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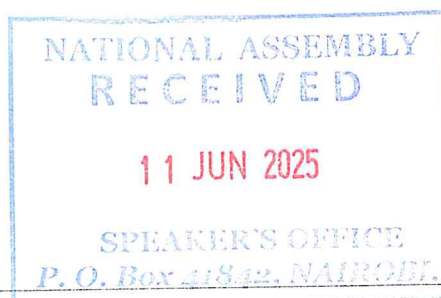
THE NATIONAL ASSEMBLY
THIRTEENTH PARLIAMENT – FOURTH SESSION - 2025

COMMITTEE ON ADMINISTRATION AND INTERNAL SECURITY

REPORT ON THE APPROVAL HEARING OF THE FOLLOWING NOMINEES FOR
APPOINTMENT AS MEMBERS OF THE NATIONAL POLICE SERVICE
COMMISSION –

- 1.MS. PERIS MUTHONI KIMANI;
- 2.MR. BENJAMIN JUMA IMAI; AND
- 3.PROF. COLLETTE A. SUDA, PHD

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LIST OF ABBREVIATIONS AND ACRONYMS

DCI	Directorate of Criminal Investigations
EACC	Ethics and Anti-Corruption Commission
H.E.	His Excellency
HELB	Higher Education Loans Board
INTERPOL	International Criminal Police Organization
KRA	Kenya Revenue Authority
NPS	National Police Service
NPSC	National Police Service Commission
ORPP	Office of the Registrar of Political Parties
PWD	Persons with Disability
UNODC	United Nations Office on Drugs and Crime
U.S.A	United States of America

CHAIRPERSON'S FOREWORD

This Report contains proceedings of the Committee on Administration and Internal Security relating to the approval hearings of persons nominated for appointment as Members of the National Police Service Commission.

Pursuant to the provisions of Articles 246(2) and 250(2) of the Constitution, section 6(5) of the National Police Service Commission Act (Cap. 85) and Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, (Cap. 7F), His Excellency the President nominated the following persons for appointment as Members of National Police Service Commission –

1. **Ms. Peris Muthoni Kimani – pursuant to Article 246(2)(a)(ii) of the Constitution;**
2. **Mr. Benjamin Juma Imai – pursuant to Article 246(2)(a)(ii) of the Constitution; and**
3. **Prof. Collette A. Suda PhD – pursuant to Article 246(2)(a)(iii) of the Constitution.**

The nomination was conveyed to the Speaker of the National Assembly through letters Ref. EOP/CAB/26/4A VOL.VI/ (126) dated 21st May, 2025. The nominees' curricula vitae, testimonials and the report of the selection panel were enclosed in the letter.

On Tuesday 27th May, 2025 and pursuant to Standing Order 42, the Speaker of the National Assembly conveyed the Message from His Excellency the President to the House on nomination of the three nominees for appointment to the position of Members of the National Police Service Commission.

The names of the nominees, curriculum vitae and testimonials were referred to the Departmental Committee on Administration and Internal Security for approval hearing. Upon conclusion of the hearing, the Committee was required to table its report on or before Wednesday 11th May, 2025 to enable the House to consider the matter within the statutory timelines.

Consequently, in fulfilment of the provisions of Article 118(1)(b) of the Constitution, Section 6(4) of the Public Appointments (Parliamentary Approval) Act, (Cap. 7F) and Standing Order 45(3), the Clerk of the National Assembly, on Thursday, 29th May, 2025, notified the public through the print media that the Departmental Committee on Administration and Internal Security would conduct an approval hearing for the three nominees on Monday 9th June, 2025 in Committee Room 18/19, 3rd Floor, Bunge Tower, Parliament Buildings from 10.00 a.m.

Further, in accordance 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, 29th May, 2025, inviting the public to submit memoranda by way of written statements on oath (*affidavit*) on the suitability or otherwise of each of the nominees in accordance to the Public Appointments (Parliamentary Approval) Act, (Cap. 7F). The advertisement indicated that the submissions were to be received by Thursday, 5th June, 2025 at 5.00 pm.

By the close of the submission deadline, the Committee had not received any memoranda contesting the suitability of the nominees for appointment.

The nominees appeared before the Committee on Monday, 9th June, 2025 for approval hearing in accordance with the provisions of the Constitution, the National Police Service Commission Act (Cap. 85), the Public Appointments (Parliamentary Approval) Act, (Cap. 7F) and the National

Assembly Standing Orders on their suitability or otherwise for appointment as Members of the National Police Service Commission.


Pursuant to Section 6(7) and (8) and section 7 of the Public Appointments (Parliamentary Approval) Act, (Cap. 7F), the Committee observed that the nominees had the requisite academic qualifications, professional training and experience and met the integrity threshold required for the position they had been nominated to.

Having conducted the approval hearing for the nominees pursuant to Article 250(2) of the Constitution, Sections 3 and 8 of the Public Appointments (Parliamentary Approval) Act, (Cap. 7F) and Standing Order 45 (4), **the Committee recommends that the House approves the nomination of the following nominees for appointment as Members of the National Police Service Commission –**

1. Ms. Peris Muthoni Kimani – pursuant to Article 246(2)(a)(ii) of the Constitution;
2. Mr. Benjamin Juma Imai – pursuant to Article 246(2)(a)(ii) of the Constitution; and
3. Prof. Collette A. Suda, PhD - pursuant to Article 246(2)(a)(iii) of the Constitution.

I take this opportunity to thank all the Members of the Committee for their input, valuable contributions and time during the approval hearing and deliberations during the writing of the report. The Committee also takes this opportunity to thank the Offices of the Speaker and the Clerk of the National Assembly for the technical support accorded to it during the exercise.

On behalf of the Departmental Committee on Administration and Internal Security and pursuant to Articles 124(4)(b) and 250(2)(b) of the Constitution, Section 8(1) of the Public Appointments (Parliamentary Approval) Act, (Cap. 7F) and the provisions of Standing Order 45(4), it is my duty and privilege to present to the House, the Report of the Departmental Committee on Administration and Internal Security on the approval hearing of **Ms. Peris Muthoni Kimani, Mr. Benjamin Juma Imai and Prof. Collette A. Suda PhD** nominated as Members of the National Police Service Commission.


Hon. Gabriel Koshal Tongoyo, CBS, MP
Chairperson

Departmental Committee on Administration and Internal Security

CHAPTER ONE

1.0 PREFACE

1.1 Establishment of the Committee

1. The Departmental Committee on Administration and Internal Security of the National Assembly is established under Standing Order 216 whose functions pursuant to the Standing Order 216 (5) are as follows:-
 - a) *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) *study the programme and policy objectives of Ministries and departments and the effectiveness of the implementation;*
 - ba) *on a quarterly basis, monitor and report on the implementation of the national budget in respect of its mandate;*
 - c) *study and review all legislation referred to it;*
 - d) *study, assess and analyze the relative success of the Ministries and departments as measured by the results obtained as compared with their stated objectives;*
 - e) *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;*
 - f) ***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)***
 - fa) *examine treaties, agreements and conventions;*
 - g) *make reports and recommendations to the House as often as possible, including recommendation of proposed legislation;*
 - h) *consider reports of Commissions and Independent Offices submitted to the House pursuant to the provisions of Article 254 of the Constitution; and*
 - i) *examine any questions raised by Members on matters 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 Home affairs, internal security – including police services and coast guard services, public administration, immigration and citizenship.
3. In executing its mandate, the Committee oversees the Executive Office of the President and the Ministry of Interior and National Administration and the agencies under its purview.

