”*

8. Pursuant to section 50(1) of the Public Benefits Organizations Act, 2013 as read with the aforementioned provisions of the law, the Hon. Chief Justice transmitted to the Rt. Hon. Speaker of the National Assembly the Report on the Interviews of the Chairperson and Members of the Public Benefit Organizations Disputes Tribunal (PBODT) (Annexure 1).

2.3 Notification to the House and Referral to the Committee

9. Standing Order 45(1) of the National Assembly Standing Orders provides that:
- “Upon receipt of a notification of nomination for appointment to a State Office or such other office as is under the Constitution or under any other legislation required to be approved by the House,*

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the nomination shall stand committed to the relevant Departmental Committee of the House for consideration.”

10. To this end, therefore, the Rt. Hon. Speaker, on 27th May 2025 (Annexure 2) conveyed to the House the Message from the Hon. Chief Justice and President of the Supreme Court of Kenya regarding the nomination of five (5) persons for appointment as Chairperson and Members of the PBODT.
11. In addition, and pursuant to sections 4 and 8 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F, the Rt. Hon. Speaker referred the names and *curricula vitae* of the nominees (Annexure 3) to the Departmental Committee on Justice and Legal Affairs for approval hearing and reporting to the House within twenty-eight (28) days.

2.4 Notification to the Public

12. Article 118(b) of the Constitution provides that *Parliament shall facilitate public participation and involvement in the legislative business and other business of Parliament and its Committees.*
13. Section 6(4) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F and Standing Order 45(3) of the National Assembly Standing Orders further provide that the Clerk shall notify the public of the time and place for holding an approval hearing at least seven (7) days prior to the hearing.
14. Accordingly, the Clerk of the National Assembly placed an advertisement in the print media on 29th May 2025 notifying the nominees and the general public that the Committee would conduct the approval hearings on 13th June 2025 at the Mini Chamber, First Floor, County Hall, Parliament Buildings (Annexure 4).

2.5 Notification to the Nominees

15. The Clerk of the National Assembly vide letters dated 29th May 2025 referenced NA/DDC/JLAC/2025/049 to 053(Annexure 5) invited the nominees for the approval hearings in accordance with section 6(3) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F.

2.6 Clearance and Compliance Requirements

16. Vide letters dated 30th May 2025 and referenced NA/DDC/JLAC/2025/(054), (055), (056), (057), (058) and (059), the Clerk of the National Assembly wrote to the Directorate of Criminal Investigations (DCI), Ethics and Anti-Corruption Commissions (EACC), Higher Education Loans Board (HELB), Kenya Revenue Authority (KRA), Office of the Director of Public Prosecutions (ODPP) and the Office of the Registrar of Political Parties (ORPP) (Annexure 6) requesting for reports with respect to the nominees on the following matters:
 - (a) criminal records;
 - (b) ethics and integrity;
 - (c) higher education loan repayments;
 - (d) tax compliance;
 - (e) active criminal court proceedings; and
 - (f) political party affiliations.
17. In addition, the Clerk of the National Assembly vide letters dated 5th June 2025 referenced NA/DDC/JLAC/2025/(061), (062) and (063) wrote to the University of Nairobi, Moi University

and the Council for University Education (CUE) respectively, requesting for reports relating to the authenticity of the nominees' academic certificates.

18. The following institutions wrote back to the National Assembly clearing the nominees: EACC vide letter Ref No. EACC.7/10/5VOLXXXII(72) dated 5th June 2025; HELB vide letter Ref No. HELB/RR/112009/V/410 dated 4th June 2025; ODPP vide letter Ref No. ODPP/CONF/5/50A dated 5th June 2025; and ORPP vide letter Ref No. ORPP/ORG/34 Vol IX(10) dated 5th June 2025 (Annexure 7).
 19. In addition, the University of Nairobi vide a letter referenced UON/AA/CEC/11/3 Vol. VIII dated 11th June 2025 responded confirming that Ms. Eunice Adoyo Otieno-Arwa pursued Master of Laws and Bachelor of Laws; Ms. Christabel Mideva Eboso pursued Master of Laws and Bachelor of Laws; Ms. Elizabeth Mbithe Mulwa pursued Bachelor of Laws; and Dr. Leonard Kinyulusi pursued Bachelor of Laws, Master of Arts in Project Planning Management and Doctor of Philosophy in Project Planning Management at the University.
 20. Further, the Commission for University Education vide a letter referenced CUE/10/9 Vol. VOL.35 dated 16th June 2025 responded confirming that the Master of Laws from the University of Leeds in the United Kingdom awarded to Ms. Elizabeth Mbithe Mulwa, the Bachelor of Commerce from the University of Delhi in India awarded to Mr. Mohamed Sheikh Noor, and the Master of Philosophy Conflict Transformation and Management from the Nelson Mandela Metropolitan University of Delhi in South Africa awarded to Mr. Mohamed Sheikh Noor were recognized in their respective countries and by international convention in Kenya.
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21. As at the time of the approval hearings, the DCI, KRA, and Moi University had not responded. However, the nominees provided the relevant certificates (Annexure 3).

2.7 Criteria for Consideration during the Approval Hearings

22. Section 6(7) and (8) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F 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.”*
23. 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.*
24. While conducting the approval hearings, the Committee was guided by the provisions of section 6(7) and (8) and section 7 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F.

2.7.1 Procedure for Nomination

25. Article 159(1) of the Constitution provides that:

“Judicial authority is derived from the people and vests in and shall be exercised by, the courts and tribunals established by or under this Constitution.”

26. Section 50 of the Public Benefits Organizations Act, 2013 provides that:

“(1) There is hereby established a tribunal to be known as the Public Benefit Organizations Disputes Tribunal which shall consist of members appointed by the Chief Justice and approved by the National Assembly, as follows—

(a) a chairperson who shall be an advocate of the High Court of not less than seven years standing;

(b) two advocates of the High Court of not less than five years standing;

(c) two persons having such specialized skill or knowledge necessary for the discharge of the functions of the Tribunal.

(2) Not more than two-thirds of the persons appointed under subsection (1) shall be from one gender.”

27. Accordingly, the Hon. Chief Justice constituted a panel to shortlist, interview and recommend qualified candidates for appointment as Chairperson and Members of the PBODT. Subsequently, the Hon. Chief Justice nominated for appointment Ms. Eunice Adoyo Otieno-Arwa as Chairperson of the PBODT; Ms. Christabel Mideva Eboso and Ms. Elizabeth Mbithe Mulwa as legal Members of the PBODT; and Dr. Leonard Kinyulusi and Mr. Mohamed Sheikh Noor as non-legal Members of the PBODT as contained in the Report on the Interviews of the Chairperson and Members of the Public Benefit Organizations Disputes Tribunal.

2.7.2 Constitutional and Statutory Requirements

28. Article 80(c) of the Constitution as read with Section 52 of the Leadership and Integrity Act, Cap. 185C stipulates that the provisions of Chapter Six of the Constitution and Part II of the Leadership and Integrity Act, Cap. 185C shall apply to all public officers as if they were State officers.

29. Therefore, the Committee was guided by the following provisions of law on the requirements for appointment to the public offices:

(a) National Values and Principles of Governance

30. Article 10 of the Constitution provides for the national values and principles of governance which State officers must abide by in discharging their mandate. They include: patriotism; national unity; sharing and devolution of power; the rule of law; democracy and participation of the people; human dignity; equity; social justice; inclusiveness; equality; human rights; non-discrimination and protection of the marginalized; good governance; integrity; transparency and accountability; and sustainable development.