1.3 Committee Membership

4. The Departmental Committee on Administration and Internal Affairs was constituted by the House on Thursday 28th October, 2022 and comprises of the following Members: -

Hon. Gabriel Tongoyo, CBS, MP
Chairperson
Narok West Constituency

Hon. Col. (Rtd.) Dido Rasso, MBS, MP
Vice Chairperson
Saku Constituency

Hon. Kaluma George Peter, MP
Homa Bay Town Constituency

Hon. Protus Ewesit Akujah, MP
Loima Constituency

Hon. Aduma Owuor, MP
Nyakach Constituency

Hon. Rozaah Akinyi Buyu, MP
Kisumu West Constituency

Hon. Fred C. Kapondi, MP
Mt. Elgon Constituency

Hon. Caroline Ng'elechi, MP
Elgeyo-Marakwet County

Hon. Liza Chepkorir Chelule, MP
Nakuru County

Hon. Peter Francis Masara, MP
Suna West Constituency

Hon. Sarah Paulata Korere, MP
Laikipia North Constituency

Hon. Francis Sigei, EBS, MP
Sotik Constituency

Hon. Oku Kaunya, MP
Teso North Constituency

Hon. Hussein Weytan, MP
Mandera East Constituency

Hon. Mburu Kahangara, MP
Lari Constituency

1.4 Committee Secretariat

5. The Committee secretariat consist of the following:

Mr. John Mugoma
Clerk Assistant 1
Head of Secretariat

Ms. Grace Wahu
Clerk Assistant II

Mr. Gideon Kipkogei
Clerk Assistant II

Mr. Edison Odhiambo
Fiscal Analyst I

Ms. Clarah Kimeli
Principal Legal Counsel I

Ms. Judith Kanyoko
Legal Counsel II

Ms. Delvin Onyancha
Research Officer II

Mr. Rodgers Kilungya
Audio Officer

Mr. Benson Kimanzi
Serjeant-At-Arms

Ms. Ivy Maritim
Media Relations Officer III

6. Further, the Committee secretariat was supported by the following officers -

- | | |
|-------------------------|------------------------|
| 1. Mr. Arkan Mumin | - Research Officer II |
| 2. Ms. Georgina Okoth | - Research Officer II |
| 3. Mr. Danton Kimutai | - Audio Officer |
| 4. Mr. Reinhard Juma | - Committee Intern |
| 5. Ms. Libbie Kiragu | - Media Intern |
| 6. Ms. Veronica Kithuka | - Audio Officer Intern |

CHAPTER TWO

2.0 BACKGROUND

2.1 Notification of Nomination

7. Pursuant to the provisions of Articles 246(2) and 250(2) of the Constitution and section 6(5) of the National Police Service Commission Act (Cap. 85) and Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, (Cap. 7F), His Excellency the President nominated the following persons for appointment as Members of National Police Service Commission (*Annexure I*) –
 - a) Ms. Peris Muthoni Kimani – pursuant to Article 246(2)(a)(ii) of the Constitution (Kenya Police Service);
 - b) Mr. Benjamin Juma Imai – pursuant to Article 246(2)(a)(ii) of the Constitution (Administration Police); and
 - c) Prof. Collette A. Suda PhD - pursuant to Article 246(2)(a)(iii) of the Constitution (Member of the Public with integrity who have served the public with distinction).

2.2 Notification to the House and Referral to the Committee

8. Pursuant to the provisions of Standing Order 42, the Speaker of the National Assembly vide a Communication dated Tuesday 27th May, 2025, conveyed to the House the Message from His Excellency the President regarding the nomination of the nominees seeking approval by the House for appointment as Members of the National Police Service Commission (*Annexure II*).
9. The names of the nominees, their curricula vitae together with the report of the selection panel were referred to the Departmental Committee on Administration and Internal Security for approval hearing and thereafter, upon conclusion of the hearing, table its report on or before Wednesday 11th June, 2025 to enable the House consider the matter within the statutory timelines.

2.3 Notification to the Public

10. Article 118(1)(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.
11. Section 6(4) of the Act further provides that the Clerk shall notify the public of the time and place for holding an approval hearing at least seven days prior to the hearing.
12. Further, Section 6(9) of the Public Appointments (Parliamentary Approval) Act, 2011 provides that “any person may, prior to the approval hearing and by written statement on oath,

provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated”.

13. Pursuant to Article 118(1)(b) of the Constitution, Section 6(4) of the Public Appointments (Parliamentary Approval) Act, (Cap 7F) and Standing Order 45(3), the Clerk of the National Assembly notified the general public on Thursday, 29th May, 2025 in the print media that the approval hearing of the nominees would be conducted on Monday 9th June, 2024 in Committee Room 18/19, 3rd Floor, Bunge Tower, Parliament Building at 10.00 a.m.
14. Further, pursuant to Article 118(1)(b) of the Constitution as read with Section 6(9) of Public Appointments (Parliamentary Approval) Act, (Cap 7F), the Clerk of the National Assembly placed an advertisement in the print media on Thursday, 29th May, 2025 (*Annexure III*) inviting the public to submit memoranda by way of a written statement on oath (affidavit) on the suitability or otherwise of the nominees in conformity with Section 6(9) of the Public Appointments (Parliamentary Approval) Act, (Cap 7F). The advertisement indicated that the submissions were to be received by Thursday, 5th June, 2025 at 5.00 pm.

2.4 Notification to the Nominees

15. Through a letter dated Wednesday 28th May, 2025, the Clerk of the National Assembly notified the nominees of the time and place of holding the approval hearing. The notification was also done through print media, in accordance with Section 6(3) of the Public Appointments (Parliamentary Approval) Act, (Cap. 7F). Further, invitation letters for the approval hearing were written to the nominees notifying them of the date and the venue of the approval hearing as Monday 9th June, 2025 in Committee Room 18/19, 3rd Floor, Bunge Tower. (*Annexure IV*).

2.5 Clearance and Compliance Requirements

16. On Thursday, 28th May, 2025, the Clerk of the National Assembly wrote letters to the EACC, the DCI, the KRA, the Higher Education Loans Board (HELB), ORPP and the ODPP seeking relevant information relating to the nominees in compliance with the requirements of Chapter Six of the Constitution on Leadership and Integrity. (*Annexure V*)
17. On matters of ethics and integrity, the Ethics and Anti-Corruption Commission vide a letter **Ref. No. EACC.7/10/5 VOL XXXII (64) dated 5th June, 2025** (*Annexure VI*) stated that it had not undertaken any investigations nor recommended prosecution pursuant to its mandate against the nominees.
18. With regards to tax compliance, the Kenya Revenue Authority confirmed vide a letter Ref. No. KRA/5/1002/5(12457), dated 9th June, 2025, (*Annexure VII*) that the nominees were tax compliant.

19. The Directorate of Criminal Investigations through a letter Ref. No. **DCI/CRO/SEC/6/7/2/A/VOL.XII/26**, dated 11th June, 2025, (*Annexure VIII*) stated that the forensic fingerprints analysis of the following two nominees had been conducted and that the criminal database had not revealed any previous criminal records:
- a) Ms. Peris Muthoni Kimani
 - b) Mr. Benjamin Juma Imai
20. In the aforementioned letter, the DCI further advised that Prof. Collette A. Suda, PhD present her fingerprints for analysis. However, during the approval hearing, the nominee presented her clearance certificate from DCI dated 17th August, 2024.
21. The Higher Education Loans Board vide a letter **Ref. No. HELB/RR/112009/V/406** dated 29th May, 2025 (*Annexure IX*), stated that Ms. Peris Muthoni Kimani and Mr. Benjamin Juma Imai were beneficiaries of the higher education loans. Prof. Collette A. Suda, PhD had cleared her higher education loans and was issued with a clearance certificate in 2011.
22. On the issue of party affiliation, pursuant to Article 77(2) of the Constitution, the Office of the Registrar of Political Parties, vide letter **Ref. No. ORPP/ORG/34 Vol IX (8)** dated 4th June, 2025 (*Annexure X*) indicated that the nominees were not officials of any registered political party in Kenya.
23. On whether there are any criminal proceedings against the nominees or any other previous charges against them, the Office of the Director of Public Prosecutions through a letter **Ref. ODPP/CONF/5/50A** dated 5th June, 2025 (*Annexure XI*) indicated that there were no active criminal proceedings or previous charges against the nominees.

CHAPTER THREE

3.0 ISSUES CONSIDERED BY THE COMMITTEE DURING THE APPROVAL PROCESS

3.1 Qualification for Appointment to Commissions and Independent Offices

24. Article 250(2) of the Constitution provides that the Chairperson, a Member of a Commission and a holder of an independent office shall be identified and recommended for appointment in a manner prescribed by National legislation, approved by the National Assembly and appointed by the President.
25. Article 246 of the Constitution establishes the National Police Service Commission which shall consists of –
- (a) the following persons, each appointed by the President:
 - i) a person who is qualified to be appointed as a High Court Judge;
 - ii) two retired senior police officers;
 - iii) three persons of integrity who have served the public with distinction;
 - (b) the Inspector-General of the National Police Service; and
 - (c) ~~both Deputy Inspectors-General of the National Police Service.~~
-
26. Section 5(1) of the National Police Service Commission Act, 2011 provides that a person shall be qualified for appointment as chairperson or a member of the Commission if such person –
- (a) is a citizen of Kenya;
 - (b) holds a degree from a university recognized in Kenya;
 - (c) meets the requirements of Chapter Six of the Constitution, and
 - (d) is not, and has not previously been a member of the National Police Service.
27. Further, Section 5(4) provides that a person shall be qualified for appointment as a member under Article 246(2)(a)(iii) of the Constitution if the person possesses the following additional qualifications:
- (a) holds a degree from a university recognized in Kenya;
 - (b) has at least ten years' experience in any of the following disciplines—
 - (i) finance and administration;
 - (ii) economics;
 - (iii) human resources development and management;
 - (iv) public administration;
 - (v) labour laws;
 - (vi) economics;
 - (vii) law;
 - (viii) human rights;
 - (ix) ethics and governance;
 - (x) mediation and consensus building; and
 - (xi) change management.

- (c) meets the requirements of Chapter Six of the Constitution;
- (d) is not and has not previously been a member of the National Police Service; and
- (e) has had a distinguished career in their respective fields.

3.2 Public access and participation

28. Article 118(1) of the Constitution requires that Parliament and its committees shall be open to the public and facilitate public participation. Pursuant to Article 118(1) of the Constitution, the Committee conducted the approval hearing in an open manner.

3.3 Approval Hearing

29. Section 6(7) of the Public Appointments (Parliamentary Approval) Act, (Cap. 7) provides that an approval hearing shall focus on a candidate's academic credentials, professional training and experience, personal integrity and background.

30. The criteria specified in the Act was used by a Committee during the approval hearing of the nominee.

31. Additionally, Section 7 of the Public Appointments (Parliamentary Approval) Act, (Cap. 7) 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.

3.4 Criteria used to arrive to the Nominee (Report of the Selection Panel)

32. In view of the provisions of section 7(a) of the Public Appointments (Parliamentary Approval) Act, as read with Section 6(4) of the National Police Service Commission Act, the Committee referred to the Report of the Selection Panel for recruitment of nominees for appointment as a Chairperson and Members of the National Police Service Commission.

33. In the Report forwarding the names of the nominees to H.E the President for consideration, the Selection Panel stated that the recruitment of the nominee started with appointment of the Members of the Selection Panel vide a Gazette Notice No. 1181 of 4th February, 2025 and the advertisement for applications by the public for the position of the Chairperson and Members of the National Police Service Commission in the print media on 20th February, 2025 and in the Public Service Commission's website.

34. By the close of the advertisement date on 5th March, 2025 a total of sixty-eight (68) applications for the position of the Chairperson had been received for consideration by the Commission. There was no PWD applicant for the position of the Chairperson.

35. Thirty-Six (36) applications were received for the position of Member (retired senior police officers) none of whom was a PWD. Two Hundred and Forty-Nine (249) applications were received for the position of Member, (persons of integrity who served the public with distinction) out of whom eight (8) were PWDs.
36. That, shortlisting of the candidates was done from 10th to 12th March, 2025 using a set criterion and nine (9) candidates were shortlisted (six males and three females). The panel shortlisted twelve (12) candidates for the position of Member, (retired senior police officers) comprising nine (9) males and three (3) females. Of these, eight (8) were from Kenya Police and four (4) from Administration Police.
37. The Panel shortlisted seventeen (17) candidates for the position of Member (persons of integrity who have served the public with distinction). Twelve (12) males and five (5) females; two of whom were PWDs.
38. Invitation of shortlisted candidates to the interviews indicating date and time of interviews was published in the print media on 14th March, 2025 and in the Public Service Commission website.
-
- ~~39. Members of the public were requested to forward any credible information of interest through sworn affidavits relating to the shortlisted candidates. Further the Panel requested the National Intelligence Service, Ethics and Anti-Corruption Commission, Kenya Revenue Authority and Higher Education Loans Board to conduct background checks on the shortlisted candidates.~~
40. The Panel conducted interviews for Chairperson on 24th and 25th March, 2025 and for Members from 26th to 28th March, 2025 at the Public Service Commission and a pass mark of 60% was agreed on for all the positions.
41. Following the conclusion of the recruitment process, the Selection Panel submitted three (3) names for position of Chairperson and six (6) for the position of Member to H.E the President for consideration for nomination in accordance with Section 6 (4)(e), (f)&(g) of the National Police Service Commission Act (Cap. 85).
42. From the foregoing, it is notable that the nominees applied, were shortlisted and interviewed by the Selection Panel and nominated for the position of Member of the National Police Service Commission in accordance with Article 250(2)(a) of the Constitution.
43. In consideration of the statutory and constitutional framework and guided by the national values and principles of governance under Article 10 and principles of public service under Article 232, H.E the President noted that the top command of the National Police Service Commission is constituted of the Inspector General from Central region, Deputy Inspector General from Rift Valley and Western regions and Director of Criminal Investigations from North Eastern Region, noted that the Selection Panel had recommended candidates for appointment as Chairperson from Rift Valley, Central and Western regions

respectively and recommended the appointment two Members of retired senior police officers and two Members from four names provided as persons who have served the public with distinction, H.E the President –

- a) Noted that appointments to Commissions and Independent Offices must comply with the constitutional imperative that their composition, taken as a whole, reflects the regional and ethnic diversity of the people of Kenya and embodies the national values under Article 10 of the Constitution.
- b) He nominated three candidates from the recommended list to serve as Members of the Commission; and
- c) Referred back the list of candidates recommended for appointment as Chairperson, together with that of one other proposed Member, on grounds that they do not individually and collectively, satisfy the requisite constitutional, statutory, or representational thresholds and accordingly advised the Selection Panel to re-advertise the positions of Chairperson and one Member and undertake fresh recruitment exercise in accordance with the law.