(b) Leadership and Integrity

31. 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; 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.

32. 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) Conduct of State Officers

33. 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. The Article further prohibits a State officer who has been dismissed or otherwise removed from office for contravention of provisions of Chapter Six of the Constitution from holding any other State office.

34. Article 77(2) of the Constitution outlines that any appointed State officer must not hold office in a political party

35. Moreover, Article 78(1) of the Constitution further stipulates that a person is only eligible for appointment to a State office if they are a citizen of Kenya. Furthermore, Article 78(2) provides that a State officer shall not hold dual citizenship.

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

37. The Public Officer Ethics Act, Cap. 185B outlines the obligations of a public officer as professionalism; carrying out duties in accordance with the law; prohibition from unjust enrichment; avoiding conflict of interest; not using the office as an avenue for soliciting or collecting *harambees*; not acting for foreigners; care of property; political neutrality, not practising nepotism or favouritism; giving impartial advice; conducting private affairs in a way that maintains public confidence; not engaging in sexual harassment; and submission of a declaration of income, assets and liabilities once every two years.

(d) Qualifications for Appointment as Chairperson and Members of the PBODT

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38. Section 50(1) of the Public Benefits Organizations Act, 2013 provides for the qualifications of the Chairperson and Members of the PBODT as follows:

- “(a) a chairperson who shall be an advocate of the High Court of not less than seven years standing;*
- (b) two advocates of the High Court of not less than five years standing; and*
- (c) two persons having such specialized skill or knowledge necessary for the discharge of the functions of the Tribunal.”*

2.7.3 Suitability of the nominees for the proposed appointment having regard to whether the nominees’ abilities, experience and qualities meet the needs of the offices to which nomination are being made

39. The suitability of nominees was assessed after scrutiny of the nominees’ academic credentials, professional training and experience, personal integrity, background and qualities as well as their performance during the approval hearings conducted on 13th June 2025 as contained in Chapter Three of this Report.

CHAPTER THREE

3 APPROVAL HEARING OF NOMINEES

40. The Committee held a sitting on 13th June 2025 to deliberate on the approval hearings and noted the following:

- (1) The nominees had not notified the Clerk of the National Assembly of their withdrawal from the approval process as outlined in section 6(10) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F.
- (2) The Clerk of the National Assembly had not received any memoranda contesting the suitability of the nominees.
- (3) Article 27(8) of the Constitution as read with section 50(2) of the Public Benefits Organizations Act, 2013 provides for gender equity, that not more than two-thirds of the persons appointed to the PBODT shall be from one gender. Out of the five (5) nominees, three (3) are women and two (2) are men thereby in conformity with this provision.

41. The Committee, therefore, proceeded to examine the nominees on the areas set out in sections 6(7), 6(8) and 7 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F as follows:

3.1 Ms. Eunice Adoyo Otieno-Arwa – Nominee to the Office of Chairperson of PBODT

42. The nominee appeared before the Committee on 13th June 2025 and was vetted under oath to examine her suitability. The Committee noted the following:

3.1.1 Questions from General Questionnaire *Citizenship, Date and Place of Birth*

43. The nominee is a female Kenyan citizen and does not hold any other citizenship. She was born on 14th May 1973 in Homabay County.

Academic and Professional Qualifications

44. The nominee's professional and academic qualifications include:
- (a) 2020: Governance Auditor, Institute of Certified Public Secretaries of Kenya (ICPAK);
 - (b) 2006: Certified Public Secretaries, ICPAK;
 - (c) 2017 to date: Patent Agent, Kenya Industrial Property Institute;
 - (d) 2013: Notaries Public;
 - (e) 2005: Master of Laws, University of Nairobi;
 - (f) 2005: Commissioner for Oaths;
 - (g) 1998: Post Graduate Diploma in Law, Kenya School of Law (KSL);
 - (h) December 1997: Bachelor of Laws (Second Class Honours-Upper Division), University of Nairobi;
 - (i) December 1991: Kenya Certificate of Secondary Education (KCSE), Pangani Girls High School; and
 - (j) 1987: Kenya Certificate of Primary Education (KCPE), St. Annes' Girls Primary School.

Employment Record and Work Experience

45. The nominee has worked in the following capacities:

- (a) October 2017 to date: Senior Partner/Head of Commercial and Property Department, Arwa and Change Advocates LLP;
- (b) May 2018 – September 2024: Member, Legal Education Appeals Tribunal;
- (c) July 2015 – 8th September 2017: Company Secretary, Head of Legal, Rift Valley Railways (Kenya) Limited;
- (d) February 2012 – June 2015: Lecturer of Conveyancing and Professional Ethics and Conduct, KSL; and Private Practitioner, Arwa and Associates Advocates;
- (e) April 2010 – February 2012: Company Secretary/Legal Manager, National Oil Corporation of Kenya Limited;
- (f) April 2006 – April 2010: Senior Legal Officer, Kenya Broadcasting Corporation (KBC); and
- (g) 1998-2006: Advocate, Waruhiu and Muite Advocates.

46. The nominee also indicated that she has held the following positions:

- (a) 2018-2024: Member, Legal Education Appeals Tribunal;
- (b) 2008-2010: Director, Ghetto Radio;
- (c) 2006-2010: Trustee, Staff Pension Fund, KBC;
- (d) 2010-2012: Trustee, Staff Pension Fund, National Oil Corporation;
- (e) Director and Co-Founder, Legal Education Forum;
- (f) Director, Victoria Realities Limited; and
- (g) Director, Jural Consulting Limited.

Honours and Awards

47. The nominee indicated that she has received an award for best KCSE student at Pangani Girls High School in 1991.

Memberships and Professional Associations

48. The nominee indicated that she is a:

- (a) Member, Law Society of Kenya (LSK);
- (b) Member as a Governance Auditor, ICPAK;
- (c) Member, Commonwealth Lawyers Association;
- (d) Member, East Africa Law Society;
- (e) Member, Christian Lawyers Fellowship; and
- (f) Member, Association of International Petroleum Negotiators.

Published Writings

49. The nominee indicated that she has the following publications:

- (a) LLM Dissertation, 2005: Corporate Insolvency Systems in Kenya: A Case for Reform; and
- (b) LLB Dissertation, 1997: Aspects of the Nemo Dat Principle and its Exceptions in Modern Day Commercial Transactions.

50. The nominee also indicated that she had authored the following judgments:

- (a) Gitau and Another v Kenya School of Law (Appeal E021 of 2023) [2023] KELEAT 383 (KLR) (9 June 2023) (Judgment);
- (b) Okisai v Kenya School of Law; Council of Legal Education (Interested Party) (Appeal E006 of 2024) [2024] KELEAT 1267 (KLR) (6 September) (Judgment);
- (c) Ndung'u v Council of Legal Education; Kenya School of Law (Interested Party) (Appeal E016 of 2023) [2023] KELEAT 384 (KLR) (14 July 2023) (Judgment); and

- (d) *Masila v Kenya School of Law; Council of Legal Education (Interested Party) (Appeal E025 of 2023) [2023] KELEAT 1189 (KLR) (Civ) (18 August 2023) (Judgment).*

Public Office, Political Activities and Affiliations

51. The nominee submitted that she had previously held the following appointive public offices:
- (a) Senior Legal Officer, KBC;
 - (b) Company Secretary/Legal Manager, National Oil Corporation of Kenya Limited;
 - (c) Lecturer, KSL; and
 - (d) Member, Legal Education Appeals Tribunal.

Integrity

52. The nominee submitted that she has neither been charged in a court of law nor adversely mentioned in any investigatory report produced by Parliament or a Commission of Inquiry within the past three years. In addition, the nominee stated that she has never been dismissed or removed from office for violating the provisions outlined in Article 75 of the Constitution.

Income and Net Worth

53. The nominee estimated her net worth to be Kshs. 400.4 million comprising family immovable property, a motor vehicle and shares in legal practice. She indicated her current sources of income to include earnings from legal practice.

Potential Conflict of Interest

54. The nominee declared that she is currently not associated with any persons or matters that would present a potential conflict of interest should she assume the position of the Chairperson of the PBODT. ~~If a conflict of interest were to arise, she stated that she would resolve it according to the provisions of the law including the Judicial Code of Conduct and Bangalore Principles of Judicial Conduct.~~

Pro Bono and Charity Work

55. The nominee indicated that she is engaged in the following charitable activities:
- (a) Pro bono legal services at her legal practice;
 - (b) Donations at Wang'arot Primary School;
 - (c) Charitable golf tournaments;
 - (d) Payment of school fees for KSL students; and
 - (e) Service as a Synod Member of the ACK Mahaya Parish.

3.1.2 General and Sector Specific Questions for the Nominee

56. The Committee posed several questions to the nominee on her suitability for appointment as Chairperson of the PBODT. The nominee responded as follows:

On her service in the Legal Education Appeals Tribunal

57. The nominee informed the Committee that she no longer serves in the Legal Education Appeals Tribunal and that her tenure came to an end in 2024.

On the use of ADR at the PBODT

58. The nominee submitted that the Constitution recognizes the use of Alternative Dispute Resolution (ADR) as part of mechanisms for resolving disputes and that the Judiciary has developed a structured system on its use by courts and tribunals. The nominee submitted

that, if approved, the PBODT would actively pursue the use of ADR because it is cheaper and efficient.

59. In addition, the nominee noted the importance of looking at the merits of a case before deciding what method of ADR to be used. She further reiterated the Public Benefits Organizations Act, 2013 recognises the use of ADR through the powers given to PBODT.

On potential conflict of interest

60. The nominee stated that she recognises the importance of being nominated as the Chairperson of the PBODT and that there are mechanisms used in resolving conflict of interest including disclosure and recusal if necessary. The nominee, therefore, stated that in case she is in a position where her private interests are in conflict with the performance of her duties as the Chairperson, she would make the necessary declaration and, if necessary, recuse herself.

On treating illegally obtained evidence

61. Noting that section 52(3) of the Public Benefits Organizations Act, 2013 provides for admission of evidence that would otherwise be considered inadmissible under the Evidence Act, Cap 80, the nominee stated that the PBODT would be guided by the written laws including the Constitution and judicial precedents on how to treat illegally obtained evidence.

On operationalization of the Public Benefits Organizations Act, 2013

62. The nominee stated that she was aware of the Act when it was enacted in 2013. In her view, the reasons as to why the Act took long to operationalize were not in the public domain and thus would not want to speculate.

On alleged unfair treatment of PBOs

63. The nominee stated that, if approved, she would be independent and adhere to the Constitution with respect to accountability, transparency and fairness. She further stated that every case that would be lodged before the PBODT would be determined on merit and decisions would be made objectively.
64. With respect to disputes relating to denial of registration she assured the Committee that if approved as the chairperson of the PBODT, she would be guided by the law and that the Tribunal would review such decisions in a fair and just manner.

3.1.3 Committee Observations on the Suitability of the Nominee

65. 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 Chairperson of PBODT:
- (1) THAT the nominee is a Kenyan citizen and does not hold any other citizenship and therefore meets the requirement of Article 78(1) of the Constitution.
 - (2) THAT the nominee is an Advocate of the High Court of Kenya of over twenty (20) years having been admitted to the Bar in 1998 thereby meets the requirements of section 50(1)(a) of the Public Benefits Organizations Act, 2013.
 - (3) THAT the nominee demonstrated a history of integrity in public service and thus meets the requirements of Chapter Six of the Constitution on leadership and integrity.

- (4) THAT the nominee, having been cleared by EACC, HELB, ODPP and ORPP and provided a police clearance certificate from DCI and a tax compliance certificate from KRA meets the statutory requirements for appointment as the Member of the PBODT.

3.2 Ms. Christabel Mideva Eboso – Nominee to the Office of Member of PBODT

66. The nominee appeared before the Committee on 13th June 2025 and was vetted under oath to examine her suitability. The Committee noted the following:

3.2.1 Questions from General Questionnaire

Citizenship, Date and Place of Birth

67. The nominee is a female Kenyan citizen and does not hold any other citizenship. She was born on 24th December 1992 in Vihiga County.

Academic and Professional Qualifications

68. The nominee's academic and professional qualifications include:
- (a) Current: PhD Researcher, University of Kent;
 - (b) 2024 to date: Fellow, Africa Climate Academy, Africa Centre for Energy Policy;
 - (c) 2023: Summer School, University of Amsterdam, Institute of Sustainable Global Economic Law;
 - (d) 2023: Research Fellow, Global Scholar's Academy, Institute for Global Law and Policy, Harvard Law School;
 - (e) 2020-2021: Associate Fellowship AFHEA (Diploma), The University of Kent, United Kingdom;
 - ~~(f) 2018: Master of Laws (Distinction), University of Nairobi;~~
 - (g) 2018: Post Graduate Diploma, KSL;
 - (h) 2016: Bachelor of Laws (Second Class Upper Division), University of Nairobi; and
 - (i) 2008-2011: KCSE, Alliance Girls High School.

Employment Record and Work Experience

69. The nominee has worked in the following capacities, both full and part-time:
- (a) March 2024 to date: Board Member and Founder, Tree Niches;
 - (b) January 2024 to date: Researcher, Kituo cha Sheria;
 - (c) September 2022 to date: Lecturer and Researcher, University of Embu, School of Law;
 - (d) March 2022 to date: Gender Justice Advocate, Feminists for Peace, Rights and Justice Centre;
 - (e) June 2021 to date: Social Justice Advocate/Facilitator, International Centre for Reproductive Health;
 - (f) February 2021 to date: Social Justice Advocate/Board Member, Kisumu Feminists Society;
 - (g) February 2021 to date: Project Manager, Maklweta;
 - (h) December 2019 to date: Founder/Legal Advisor, Hope254;
 - (i) September 2019 – December 2021: Graduate Teaching, Assistant Researcher, University of Kent, Canterbury, School of Law;
 - (j) March 2019 – March 2022: Gender Committee Member, LSK;
 - (k) February 2015 – 2016: Researcher, National Crime Research Centre;
 - (l) October 2018 – July 2022: Advocate, Nyaanga and Mugisha Advocates; and
 - (m) January 2018 – October 2018: Pupillage, Havi and Company Advocates.