3.5 Constitutional and Statutory Requirements

- 44. 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 the guiding principles of leadership and integrity.
- 45. Article 75 of the Constitution which 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. This Article further prohibits a State Officer who has been removed from office under it from holding any other State Office.
- 46. Article 77(1) of the Constitution which prohibits a full time State Officer from participating in any other gainful employment.
- 47. Article 77(2) of the Constitution that prohibits an appointed State officer from holding office in a political party. Article 78 of the Constitution that disqualifies persons who are not Kenyan Citizens from appointment as State Officers.

3.6 Suitability of the nominees 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

- 48. The suitability of the nominees was assessed after scrutiny of the nominees' academic credentials, professional training and experience, personal integrity, background and qualities as well as his performance during the approval hearings held on Monday, 9th June, 2025.

3.7 Memoranda from Members of the Public in respect of the Nominee

49. Pursuant to Section 6(9) of the Public Appointments (Parliamentary Approval) Act, (Cap. 7F) which provides that *“any person may, prior to the approval hearing, and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold office to which the candidate has been nominated”*, the Clerk of the National Assembly placed an advertisement in the print media on Thursday, 29th May, 2025 inviting the public to submit memoranda by way of written statements on oath (affidavit) on the suitability or otherwise of the nominees in conformity with Section 6(9) of the Public Appointments (Parliamentary Approval) Act, (Cap 7F).
50. In this regard, by close of business on Thursday, 5th June, 2025 at 5.00 p.m, the Committee had not received any memoranda contesting the suitability of the nominees.

3.8 Committee Proceedings

51. The Committee held three (3) sittings during which it examined and reviewed the nominees' certificates, testimonials as well as conducted the approval hearing.

CHAPTER FOUR

4.0 APPROVAL HEARING OF THE NOMINEES

52. The Committee conducted an approval hearing for the nominees to the position of Members of the National Police Service Commission on **Monday, 9th June, 2025**. In conducting the approval hearing, the Committee was guided by the Constitution, the National Police Service Commission Act, Cap 85 and the Public Appointments (Parliamentary Approval) Act, (Cap. 7F), and the National Assembly Standing Orders.
53. The Committee examined the nominees using the guidelines provided for in Sections 6(7), 6(9) and 7 of the Public Appointments (Parliamentary Approval) Act, (Cap. F).

4.1 Ms. Peris Muthoni Kimani

54. The nominee appeared before the Committee for an approval hearing on Monday, 9th June, 2025. She was vetted under oath to examine her suitability. The Committee noted the following –

Personal Background

55. Ms. Peris Muthoni Kimani, is a Kenyan Citizen of ID No. 7176579. She was born at Githimba Village, Kagumo, in Muranga County on 27th December 1962. The nominee is sixty- three (63) years old. She is married with two children and two grandchildren. She is a retired Assistant Inspector General, and has worked in the National Police Service for thirty-nine (39) years.

Academic background and Professional Qualifications

56. The nominee holds a Diploma in Humanitarian Diplomacy from the International College of Peace Studies which she acquired in 2024, a Certificate in Strategic Leadership Development Program (SLDP) from the Senior Police Staff College in Nairobi (2019), and a Bachelor's Degree in Criminology from the Presbyterian University (2015).
57. She also undertook a course on International Cooperation in Criminal Matters Related to Serious Crimes by UNODC (2014), Office of Antiterrorism Assistance (ATA) Course by the U.S. Department of State (2013), Diploma in Security Management and Legal Studies (2011), 1st International Training Course for Investigators by INTERPOL (2009), Advanced Management Course from the International Law Enforcement Academy, Mexico (2007), Law Enforcement Executive Development Program – International Law Enforcement Academy, Botswana (2007 and Advanced Crime Management Course from New Mexico, USA (2007).
58. The nominee completed her O level in 1982, and was enlisted in 1983 to join Kiganjo Police College.

Employment Record and Work Experience

59. The nominee served in the Kenya Police Service for thirty-nine (39) years, having joined as a Constable in 1983. She retired in 2022 at the rank of Assistant Inspector General of

Police. Throughout her career, she held various strategic and leadership positions as follows –

- a) Director Public Complaints, Directorate of Criminal Investigations (DCI) from 2016 to 2019;
- b) Deputy Provisional Criminal Investigations Officer, Kenya Railways from 2009 to 2011;
- c) Division Criminal Investigations Officer (DCIO), Langata from 2007 to 2009;
- d) Staff Officer Quartermaster, Provincial Headquarters Nyanza from 2005 to 2006;
- e) Officer In – Charge, Ruaraka Police Station from 2002 to 2005;
- f) Officer In- Charge Karuri Police Station from 2001 to 2002;
- g) Deputy Officer Commanding Station, Karuri from 2000 to 2001;
- h) Kenya Police College, Kigango I 1999
- i) Officer In Charge Crime, Kilimani Police Station from 1997 to 1999;
- j) Kenya Airport Police Unit, Moi Airport Police Mombasa from 1984 to 1986; and Jomo Kenyatta International Airport Police Station

Professional Association and Membership

- 60. The nominee indicated that she is a Member and National Executive Member of the Retired Police Officers, National Executive Council Committee, Detail 43 of 83 – Women Officers who joined the Service in 1983, and a Member of the Professional Criminologists Association of Kenya.
- 61. She is also a member of the Anglican Church of Kenya Mothers' Union, a member of Amani Women Group and Precious Self-Help Group.

Honours and Awards

- 62. The nominee was awarded the Moran of the Burning Spear (MBS) in 2021, Order of the Grand Warrior of Kenya (OGW) in 2010 and a Certificate of Recognition by the Kenya Revenue Authority in 2016 for exemplary performance in Revenue Collection Category as Head of Revenue Protection Service in 2016.

Income and net worth

- 63. The nominee estimated her net worth to be Kshs. 50 million comprising lands and housing. Her current sources of income include a pension of Kshs. 750,000 for the months of January to May 2025.

Potential Conflicts of Interest

- 64. The nominee declared that currently she does not have any persons or matters that would present conflict of interest should she assume the position of Member of the National Police Service Commission.