70. The nominee also indicated that she has undertaken the following project consultancies:

- (a) Co- Consultant and curriculum development working with The African Land Policy Centre (ALPC), on a collaborative project on Land Governance Rights and Protection in Eastern and Central Kenya. The project is a joint programme of the tripartite consortium consisting of the United Nations Economic Commission for Africa (ECA), University of Embu and Internationale Zusammenarbeit (GIZ) GmbH (2025).
- (b) Co-lead and curriculum development consultant “Kenya Carbon Emissions Reduction Tool kit” at the Strathmore Energy Research Centre (2024- date).
- (c) Think-Tank and convenor of the 2025 Regional Africa Human Rights Academic Network Conference on “Human Rights, Environment and Climate Change; Access to Environmental and Climate Justice within the region and sub-region human rights systems in Africa” by Raoul Wallenberg Institute of Human Rights and Humanitarian Law (2024-2025).
- (d) Consultant and programme developer, Great Lakes Regional Training in International Humanitarian Law with a focus on ecocide and Human Rights. (2024).
- (e) Consultant on Sexual Gender Based Violence and gender mainstream in the face of the climate crisis themed “closing the gap in 8 counties in Kenya-Mombasa, Kilifi, Kwale, Kisumu, Siaya, Homabay and Samburu” for Akili Dada. (2024)
- (f) Research Specialist on gender and climate change for the United Nations Development Programme (2024).
- (g) Key Facilitator and project implementor of the “Women Gaining Grounds’ program in Kigali, Rwanda for the Dutch Embassy, Rwanda. (2024).
- (h) Key facilitator in the People’s Anti-Corruption summit for Transparency International and Embassy of the United States of America (2024).
- (i) Trained 30 fellows from Ministry of Health (MoH) Kenya, Zambia, Central African Republic, Senegal, Sierra Leone and Gambia at the Health Systems Accelerator Fellowship Program, 2024 in Sexual Reproductive Health vis- à-vis climate change Rights and policies for Finance Alliance for Health (2024).
- (j) Developed the Feminists’ Curriculum for the Akili Dada Feminist and Leadership Institute (2024).
- (k) Co-Lead Consultant and curriculum developer for Internationale Zusammenarbeit (GIZ) GmbH and Digital Transformation Center Kenya supporting Universities in Kenya by offering short courses on data protection and digital rights transformation.
- (l) Led the Feminist Leadership Institute and gender mainstream training 20 young women in Mombasa, Kilifi and Kwale counties in climate justice for Akili Dada.
- (m) Trained community-based women and girls in Semi-Arid Lands communities in Kenya on the intersection of climate justice Gender Based Violence and sexual reproductive rights for Akili Dada.
- (n) Reviewed and developed the National Adolescent Health Policy for the Ministry of Gender in Kenya. Conducted trainings on Gender-Based Violence and sexual reproductive rights, and policy briefs for various organizations, including urban slums of Kibera, Nairobi for FIDA Kenya.
- (o) Developed the Model County Sexual and Reproductive Health Rights Act and developed a strategic plan for adolescents and persons living with HIV/AIDS for KELIN Kenya.
- (p) Developed the Sexual and Reproductive Health Rights and Gender Based Violence content for training voices health coalition in Uganda and Kenya with a focus on GBV and climate justice for International Planned Parenthood Federation.

- (q) Reviewed and developed policies and strategies related to gender equality and human rights that enabled the inclusion of a rights-based approach to HIV care for key populations, adolescents, and the youth, including partner notification, and led the analysis of the HIV stigma index in Coastal Kenya for International Centre for Reproductive Rights-Kenya.
- (r) Developed policy briefs on Gender Based Violence facilitation modules for UHAI-EASRI's.

Honours and Awards

71. The nominee has received the following awards:

- (a) 2025: Semi-Finalist, Mandela Washington Fellowship;
- (b) 2023: Atlas Crops Leadership Fellow;
- (c) Multiple small conference grants;
- (d) 2023: Collaborative Centre for Research grant for Sexual and Reproductive Rights and Violations (SRR) and the place of climate change as an intervention to SRR;
- (e) 2022: Court Room Mall, Top 100 Influential Young Women in the Legal Profession, Africa;
- (f) 2021: The Palm of Africa, Top Legal Millennial;
- (g) 2019: Vice Chancellor's Scholarship, University of Kent; and
- (h) 2018: Best Post Graduate LLM Student, The University of Nairobi.

Memberships and Professional Associations

72. The nominee indicated that she is associated with the following professional bodies:

- (a) Current: Member, Socio-Legal Association;
- ~~(b) Current: Board Member, Trees Niches;~~
- (c) 2023 to date: Coordinator and Founder, Human Rights Hub, University of Embu, School of Law;
- (d) 2022 to date: Patron and Coordinator, Moot Court Society, University of Embu, School of Law;
- (e) 2019 to date: Board Member, Vihiga White Flute Private General Hospital;
- (f) 2018 to date: Member, LSK;
- (g) 2015 to date: Member, Federation of Women Lawyers (FIDA-Kenya);
- (h) 2021-2023: Board Member, Kisumu Feminists Society;
- (i) 2020-2022: Member, LSK Gender Committee; and
- (j) 2015-2016: Chairperson, Kenya Law Students' Society.

Published Writings

73. The nominee indicated that she has the following publications:

- (a) 'The one-third gender principle in Kenya: A critical appraisal of its history, design and failed implementation', Stellenbosch University (Global Scholars Academy), January, 2023.
- (b) 'Rethinking sexual and reproductive health rights in the Context of climate change' https://theplatform.co.ke/rethinking-sexual-and-reproductive-health-____rights-in-the-context-of-climate-change/ (Published by the Platform Law justice, April 2023 Edition).
- (c) 'Women's role in Agricultural economic development in Africa' (seminar presentation for The Sustainable Global Economic (SGEL) law summer school, University of Amsterdam (June, 2023).

- (d) 'Defending the wretched of the earth; Supreme Court Petition No.16 of 2019; Non-Governmental Organisations Co-ordination Board vs Eric Gitari and Others.' (Published by the Platform Law Justice, October 2023 Edition).
- (e) 'Green Deals and Reproductive Justice: A Promise of Just Transition.' Afronomics law/ Sustainable Global Economic Law (SGEL) Green Project. (Published by the Afronomics Law, December 2023).
- (f) 'Advancing Sexual Reproductive Rights in the Context of Climate Change: Mitigating the HIV/AIDS Crisis through Effective Interventions.' The Universal Declaration of Human Rights a 75: Rethinking and Constructing its Future Together. (University of Ghent, December 2023).
- (g) 'A contextual Appraisal of the freedom of Association; Convergence of Association Guarantees and Human Rights Norms to Strengthen the Rights of sex minorities in Kenya', University of Nairobi, "Advancing Human Rights and Social Justice for Sustainable Development," conference. (Published by the University of Nairobi Law Journal, 2024).
- (h) 'Navigating Climate-Related Loss and Damage Governance: European Climate Laws Impact on Africa's Climate Resilience.' (peer reviewed publication underway by the University of Pretoria, Law Journal).
- (i) 'The Immunity question under the Malabo Protocol'- Presentation at the Great Lakes Regional Training in International Humanitarian Law and Human Rights (Held in Kigali, Rwanda 2024).
- (j) "Climate Action Policy and Local Adaptation; Expanding Women's Rights in Kenya's Fishing Lake Region" 2025 Regional Africa Human Rights Academic Network Conference on "Human Rights, Environment and Climate Change; Access to Environmental and Climate Justice within the region and sub- region human rights systems in Africa" (February, 2025, in Abuja, Nigeria).
- (k) "Re-imaging International Legal Principles in Financing Energy Sustainability Projects in Africa" 2025 Regional Africa Human Rights Academic Network Conference on "Human Rights, Environment and Climate Change; Access to Environmental and Climate Justice within the region and sub-region human rights systems in Africa" (February 2025, in Abuja, Nigeria).

74. She also indicated that she was involved in preparation of a memoranda for International Transparency-Kenya on the proposed Witness Protection Bill and the Conflict of Interest Bill, 2023.

Integrity

75. The nominee submitted that she has neither been charged in a court of law nor adversely mentioned in any investigatory report produced by Parliament or a Commission of Inquiry within the past three years. In addition, the nominee stated that she has never been dismissed or removed from office for violating the provisions outlined in Article 75 of the Constitution.

Income and Net Worth

76. The nominee estimated her net worth to be Kshs. 16 million. She indicated her current sources of income to include salary from the University of Embu and consultancies, earnings from contractual agreements and dividends from sacco and deferred income from treasury bonds, Money Market Fund and earnings from shares and savings.

Potential Conflict of Interest

77. The nominee declared that she is currently not associated with any persons or matters that would present a potential conflict of interest should she assume the position of the Member of the PBODT. If a conflict of interest were to arise, she stated that she would resolve it according to the provisions of the law including Judicial Service Code of Conduct.

Pro Bono and Charity Work

78. The nominee indicated that she serves as a Board Member of Tree Niches and Board of Directors of White Flute Private Hospital in Vihiga County on pro bono basis.

3.2.2 General and Sector Specific Questions for the Nominee

79. The Committee posed several questions to the nominee on her suitability for appointment as Member of the PBODT. The nominee responded as follows:

On her current role

80. The nominee stated she is currently teaching International Environmental Law, Human Rights Law, Land Use Law and Research Methodology at the University of Embu.

On potential conflict of interest

81. The nominee submitted that having worked with multiple non-governmental organizations does not necessarily mean that she would be biased. In her view, conflict of interest must be apparent. However, in the event that it occurs, she stated that she would recuse herself.

3.2.3 Committee Observations on the Suitability of the Nominee

82. 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 Member of PBODT:

- (1) THAT the nominee is a Kenyan citizen and does not hold any other citizenship and therefore meets the requirement of Article 78(1) of the Constitution.
- (2) THAT the nominee is an Advocate of the High Court of Kenya of over five years having been admitted to the Bar in 2018 thereby meets the requirements of section 50(1)(b) of the Public Benefits Organizations Act, 2013.
- (3) THAT the nominee demonstrated an aspiration for integrity in public service and thus meets the requirements of Chapter Six of the Constitution on leadership and integrity.
- (4) THAT the nominee, having been cleared by EACC, HELB, ODPP and ORPP and provided a police clearance certificate from DCI and a tax compliance certificate from KRA meets the statutory requirements for appointment as the Member of the PBODT.

3.3 Ms. Elizabeth Mbithe Mulwa – Nominee to the Office of Member of PBODT

83. The nominee appeared before the Committee on 13th June 2025 and was vetted under oath to examine her suitability. The Committee noted the following:

3.3.1 Questions from General Questionnaire

Citizenship, Date and Place of Birth

84. The nominee is a female Kenyan citizen and does not hold any other citizenship. She was born on 11th June 1984 in Machakos County.

Academic and Professional Qualifications

85. The nominee's professional and academic qualifications include:
- (a) 2018: Certified Professional Mediator, Mediation Training Institute International East Africa;
 - (b) 27th November 2013: Master of Laws (LLM) Merit Honours and LLM in International Business Law, University of Leeds, United Kingdom;
 - (c) 15th October 2009: Admission to the LSK;
 - (d) August 2009: Post Graduate Diploma in Law, KSL;
 - (e) 7th December 2007: Bachelor of Laws (Second Class Honours-Upper Division), University of Nairobi;
 - (f) 2002-2003: IMIS Diploma Part 1 and 2 (Foundation Diploma), Strathmore College;
 - (g) 1998-2001: KCSE, Alliance Girls High School; and
 - (h) 1990-1997: KCPE, Machakos Primary School.

Employment Record and Work Experience

86. The nominee has worked in the following capacities:
- (a) September 2018 to date: Adjunct Lecturer, KSL Paralegal and Advocates Training Program;
 - (b) November 2014 to date: Senior Associate, Mulwa and Mulwa Company Advocates;
 - (c) January 2014 – October 2014: Legal Officer, Gulf African Bank;
 - (d) September 2009 – December 2012: Associate, Shapley Barret and Company Advocates; and
 - (a) January – August 2009: Pupil, Christine Oraro and Company Advocates.

Memberships and Professional Associations

87. The nominee indicated that she is a:
- (a) Member, LSK; and
 - (b) Member (LIMIS SFIA Level 3), Institute for the Management of Information Systems.

Public Office, Political Activities and Affiliations

88. The nominee indicated that she is a member of the UDA Party.

Integrity

89. The nominee submitted that she has neither been charged in a court of law nor adversely mentioned in any investigatory report produced by Parliament or a Commission of Inquiry within the past three years. In addition, the nominee stated that she has never been dismissed or removed from office for violating the provisions outlined in Article 75 of the Constitution.

Income and Net Worth

90. The nominee estimated her net worth to be Kshs. 1.5 million comprising land, shares and savings in a Money Market Fund. She indicated her current sources of income to include salary from the KSL and legal fees from Mulwa and Mulwa Advocates.

Potential Conflict of Interest

91. The nominee declared that she is currently not associated with any persons or matters that would present a potential conflict of interest should she assume the position of the Member of the PBODT. If a conflict of interest were to arise, she stated that she would resolve it according to the provisions of the law.

Pro Bono and Charity Work

92. The nominee indicated that she undertakes two to three pro bono cases annually through the Judiciary pauper brief scheme, participates in the annual community legal service weeks organized by the LSK and mediation of children's matters at the Children's Office and ultimately in court.

3.3.2 General and Sector Specific Questions for the Nominee

93. The Committee posed several questions to the nominee on her suitability for appointment as Member of the PBODT. The nominee responded as follows:

On alleged unfair deregistration of NGOs

94. The nominee stated that the Public Benefits Organizations Regulatory Authority has the power to deregister NGOs that fail to comply with established laws and regulations. On the other hand, the PBODT is mandated to review and assess the decisions of the Authority and examine the due process followed whenever an NGO challenges deregistration. To ensure fair and just decisions, she noted the need for adherence to the right to fair hearing and fair administrative action in interrogating such deregistration. She added that, if approved, the PBODT would comply with the Constitution and the law in interrogating deregistration issues.

On PBOs in marginalized areas

95. The nominee stated that, if approved, she would provide civic and public education to PBOs operating in remote areas for a better understanding of their legal obligations and operational requirements. In her view, this would empower them to serve their communities more effectively.

On her competence

96. The nominee stated that having practiced law for over fifteen years and attended all levels of courts upto the Court of Appeal and various tribunals, she had developed a deep understanding of judicial procedures from an Advocate's perspective. She added that she had handled a wide range of cases which have equipped her with diverse knowledge in dispute resolution.

3.3.3 Committee Observations on the Suitability of the Nominee

97. 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 Member of PBODT:

- (1) THAT the nominee is a Kenyan citizen and does not hold any other citizenship and therefore meets the requirement of Article 78(1) of the Constitution.
- (2) THAT the nominee is an Advocate of the High Court of Kenya of over ten years having been admitted to the Bar in 2009 thereby meets the requirements of section 50(1)(b) of the Public Benefits Organizations Act, 2013.
- (3) THAT the nominee demonstrated an aspiration for integrity in public service and thus meets the requirements of Chapter Six of the Constitution on leadership and integrity.
- (4) THAT the nominee, having been cleared by EACC, HELB, ODPP and ORPP and provided a police clearance certificate from DCI and a tax compliance certificate from KRA meets the statutory requirements for appointment as the Member of the PBODT.