Integrity

- 65. The nominee has neither been charged in a court of law nor mentioned in any investigatory report of Parliamentary or any Commission of Inquiry in the last three (3) years. She has also never been dismissed or otherwise removed from office for contravention of the provisions of Article 75 of the Constitution on conflict of interest.

General and Sector Specific Questions to the Nominee

66. The Committee posed several questions to the nominee on her knowledge and understanding on matters relating to the National Police Service Commission. She responded as follows:

Composition of the National Police Service Commission

67. The nominee noted that according to Article 246 of the Constitution, there are nine persons in the Commission, each appointed by the President; a person appointed with qualifications as the High Court Judge, two retired senior police officers, three persons of integrity who have served the public with distinction, Inspector General and both Deputy Inspector-Generals of the National Police Service.

Nominee's inspiration

68. The nominee stated that while growing up, she faced significant challenges in her village but her resilience and determination propelled her forward. She enrolled for certificate, diploma and degree courses through self-study and mentorship. She began her career at a lower level then rose through the ranks in police service to eventually become an Assistant Inspector General of Police demonstrating exceptional leadership and integrity. Her inspiring journey from academic setback to top echelons of police service exemplifies the power of perseverance, hard work and unwavering commitment to public service.

Key Role of National Police Service Commission

69. The nominee noted that the key role of the National Police Service Commission are matters relating to human resource policies, determining appropriate remuneration and benefits, provide for the terms and conditions of service and the procedure for recruitment and disciplinary procedures, investigate and summon witnesses to assist for the purpose of investigation, developing policies and provide oversight over training in the service.
70. The nominee added that the Commission also reviews and makes recommendations to the national government in respect to the conditions of service, code of conduct and qualification of officers in the service.

Public Trust on Police Service

71. The nominee stated that modernisation of police services like the computerization of the Occurrence Books, re-engineering and digitization will assist in efficiency and effectiveness and this will lead to restoration of public trust. There is also need for civic education for the public to understand the roles of the National Police Service.

Value to the Commission

72. The nominee stated that she was bringing her experience and expertise to the Commission. She further explained that her thirty-nine years of experience has made her understand the needs of various people in different parts of Kenya and the various departments she has worked in over the years have equipped her with the necessary knowledge required in the Police Commission.

Online Recruitment of Police Officers

73. The nominee noted that the time for online recruitment had not yet come, and that though online recruitment will save on time and reduce corruption, it will disadvantage candidates from areas where there is no internet access. She added that there was need for piloting and further consultations on the online recruitment before using the platform.

Transfers of Police Officers

74. The nominee indicated that transfers are expensive, and frustrating especially for couples working together, children going to school, and there is need for the police service to effectively implement the three year period.

Police Reforms

75. The nominee listed continuous training, monitoring and evaluating performance and digitalization of data as some of the reforms that she would propose for prioritization once approved for the position

Mental Wellness of Police Officers

76. The nominee confirmed that there were cases of mental issues among police officers, which she attributed to financial constraints. The nominee added that there were psychosocial units that have been devolved to counties and counselling officers were attending to the police officers and that police need more support and counselling services in all regions.

Relationship between the National Police Service Commission and the National Police Service

77. The nominee noted that while the Inspector General and the Commission have different mandates under Article 245 and 246 of the Constitution, the mandates sometimes overlap, leading to conflict. She noted that there was a need for legislative intervention to ensure that the roles of the two institutions are clearly defined.

On Lowering the Entry Grade into the Police Service

78. The nominee noted that it would be retrogressive to lower the entry grade to the Service from the current D+. She noted that the service should aim to be progressive in its recruitment processes and qualifications.

Potential Conflict having moved from the National Police Service to National Police Service Commission

79. The nominee noted that there were no potential conflicts as a retired officer, and that she was well aware of the mandate if approved for the position and will be guided by the National Police Service Commission Act.

Police Brutality, Extra Judicial Killing and Corruption

80. The nominee stated that there was need for more training of the Police Officers on their role under the National Police Service Act. She proposed that police officers, especially those deployed in the traffic division, should be barred from owning *matalu* businesses to minimize corruption. She also proposed the implementation of the three-year rule to prevent police officers from staying in the same station for too long. She added that police

officers suspected of extra judicial killings, brutality and corruption should be investigated and charged.

Certificate of Recognition from Kenya Revenue Authority.

81. The nominee indicated that during her tenure at the Kenya Revenue Authority, she investigated cases on tax evasion, custom goods, ivory trade, and this made the authority achieve its revenue targets and hence the recognition.

Committee's determination on the Suitability of the Nominee to hold office

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 a Member of the NPSC:

- (a) THAT in accordance with Section 5(1) of the National Police Service Commission Act, the nominee is eligible for appointment as a member of the National Police Service Commission as she is a Kenyan citizen and holds a Bachelor's Degree from the Presbyterian University of East Africa.
- (b) THAT the nominee meets the requirements of Chapter Six of the Constitution on leadership and integrity having obtained clearances from the DCI, EACC, HELB, ODPP, KRA and ORPP.
- (c) THAT the nominee is a senior retired officer who served at the Kenya Police Service and therefore qualifies to be appointed as a Member of the NPSC pursuant to Article 246 (2)(a)(ii) of the Constitution and section (5)(3) of the National Police Service Commission Act, (Cap. 85).
- (d) THAT the nominee served within the National Police Service for thirty-nine years, demonstrated knowledge of the mandate of the National Police Service Commission and has the requisite abilities, qualifications and experience to serve as a member of the Commission.

4.2 Mr. Benjamin Juma Imai

83. The nominee appeared before the Committee for the approval hearing on Monday, 9th June, 2025. He was vetted under oath to examine his suitability. The Committee noted the following –

Personal Background

84. The nominee is a Kenyan male citizen born on 2nd February, 1963 in Trans-Nzoia County. He is sixty- three (63) years old. He is a retired Assistant Inspector General, and has been in the National Police Service for forty (40) years. The nominee is married.

Academic background and Professional Qualifications

85. The nominee has attained the following academic and professional qualifications

- a) Master's Degree in Security Science and Management from Kenyatta University (2024);
 - b) Bachelor's Degree in Security Management and Police Studies from Kenyatta University (2022);
 - c) Diploma in Leadership and Security Management from Kenyatta University (2018);
 - d) Kenya Certificate of Education (KCE) (1983); and
 - e) Certificate of Primary Education (CPE) (1979).
86. The nominee has the following professional trainings -
- a) Middle Management Course, Centre of Specialised Unit, Vicenza, Italy in 2007;
 - b) Peace Building and Conflict Management Course from Kenya Institute of Administration in 2009;
 - c) Operation Planning and Liaison Course by the Royal Navy, United Kingdom;
 - d) Senior Management Course from Kenya School of Government in 2013;
 - e) Strategic Leadership and Command Course in Loresho, Kenya;
 - f) International Peace Support Course in 2019; and
 - g) Management Course from Bramshild University.