3.4 Dr. Leonard Kinyulusi – Nominee to the Office of Member of PBODT

98. The nominee appeared before the Committee on 13th June 2025 and was vetted under oath to examine his suitability. The Committee noted the following:

3.4.1 Questions from General Questionnaire **Citizenship, Date and Place of Birth**

99. The nominee is a male Kenyan citizen and does not hold any other citizenship. He was born on 27th December 1978 in Bungoma County.

Academic and Professional Qualifications

100. The nominee's academic and professional qualifications include:
- (a) November 2024: Post Graduate Diploma in Law, KSL;
 - (b) March 2023: Project Management Institute, Project Management Professional (PMP);
 - (c) December 2022: Bachelor of Laws, University of Nairobi;
 - (d) December 2019: Doctorate of Philosophy: Project Planning and Management, University of Nairobi;
 - (e) August 2014: Master of Arts: Project Planning and Management, Moi University;
 - (f) July 2004: Certificate Course in Disaster Preparedness and Management, Kenya Institute of Professional Counselling;
 - (g) April 2004: Certificate Course in Management and Administration, Daystar University;
 - (h) November 2003: Bachelor of Education Arts, Moi University;
 - (i) November 2007: KCSE, Friends School Kamusinga; and
 - (j) November 1993: KCPE, Siloba RC Primary School.

Employment Record and Work Experience

101. The nominee has worked in the following capacities:
- (a) June 2024 to date: Chairperson of Finance, Planning and Development Committee, Alupe University Council;
 - (b) 2022 to date: Council Member, Alupe University;
 - (c) March 2022 – March 2023: Member, Political Parties Disputes Tribunal, Judicial Service Commission;
 - (d) January 2020 – August 2022: Adjunct Faculty of Project Management and Fundraising, United States International University – Africa;
 - (e) August 2021 – June 2022: Project Manager, World Bank Funded Project, Teachers Service Commission Midterm Evaluation of School Based Teacher Support System (SBTSS);
 - (f) September 2021 – June 2022: Project Manager, Africa Development Bank Funded Project, Ministry of Education End of Project Evaluation for the Support to enhancement of Quality and Relevance in Higher Education, Science and Technology (HEST) Project, Kenya;
 - (g) March 2021 – to date: Project Manager, The National Treasury and Planning Estimation of National Parameters and Commodity Specific Conversion Factors (CSCF);
 - (h) September 2021: Project Manager, National Cohesion and Integration Commission's Development of a Peace and Political Accountability Charter, Nairobi, Funded by the Swedish Embassy in Kenya;

- (i) September 2020 – January 2021: Project Manager, CPF Financial Services Ltd's Project on Provision of Hydropower Transaction Advisory Services, Nairobi and Kapsabet;
- (j) September – October 2021: Project Manager, Jomo Kenyatta Foundation's Staff Company Reorganization, Nairobi;
- (k) July – August 2021: Project Manager, KSL's Employee and Work Environment Satisfaction Survey, Nairobi;
- (l) May – September 2021: Project Manager, Developing of an Asset Management Policy, Bomas of Kenya, Ltd;
- (m) January – March 2020: Project Manager, KSL's Training Needs Assessment, Nairobi;
- (n) September – December 2019: Project Manager, Development of Sanitation Conference Management System, Ministry of Water, Sanitation and Irrigation;
- (o) 2019: Project Manager, Launch of NEA and Visibility Strategy, National Employment Authority;
- (p) 2018: Project Manager, Development of 'Coming of Age' Documentary, Kenya Medical Research Institute;
- (q) 2018: Project Manager, Restructuring of Kenya Livestock Marketing Council, International Livestock Research Institute;
- (r) 2017: Project Manager, Statutory Safety and Environment Audit, National Cereals and Products Board – 20 Nationwide depots;
- (s) 2017: Project Manager, Kenya Institute of Supplies Management (KISM), Development of a Publication of KISM's Achievements, Nairobi;
- (t) 2017: Project Manager, Development of School Improvement Plan, Ministry of Education;
- ~~(u) 2017: Project Manager, Development of Integrated Urban Development Plans, County Government of Bungoma;~~
- (v) 2016: Project Manager, Water Resource Assessment, Wajir for Water Resources Management Authority;
- (w) 2016: Project Manager, Impact Assessment of the Farmer Communication Program, International Centre of Insect Physiology and Ecology;
- (x) 2015: Project Manager, Development of MSEA Strategic Plan, MSEA;
- (y) 2015: Project Manager, Development of Continuous Voter Education Strategy Independent Electoral and Boundaries Commission (IEBC);
- (z) 2014: Project manager, Employee Satisfaction and Work Environment Survey Numerical Machining Complex;
- (aa) 2014: Project Manager, Customer and Employee Satisfaction Exit Survey, Ministry of Devolution and Planning;
- (bb) 2014: Project Manager, Alcohol and Drug Abuse Workplace Policy, National Treasury;
- (cc) 2014: Project Manager, Development of State of the ASALs Report, Ministry of Devolution and Planning;
- (dd) 2014: Project Manager, Establishment of Value Chain Information in ASALs (Lamu, Isiolo and Wajir), Ministry of Devolution and Planning;
- (ee) 2014: Project Manager, Development of Communication strategy, ASAL Stakeholder Forum;
- (ff) 2014: Project Manager, Customer Satisfaction Survey, Numeric Machining Complex;
- (gg) 2013: Project Manager, Customer Satisfaction Survey, Kenyatta National Hospital;

- (hh) 2013: Project Manager, Needs Assessment for Expansion of University Education Commission for Higher Education;
- (ii) 2012: Project Manager, Baseline Survey, National Campaign Against Drugs and Alcohol Abuse (NACADA);
- (jj) 2012: Project Manager, Baseline Survey on the Perception of Corruption, Ministry of State for Planning;
- (kk) 2012: Project Manager, Customer Satisfaction Survey, National Biosafety Authority;
- (ll) 2011: Project Manager, Evaluation of HIV/AIDS and Alcohol and Drug Abuse, Ministry of State for Immigration;
- (mm) 2011: Project Manager, Baseline Survey on Employment Creation in RDAs, Ministry of Region Development Authorities;
- (nn) 2010: Project Manager, Development of a Communication Strategy, National Commission on Gender and Development;
- (oo) 2010: Project Manager, Development of IEC Materials, Action Aid International, Kenya;
- (pp) 2010: Project Manager, Development of Communication Strategy, Ministry of Regional Development Authorities;
- (qq) 2009: Director, Eldoret Splendid College;
- (rr) 2007: Principal, Rapha Education Centre, Eldoret;
- (ss) 2002: Teaching Intern, Cheptiret High School; and
- (tt) 2001: Teaching Intern, Bokoli High School.

Memberships and Professional Associations

102. The nominee indicated that he is a:
- (a) Member, Institute of Legal Project Management;
 - (b) Member, Kenya Institute of Management;
 - (c) Member, LSK;
 - (d) Director and Shareholder, Three Dimension Africa Communications Limited;
 - (e) Director, Geekan Kenya Limited;
 - (f) Proprietor, Carol Mushrooms Kenya;
 - (g) Shareholder, Corner Gardens Development Limited; and
 - (h) Member, Research Gate.

Published Writings

103. The nominee indicated that he has the following publications:
- (a) Kinyulusi, L., Kyalo, D., Mulwa, A., Matula, D., 2019, Adoption of Performance Contracting Planning and Target Achievement of Academic Programmes in Public Universities in Kenya, International Journal of Innovative Research and Knowledge, Vol-4 (9)
 - (b) Kinyulusi, L., Kyalo, D., Mulwa, A., Matula, D., 2019, Adoption of Performance Contracting Monitoring and Evaluation and Target Achievement of Academic Programmes in Public Universities in Kenya, International Journal of Humanities and Social Studies, Vol-7 (9)
 - (c) Kinyulusi, L., Kyalo, D., Mulwa, A., Matula, D., 2019, Adoption of Performance Contracting Implementation and Target Achievement of Academic Programmes in Public Universities in Kenya, International Journal of Science and Research, Vol-8 (12)
 - (d) Kinyulusi, L., Kyalo, D., Mulwa, A., Matula, D., 2019, Adoption of Disseminating Performance Contracting Results and Target Achievement of Academic

104. The nominee also indicated that he had contributed in the preparation of a:
- (a) Ruling at the Political Parties Disputes Tribunal;
 - (b) Charter developed for National Cohesion and Integration Commission; and
 - (c) Strategic Plan developed for a local public benefit organization.

Integrity

105. The nominee submitted that he has neither been charged in a court of law nor adversely mentioned in any investigatory report produced by Parliament or a Commission of Inquiry within the past three years. In addition, the nominee stated that he has never been dismissed or removed from office for violating the provisions outlined in Article 75 of the Constitution.

Income and Net Worth

106. The nominee estimated his net worth to be Kshs. 40,800,000 comprising residential property, land and a motor vehicle. He indicated his current sources of income to include salary from Alupe University and United States International University and earnings from consultancy.

Potential Conflict of Interest

107. The nominee declared that he is currently not associated with any persons or matters that would present a potential conflict of interest should he assume the position of the Member of the PBODT. ~~If a conflict of interest were to arise, he stated that he would resolve it according to the provisions of the law.~~

Pro Bono and Charity Work

108. The nominee indicated that he has been involved in the following community assignments:
- (a) 2017-2023: Chairman, Disciples' Garden Estate;
 - (b) 2020-2021: Chairman Std 8 PTA, Juja Preparatory School; and
 - (c) 2016-2022: Chairman, Bypass Fitness Jaguars, a neighbourhood fitness and health club.

3.4.2 General and Sector Specific Questions for the Nominee

109. The Committee posed several questions to the nominee on his suitability for appointment as Member of the PBODT. The nominee responded as follows:

On his tenure as Member of the PPDT

110. The nominee stated that during his tenure as a member of the Political Parties Disputes Tribunal (PPDT), he learnt that the right of access to justice should be enjoyed by everyone including those at the grassroot level. He added that the language used in the Tribunal's proceedings and documents should be simple enough for everyone to understand.
111. In addition, the nominee stated that he is no stranger to writing judgments since he has previously written judgments while serving at the PPDT. He added that he had benefited from the Judiciary's capacity-building support which, in his view, would be useful to the PBODT.

3.4.3 Committee Observations on the Suitability of the Nominee

112. The Committee having considered the nominee's filled questionnaire pursuant to section 6(8) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F his *curriculum vitae* and having heard his oral submission during the approval hearing, made the following observations on his suitability for appointment as Member of PBODT:

- (1) THAT the nominee is a Kenyan citizen and does not hold any other citizenship and therefore meets the requirement of Article 78(1) of the Constitution.
- (2) THAT having specialized in project planning and management, having served at the Political Parties Disputes Tribunal and being an Advocate of the High Court, the nominee possesses the necessary skills and knowledge for the discharge of the functions of a Tribunal thereby meets the requirements of section 50(1)(c) of the Public Benefits Organizations Act, 2013.
- (3) THAT the nominee demonstrated a history for integrity in public service and thus meets the requirements of Chapter Six of the Constitution on leadership and integrity.
- (4) THAT the nominee, having been cleared by EACC, HELB, ODPP and ORPP and provided a police clearance certificate from DCI and a tax compliance certificate from KRA meets the statutory requirements for appointment as the Member of the PBODT.

3.5 Mr. Mohamed Sheikh Noor – Nominee to the Office of Member of PBODT

113. The nominee appeared before the Committee on 13th June 2025 and was vetted under oath to examine his suitability. The Committee noted the following:

3.5.1 Questions from General Questionnaire Citizenship, Date and Place of Birth

114. The nominee is a male Kenyan citizen and does not hold any other citizenship. He was born in December 1974 in Wajir County.

Academic and Professional Qualifications

115. The nominee's academic and professional qualifications include:
- (a) Current: PhD in Management and Leadership, The Management University of Africa, Nairobi;
 - (b) 2008-2012: Master of Philosophy in Conflict Transformation and Management, Nelson Mandela Metropolitan University, South Africa;
 - (c) 2007: UN safety in the Field Certificate, UNON;
 - (d) 2004-2005: Diploma in Information Technology and A+ Certification, Kenya Institute of Professional Studies;
 - (e) 1999: Certificate in Information Studies, Institute of Computer Science;
 - (f) 1995-1998: Bachelor of Commerce (Honours), University of Delhi, India;
 - (g) 1997-1998: Diploma in Marketing and Sales Management, Management Studies Promotion Institute, New Delhi; and
 - (h) 1990-1993: KCSE, Wajir High School.

Employment Record and Work Experience

116. The nominee has worked in the following capacities:
- (a) October 2024 to date: Consultant, Optimum Results Consultant Limited;
 - (b) March 2022 – September 2024: NEDI Coordinator, Wajir County, World Bank Projects;

- (c) May 2021 – March 2022: Head of Liaison Services, County Government of Wajir;
- (d) October 2018 – May 2021: KDRDIP Focal Person, County Government of Wajir;
- (e) 2011-2017: Director, Sustainable Development Solutions (SDS);
- (f) 2009-2010: Project Manager, USAID-EA, Overcoming Barriers to Peace, Burundi;
- (g) 2009-2010: Program Manager, Conflict Transformation, African Council of Religious Leaders (ACRL);
- (h) 2005-2008: Participatory Planning Specialist, UNDP, Kenya; and
- (i) 2001-2005: Program Officer, Community Development, WASDA/Oxfam GB.

Honours and Awards

117. The nominee has received the following awards:
- (a) February 2025: SIYB-ILO Certification as a Trainer by ILO; and
 - (b) 2016: Member, Kenya Institute of Management.