Employment Record and Work Experience

87. The nominee is currently a Security Consultant at Windsor Hotel and Country Club.
-
88. He served in the Administration Police Service for a period of forty (40) years from 1983 to 2023. He held various leadership and command positions during his career --
- a) Assistant Inspector General from 1985 to 2023;
 - b) Deputy Commandant SGB VIP Protection Unit from 2022 to 2023;
 - c) Regional AP Commander Nyanza Region in 2022;
 - d) Deputy Operation Commander, Boni Forest, Lamu County in 2018;
 - e) Commandant-Administration Police (BPU) from 2013 to 2020;
 - f) Company Commander-Nadapal, Elwak, BORSPTS, Lamu, Diff, Dukan from 2009 to 2013;
 - g) Divisional AP Commander, Lolgorian Division, Trans Mara from 2007 to 2009;
 - h) In-charge personnel section, West Pokot District from 2006 to 2007; and
 - i) General Duties pertaining to AP work from 1985 to 2006.

Income and net worth

89. The Nominee estimated his net worth to be Kshs. 27 million comprising maize, beans, tea and milk proceeds.

Honours and Awards

90. The nominee was awarded Order of the Grand Warrior (OGW) in 2019, a State commendation for distinguished service.

Potential Conflicts of Interest

91. The nominee declared that currently he does not have any persons or matters that would present conflict of interest should he assume the position of Member of the National Police

Service Commission. He submitted that if appointed as a Member of the Commission, he will relinquish his position as a Security Consultant at Windsor Hotel and Country Club.

Integrity

92. The nominee has neither been charged in a court of law nor mentioned in any investigatory report of Parliamentary or any Commission of Inquiry in the last three (3) years. He has also never been dismissed or otherwise removed from office for contravention of the provisions of Article 75 of the Constitution on conflict of interest.

General and Sector Specific Questions to the Nominee

93. The Committee posed several questions to the nominee on his knowledge and understanding on matters relating to the National Police Service Commission. He responded as follows:

Composition of the National Police Service Commission

94. The nominee noted that according to Article 246 of the Constitution, there are nine persons each appointed by the President; a person appointed with qualifications as the High Court Judge, two retired senior police officers, three persons of integrity who have served the public with distinction, Inspector General and both Deputy Inspector-Generals of the National Police Service. He further added that once approved for the position, he will be representing the position of a retired senior police officer.

Conflict of Interest

95. The nominee noted that there are distinct roles between the National Police Service Commission and the National Police Service. The nominee noted that having been a police officer he is now retired, and if approved for the position as Member of the Commission, he will serve and carry out the mandate as required by the Constitution and the National Police Service Commission Act.

On Pursuing further Studies towards the end of his tenure

96. The nominee expressed commitment to pursuing further education towards the end of his tenure; from diploma to bachelor's and eventually degree qualifications between 2019 and 2024. He emphasized that attaining a rank commensurate with his academic achievements was essential. He further noted that continued education provided him with broader insights across various sectors relevant to the rank he held at the time

Period of Service within one Police Station

97. On the non-implementation of the minimum service period of three years for police officers prior to deployment, the nominee stated that, if appointed as a Member of the Commission, he will make deliberate efforts to enforce the existing legislation. He emphasized that adherence to this requirement will help prevent undue familiarity and enhance professionalism in deployments.

Police Reforms as per the Maraga Report on Police Reforms

98. The nominee acknowledged that the reform process from the Maraga Report on Police Reforms, is ongoing. He stated that, if his nomination is approved, he will work to ensure greater organization within the National Police Service, enhance accountability among police officers, strengthen internal disciplinary mechanisms and foster collaboration with

oversight bodies such as the Independent Policing Oversight Authority (IPOA) and the Ethics and Anti-Corruption Commission (EACC) to promote police accountability.

Public Trust in the Police Service

99. The nominee expressed his strong support for fostering positive relations between the public and the National Police Service. He affirmed his commitment to establishing mechanisms for public trust and ensuring that human rights are upheld in the daily operations of the police.

Composition of National Police Service Commission

100. On the composition of the National Police Service Commission, the nominee noted that the Commission comprises of nine members. He stated that, if appointed, he will serve in the position designated for a retired senior police officer.

Welfare of the Police Officers

101. On the outcry of police social and health care, the nominee stated that if appointed as a Member of the Commission, he will ensure police officers have better living and working environments.

Fostering Collaboration Between Oversight and Policing Institutions

102. On the relationship between the Commission, the National Police Service, and the Independent Policing Oversight Authority (IPOA), the nominee stated that, if appointed as a Member, he would promote teamwork through regular forums, dialogues, and meetings. He emphasized the importance of collaborative engagements in order to develop amicable and effective solutions to emerging issues.

On Human Rights

103. The nominee expressed a commitment to promoting human rights education for officers and upholding police reforms, emphasizing that these efforts would be key to rebuilding public trust in the National Police Service.

Level of Attrition in the National Police Service

104. The nominee acknowledged the high attrition rate with approximately 4,800 officers leaving due to deaths, dismissals, or resignations. He recognized that one significant factor contributing to this dissatisfaction is the perceived unfairness in the promotion process.
105. If appointed as a member of the Commission, the nominee undertook to develop and implement mechanisms that ensure officers who are truly merited receive fair and transparent promotions. This he noted would boost morale, increase retention, and ultimately reduce the attrition rate by fostering a sense of justice and recognition within the force.

Committee's determination on the Suitability of the Nominee to hold office

106. 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 a Member of the NPSC:

- (a) THAT in accordance with section 5(1) of the National Police Service Commission Act, the nominee is eligible for appointment as a member of the National Police Service Commission as he is a Kenyan citizen and holds Bachelor's and Master's Degrees from Kenyatta University.
- (b) THAT the nominee meets the requirements of Chapter Six of the Constitution on leadership and integrity having obtained clearances from the DCI, EACC, HELB, ODPP, KRA and ORPP.
- (c) THAT the nominee is a senior retired officer who served at the Administration Police Service and therefore qualifies to be appointed as a Member of the NPSC pursuant to Article 246 (2)(a)(ii) of the Constitution and Section (5)(3) of the National Police Service Commission Act, (Cap. 85).
- (d) THAT the nominee served within the National Police Service for forty years, demonstrated knowledge of the mandate of the National Police Service Commission and has the requisite abilities, qualifications and experience to serve as a member of the Commission.

4.3 Prof. Collette A. Suda, PhD

107. The nominee appeared before the Committee for approval hearing on Monday, 9th June, 2025. She was vetted under oath to examine her suitability. The Committee noted the following --

Citizenship and place of Birth

108. **Professor Collette Akoth Suda**, is a Kenyan citizen of identity card number **4846013** from Suna East constituency in Migori County and she was born in Homa Bay County. The nominee is Sixty-eight (68) years old. She is married with children and does not hold dual citizenship.

Academic background and Professional Qualifications

109. The nominee has had a distinguished career in academia and public service and holds the following academic credentials --

- a) Doctorate in Rural Sociology from University of Missouri, Columbia, USA (1986);
- b) Master's Degrees in Community Development and Rural Sociology from University of Missouri, Columbia, USA (1983);
- c) Bachelor's Degree in Sociology from University of Nairobi, Kenya (1978); and
- d) O-Level and A-Level Education from Asumbi Girls High School, Homa Bay County (1974).

Employment Record and Work Experience

110. The Nominee has served in both Public Service and in Academia as follows –

- a) Principal Secretary, State Department for Gender, Senior Citizens Affairs, and Special Programmes from 2020 to 2022;
- b) Chief Administrative Secretary (CAS) and Principal Secretary, State Department for University Education and Research, Ministry of Education from 2018 to 2020;
- c) Chief Administrative Secretary (CAS), Ministry of Energy in 2018; Principal Secretary, State Department for University Education and Research, Ministry of Education from 2013 to 2017;
- d) Secretary for Gender and Social Development, Ministry of Gender, Children and Social Development from 2007 to 2012;
- e) Commissioner, National Commission on Gender and Development; Member, Advisory Board of the Women Enterprise Fund from 2004 to 2007;

Academic Positions – University of Nairobi

- a) Director, Board of Common Undergraduate Courses, University of Nairobi from 2002 to 2007;
- b) Full Professor of Research, Institute of African Studies, University of Nairobi in 2002;
- c) Director, Institute of African Studies, University of Nairobi; Coordinator, Women Studies from 1999 to 2002;
- d) Project, Institute; Coordinator of the Women Studies Project at the Institute of African Studies, University of Nairobi.
- e) Associate Professor of Research, Institute of African Studies, University in Nairobi from 1997 to 2002;
- f) Senior Research Fellow, Institute of African Studies from 1990 to 1997;
- g) Research Fellow (Lecturer), Institute of African Studies, University of Nairobi from 1986 to 1990;
- h) Member, Dean's Committee and Senate Committee Member, University of Nairobi Since 1992;

Professional Association and Membership

111. The nominee indicated that she is a member of the following professional associations –

- a) Member of UNESCO's Inter-Governmental Committee on Social Transformation (MOST), based in Paris, France;
- b) She was a Fellow of the Governing Council of the Kenya National Academy of Sciences (KNAS) in 2008;
- c) She was a Fellow of the Kenya National Academy of Sciences (FKNAS) in 2008;
- d) Member of the African Rural Social Sciences Research Networks [ARSSRN] – of Winrock International in 2015;
- e) A Member of the Association of African Women for Research and Development (AAWORD) in 1999;
- f) Member of the Humanities and Social Sciences Specialist Committee of the Kenya National Academy of Sciences;
- g) Member of the Governing Council of the Kenya National Academy of Sciences;
- h) Member of the Pan African Association of Anthropologists (PAA); and

- i) Member of the National Council for Science and Technology Social Sciences Specialist committee.

Publications and Writings

112. The nominee has authored and published twenty-six (26) academic works as provided for in the questionnaire.

Income and net worth

113. The Nominee estimated her net worth is Kshs. 175 million comprising real estate investments, fixed deposits and automobiles.
114. Her expected future benefits/sources of income from real estate investments and farming may be about eight hundred and fifty thousand shillings (Kshs 850,000/=) per month.

Honours and Awards:

115. The nominee has the following honours and awards –
- a) Conferred with the honour and style of Chief in the ***First Class of the Order of the Burning Spear (CBS)*** in recognition of outstanding services rendered to the nation on 12th December 2015;
 - b) Conferred with The Second Class: ***Elder of the Order of the Burning Spear (EBS)*** on 12th December 2008;
 - c) ***Order of Academic Palms (Ordre des Palmes academiques)***. Awarded by the Ministry of National Education of the Republic of France for Distinguished academics in the field of culture and education in 2017;
 - d) Received a research grant from UNDP to carry out a study on conflict management and community empowerment for poverty reduction in seven districts in Kenya in 2000;
 - e) Received a Research Grant from Winrock International Institute for Agricultural Development to carry out research on Household Labour Use and Changes in Gender Roles in Small Farms in Ndhiwa Division, Homa Bay District, Kenya in 1991;
 - f) Recipient of a Fellowship by Altrusa International Foundation, Inc., Chicago, Illinois, U.S.A. in 1985; and
 - g) Recipient of Josephine de Karman Fellowship Trust, California, U.S.A. in 1984;

Potential Conflicts of Interest

116. The nominee declared that currently she does not have any persons or matters that would present conflict of interest should he assume the position of Member of the National Police Service Commission. She had previously expressed interest in the Senate seat for Migori County, but she was not on the ballot.

Integrity

117. The nominee has neither been charged in a court of law nor mentioned in any investigatory report of Parliamentary or any Commission of Inquiry in the last three (3)

years. She has also never been dismissed or otherwise removed from office for contravention of the provisions of Article 75 of the Constitution on conflict of interest.

General and Sector Specific Questions to the Nominee

118. The Committee posed several questions to the nominee on his knowledge and understanding on matters relating to the National Police Service Commission. She responded as follows:

Understanding of Maraga Taskforce Report

119. The nominee stated that she is well conversant with the Maraga Taskforce Report, which clearly outlines the challenges facing the National Police Service Commission. Key issues highlighted in the report include inadequate funding and resource allocation, which have hindered the smooth functioning of the service, as well as widespread corruption. She noted that one of the report's key recommendations is to enhance budgetary allocations to address these challenges.

Building Public Trust in the National Police Service,

120. The nominee stated that lack of accountability and corruption are major factors that ~~undermine public trust in the National Police Service~~. She emphasized the need for professionalism in police service delivery. She also highlighted that adequate resource allocation is essential for effective service delivery and noted that improving the welfare of police officers is a critical issue that must be addressed.

Working Relationship Between IPOA, IG and the Commission,

121. The nominee attributed conflict among the three institutions to overlapping mandates. She emphasized the need to clearly streamline these mandates and minimize role duplication, as this would help prevent the recurring conflicts that typically result from such overlaps.

Gender Inclusion in the National Police Service,

122. The nominee observed that there are more men than women in the National Police Service. She stated that, if approved, the Commission will deliberate on this issue. She further emphasized that gender and regional balance will be key considerations during recruitment and promotion processes.

Merits and Demerits of the Online Police Constables Recruitment

123. The nominee stated that she is aware of plans to conduct the upcoming police constable recruitment online to enhance transparency. She acknowledged that tribalism, corruption, and nepotism are widespread issues within the service. She added that digitizing the recruitment process will make it more efficient and less vulnerable to abuse.
124. The nominee also stated that in areas with poor or limited network access, the Commission and the National Police Service will collaborate to provide necessary support. She added that alternative arrangements will be put in place to ensure the recruitment process remains accessible and effective in those regions.

Gaps and Weakness of the National Police Service Strategic Plan 2023-2027,

125. The nominee stated that the strategic plan is still under development. She added that, if approved by the Committee, she will work to address all the challenges identified in the SWOT analysis.