Memberships and Professional Associations

118. The nominee indicated that he is a:
- (a) Member, Kenya Institute of Management;
 - (b) Life Member, Kenya Red Cross Society Wajir Branch;
 - (c) SIYB-ILO Certified Trainer and Member, ILO Network;
 - (d) Member, Network of Monitoring and Evaluation Professionals;
 - (e) Member, Peace Building and Conflict Impact Assessment;
 - (f) Member, Kenya Integrity Forum representing the civil society;
 - (g) Director, Optimum Results Consultants;
 - (h) Board Member, Sustainable Development Solutions; and
 - (i) Contributor, African Union Peacebuilding Forums.
-

Published Writings

119. The nominee indicated that he has the following publications:
- (a) Exploring the Management of Inter-Clan Conflicts in Wajir County, Kenya”
Published in the Journal of South East Academics Libraries Systems
http://vital.seals.ac.za:8080/vital/access/manager/Repository?exact=sm_subject:%22Clans+--+Kenya+--+Wajir+District%22
 - (b) Reports and evaluations for UN Women, PACT Kenya, Oxfam Novib, Coffey International, and others IGPO Evaluation by Mohamed Sheikh Noor Published in the UN Women Gate Research
<https://gate.unwomen.org/EvaluationDocument/Download?evaluationDocumentID=9085>
 - (c) Joint Evaluation Report UNFPA/UNICEF Published in the UNFPA Global website
https://www.unfpa.org/sites/default/files/admin-resource/FGM_Eval_Vol1_FINAL.pdf
 - (d) Developed Diverse Technical Reports and strategies including the Development of Kamukunji Technical and Vocational College (KTVC) Strategic Plan 2022-2027.

Public Office, Political Activities and Affiliations

120. The nominee stated that he has served in the following public offices:
- (a) NEDI Coordinator (appointive), Wajir County;
 - (b) Head of Liaison Services (appointive), Wajir County; and
 - (c) KDRDIP Focal Person (appointive), Wajir County.

Integrity

121. The nominee submitted that he has neither been charged in a court of law nor adversely mentioned in any investigatory report produced by Parliament or a Commission of Inquiry within the past three years. In addition, the nominee stated that he has never been dismissed or removed from office for violating the provisions outlined in Article 75 of the Constitution.

Income and Net Worth

122. The nominee estimated his net worth to be Kshs. 35 million. He indicated his current sources of income to include salary from public service and earnings from consultancy.

Potential Conflict of Interest

123. The nominee declared that he is currently not associated with any persons or matters that would present a potential conflict of interest should he assume the position of the Member of the PBODT. If a conflict of interest were to arise, he stated that he would resolve it according to the provisions of the law.

Pro Bono and Charity Work

124. The nominee indicated that he is involved in the following charitable activities:
- (a) United Nations Volunteer;
 - (b) Life Member, Kenya Red Cross; and
 - (c) Provision of community support and philanthropy.

3.5.2 General and Sector Specific Questions for the Nominee

125. The Committee posed several questions to the nominee on his suitability for appointment as Member of the PBODT. The nominee responded as follows:

On registration of PBOs

126. The nominee submitted that challenges on the registration of public benefit organizations is nationwide and, if approved, would ensure adherence to the registration requirements and criteria as provided in the Public Benefits Organizations Act, 2013.

On potential conflict of interest

127. The nominee noted that, if approved, he would be executing his mandate as a Member of the PBODT for the benefit of all Kenyans. He submitted that he would be impartial and discharge his functions in accordance with the Public Benefits Organizations Act, 2013.

128. The nominee added that he was aware that the Public Benefits Organizations Regulations were being prepared and as such would be guided by the same. He also informed the Committee that where conflict of interest arises, he would disclose it and recuse himself.

On previous nomination

129. The nominee submitted that he had previously applied for and was shortlisted for appointment as a Director of the NGO Coordination Board but was not successful for appointment.

3.5.3 Committee Observations on the Suitability of the Nominee

130. The Committee having considered the nominee's filled questionnaire pursuant to section 6(8) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F his *curriculum vitae*

and having heard his oral submission during the approval hearing, made the following observations on his suitability for appointment as Member of PBODT:

- (1) THAT the nominee is a Kenyan citizen and does not hold any other citizenship and therefore meets the requirement of Article 78(1) of the Constitution.
- (2) THAT having specialized in conflict transformation and management, and leadership the nominee possesses the necessary skills and knowledge for the discharge of the functions of a Tribunal thereby meets the requirements of section 50(1)(c) of the Public Benefits Organizations Act, 2013.
- (3) THAT the nominee demonstrated a history of integrity in public service and thus meets the requirements of Chapter Six of the Constitution on leadership and integrity.
- (4) THAT the nominee, having been cleared by EACC, HELB, ODPP and ORPP and provided a police clearance certificate from DCI and a tax compliance certificate from KRA meets the statutory requirements for appointment as the Member of the PBODT.

CHAPTER FOUR

4 COMMITTEE OBSERVATIONS

131. Pursuant to sections 6(7) and (8) and 7 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F, the Committee observed that:

(a) Procedure for Nomination

- (1) The nominees were selected in accordance with the provisions of section 50(1) and (2) of the Public Benefits Organizations Act, 2013.

(b) Constitutional and Statutory Requirements

- (2) The nominees have satisfied all the constitutional and statutory requirements including those on citizenship; leadership, ethics and integrity and tax compliance.
- (3) The nominees meet the integrity threshold, demonstrate knowledge of topical, administrative and technical issues of the positions to which they have been nominated, and have the requisite abilities, academic qualifications and professional experience to be approved for appointment.

(c) Suitability of the nominees for the proposed appointments having regard to whether the nominee's abilities, experience and qualities meet the needs of the body to which the nominations are made

- (4) The nominees have demonstrated deep understanding of the affairs of the public benefits organizations, dispute resolution and their respective roles of Chairperson and Members of the PBODT. They possess the requisite abilities, academic qualifications and professional experience required for persons nominated to serve as the Chairperson and Members of the PBODT.

(d) General Observations

- (5) The Committee noted that the PBODT is the only Tribunal whose membership is vetted for appointment by the National Assembly. Despite the rigorous process employed by the Judiciary in inviting applications, shortlisting and interviewing persons for appointment to the Tribunal, there may be need to have all appointment of members of Tribunals approved by the National Assembly. The Committee shall be re-introducing the Tribunals Bill with these proposed amendments.

CHAPTER FIVE

5 COMMITTEE RECOMMENDATIONS

132. Having considered the nominees pursuant to section 50(1) of the Public Benefits Organizations Act, 2013 and sections 3 and 8 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F, the Committee recommends that the National Assembly:

- (1) **approves** the appointment of **Ms. Eunice Adoyo Otieno-Arwa** to the Office of **Chairperson** of the **Public Benefits Organizations Disputes Tribunal**;
- (2) **approves** the appointment of **Ms. Christabel Mideva Eboso** to the Office of **Member** of the **Public Benefits Organizations Disputes Tribunal**;
- (3) **approves** the appointment of **Ms. Elizabeth Mbithe Mulwa** to the Office of **Member** of the **Public Benefits Organizations Disputes Tribunal**;
- (4) **approves** the appointment of **Dr. Leonard Kinyulusi** to the Office of **Member** of the **Public Benefits Organizations Disputes Tribunal**; and
- (5) **approves** the appointment of **Mr. Mohamed Sheikh Noor** to the Office of **Member** of the **Public Benefits Organizations Disputes Tribunal**.

SIGNED..... 17. *George Gitonga Murugara* DATE 17.6.2025

HON. GEORGE GITONGA MURUGARA, CBS, MP

CHAIRMAN

DEPARTMENTAL COMMITTEE ON JUSTICE AND LEGAL AFFAIRS

George Gitonga Murugara

THE NATIONAL ASSEMBLY PAPERS LAID	
DATE: 17 JUN 2025	DAY: TUESDAY
TABLED BY: HON. GITONGA MURUGARA (CHAIRPERSON)	
CLERK-AT-THE-TABLE: WILLIS OBIRO	