Committee's determination on the Suitability of the Nominee to hold office

126. 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 a Member of the NPSC:

- (a) THAT in accordance with section 5(1) of the National Police Service Commission Act, the nominee is eligible for appointment as a member of the National Police Service Commission as she is a Kenyan citizen and holds a Doctorate in Rural Sociology from University of Missouri, Columbia, USA, a Master's Degrees in Community Development and Rural Sociology from University of Missouri, Columbia, USA and a Bachelor's Degree in Sociology from the University of Nairobi.
- (b) THAT the nominee holds a Doctorate in Rural Sociology from University of Missouri, Columbia, USA, a Master's Degrees in Community Development and Rural Sociology from University of Missouri, Columbia, USA and a Bachelor's Degree in Sociology from the University of Nairobi, Kenya thereby meets the requirements of Section 5(4)(a) of the National Police Service Commission Act (Cap. 85).
- (c) THAT pursuant to Section 5(4)(b) of the National Police Service Commission Act (Cap. 85), the nominee has demonstrated experience in human resource management, public administration, human rights and ethics and governance having worked as a Principal Secretary and a Chief Administrative Secretary in various ministries and also having worked as a Director, a full professor and an associate professor at the various levels in the University of Nairobi.
- (d) THAT pursuant to Section 5(4)(2)(c) of the National Police Service Commission Act, the nominee meets the requirements of Chapter Six of the Constitution on leadership and integrity having obtained clearances from the DCI, EACC, HELB, ODPP, KRA and ORPP.
- (e) THAT pursuant to Section 5(4)(d) of the National Police Service Commission Act, the nominee is not and has not previously been a member of the National Police Service;
- (f) THAT pursuant to Section 5(4)(e) of the National Police Service Commission Act, the nominee has had a distinguished career in academia and public service; and
- (g) THAT the nominee demonstrated knowledge of the mandate of the National Police Service Commission and has the requisite abilities, qualifications and experience to serve as a member of the Commission.

CHAPTER FIVE

5.0 COMMITTEE GENERAL OBSERVATIONS

127. The Committee having considered the provisions of the Constitution, Section 5 and 6 of the National Police Service Act and Section 6(7) and (8) and 7 of the Public Appointments (Parliamentary Approval) Act, (Cap. 7F), nominees filled questionnaires and their curricula vitae and having heard the oral submissions during the approval hearing, made the following observations on their suitability for appointment as Members of the National Police Service Commission –
128. All the nominees were nominated in accordance with the provisions of Articles 246(2) and 250(2) of the Constitution and Section 6(5) of the National Police Service Commission Act (Cap. 85).
129. All the nominees who appeared before the Committee are Kenyan citizens in conformity with Article 78 (1) of the Constitution and Section 5(1)(a) of the National Police Service Commission Act.
-
130. All the nominees submitted not to participate in any other gainful employment while serving as State officers as required by Article 77(1) of the Constitution.
131. In accordance with Article 77(2) of the Constitution, Section 5(5) of the National Police Service Commission Act and the Schedule of the Public Appointment (Parliamentary Approval) Act, (Cap. 7F), none of the nominees holds office in any political party.
132. The nominees demonstrated compliance with Articles 75 and 76 of the Constitution on the conduct and financial probity of State officers. They indicated non-existence of potential conflict of interest and committed to declare any should it arise.
133. By the set deadline of receipt of memoranda from members of the public, the Committee had not received any submission from the public on the suitability of the nominees.
134. The nominees meet the requirements of Chapter 6 of the Constitution on leadership and integrity having obtained clearance from the following statutory bodies; the Ethics and Anti-Corruption Commission (EACC), the Kenya Revenue Authority (KRA), the Directorate of Criminal Investigations (DCI), Office of the Registrar of Political Parties (ORPP) and the Higher Education Loan Board (HELBS).
135. The nominations meet the threshold of the two-third gender principle and regional balance in line with Articles 27(3) and 232(1) (h) of the Constitution.
136. The two nominees under Article 246(2)(a)(ii) are retired senior police officers, from the Kenya Police Service and the Administration Police Service and are of opposite gender as required by section 5(5) of the National Police Service Commission Act.


137. The nominees demonstrated deep understanding of the topical, administrative, and technical issues touching on governance and the roles of a Member of the National Police Service Commission and they possess the requisite abilities, qualifications and experience to serve as Members of the National Police Service Commission.
138. From the Selection Panel Report, it was observed that in consideration of the statutory and constitutional framework and guided by the national values and principles of governance under Article 10 and principles of public service under Article 232, H.E the President referred back the list of candidates recommended for appointment as Chairperson, together with that of one other proposed Member, on grounds that they do not individually and collectively, satisfy the requisite constitutional, statutory, or representational thresholds and accordingly advised the Selection Panel to re-advertise the positions of Chairperson and one Member and undertake fresh recruitment exercise in accordance with the law.

CHAPTER SIX

6.0 COMMITTEE RECOMMENDATION

139. The Committee, having held approval hearings of the nominees regarding their suitability, observed that due process was followed in the recruitment process as provided for under Article 250(2) of the Constitution, the National Police Service Commission Act (Cap. 85) and the Public Appointments (Parliamentary Approval Act) (Cap. 7F). The Committee therefore recommends that the National Assembly **APPROVES** the nomination of the following as Members of the National Police Service Commission –

1. Ms. Peris Muthoni Kimani – pursuant to Article 246(2)(a)(ii) of the Constitution (Kenya Police Service);
2. Mr. Benjamin Juma Imai – pursuant to Article 246(2)(a)(ii) of the Constitution (Administration Police Service); and
3. Prof. Collette A. Suda PhD - pursuant to Article 246(2)(a)(iii) of the Constitution (Member of the Public with integrity who have served the public with distinction).

 THE NATIONAL ASSEMBLY PAPERS LAID	
DATE: 12 JUN 2025	
DAY: Thursday	
TABLED BY:	Hon. Gabriel Tongoyo (Chairperson, Administration & Internal Security)
CLERK-AT THE-TABLE:	Anne Shibusko

SIGNED DATE 11/6/2025

HON. HON. GABRIEL KOSHAL TONGOYO, CBS, MP,
CHAIRPERSON
COMMITTEE ON ADMINISTRATION AND INTERNAL SECURITY



THE NATIONAL ASSEMBLY
13TH PARLIAMENT – FOURTH SESSION-2025
COMMITTEE ON ADMINISTRATION AND INTERNAL SECURITY

REPORT ADOPTION LIST OF THE

DEPARTMENTAL COMMITTEE ON ADMINISTRATION AND INTERNAL SECURITY ON THE APPROVAL HEARING OF MS. PERIS MUTHONI KIMANI, MR. BENJAMIN JUMA IMAI AND PROF. COLLETTE A. SUDA PHD AS MEMBERS OF THE NATIONAL POLICE SERVICE COMMISSION.

We, the undersigned Members of the Departmental Committee on Administration and Internal Security do hereby append our signatures to adopt this Report

Date: 11/06/2025

No.	MEMBER	SIGNATURE
1.	Hon. Gabriel Koshal Tongoyo, CBS, MP - Chairperson	
2.	Hon. Col (Rtd) Dido Rasso, MBS, MP - Vice Chairperson	
3.	Hon. Kaluma George Peter, CBS, MP	
4.	Hon. Fred C. Kapondi, MP	
5.	Hon. Aduma Owuor, MP	
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7.	Hon. Liza Chepkorir Chelule, MP	
8.	Hon. Mburu Kahangara, MP	
9.	Hon.(Dr.) Peter Francis Masara, MP	
10.	Hon.(Prof.) Protus Ewesit Akujah, MP	
11.	Hon. Oku Kaunya, MP	
12.	Hon. Rozaah Akinyi Buyu, MP	
13.	Hon. Amb. Francis Kipyegon Sigei, EBS, MP	
14.	Hon. Caroline Jeptoo Ng'elechei, MP	
15.	Hon. Hussein Weytan Mohammed, MP	

