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Hon Speaker
Oppn
Tabling
25/8/26

REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY
THIRTEENTH PARLIAMENT - FIFTH SESSION – 2026
DIRECTORATE OF DEPARTMENTAL COMMITTEES

DEPARTMENTAL COMMITTEE ON EDUCATION

**REPORT ON THE APPROVAL HEARINGS OF NOMINEES FOR
APPOINTMENT TO THE POSITION OF MEMBERS OF THE TEACHERS
SERVICE COMMISSION**

 THE NATIONAL ASSEMBLY PAPERS LAID	
DATE: 25 AUG 2026	
DAY: TUE	
TABLED BY:	HON. JULIUS MERLY, MP CHAIRPERSON
CLERK-AT THE-TABLE:	V. WAMBUI

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

AUGUST 2026

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LIST OF ABBREVIATIONS AND ACRONYMS

AGC	African Gospel Church
CBA	Collective Bargaining Agreement
CBC	Competence-Based Curriculum
CEO	Chief Executive Officer
CPG	Career Progression Guidelines
DCI	Directorate of Criminal Investigations
EACC	Ethics and Anti-Corruption Commission
ESAK	Education Stakeholders Association of Kenya
EDMS	Electronic Document Management System
H.E.	His Excellency
HELB	Higher Education Loans Board
ICT	Information, Communication Technology
KEPSHA	Kenya Primary Schools Heads Association
KEWOTA	Kenya Women Teachers Association
KNUT	Kenya National Union of Teachers
KRA	Kenya Revenue Authority
KU	Kenyatta University
MMUST	Masinde Muliro University of Science and Technology
MP	Member of Parliament
ODPP	Office of the Director of Public Prosecutions
ORPP	Office of the Registrar of Political Parties
REAR	Retired and About to Retire Teachers Association
TIMS	Teachers Management System
TSC	Teachers Service Commission
UNESCO	United Nations Educational, Scientific and Cultural Organisation
UoN	University of Nairobi

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CHAIRPERSON'S FOREWORD

This Report contains the proceedings of the Departmental Committee on Education during the approval hearings for the two nominees for appointment as Members of the Teachers Service Commission (TSC). Pursuant to Article 250(2) of the Constitution, section 8 of the Teachers Service Commission Act and section 5 of the Public Appointments (Parliamentary Approval) Act, His Excellency the President notified the National Assembly of the nominations of Hon. Wilson Sossion and Ms. Antonina Lentoijoni for appointment as Members of the TSC.

The Rt. Honourable Speaker, vide a Communication dated Thursday 30th July 2026, conveyed the Message from H.E. the President and thereafter referred the nominations, accompanying *Curricula Vitae* of the nominees and the report of the Selection Panel on the recruitment of Members of the Commission to the Departmental Committee on Education for approval hearings and reporting to the House pursuant to section 6 of the Public Appointments (Parliamentary Approval) Act as read together with Standing Order 216(5)(f) of the National Assembly Standing Orders.

Pursuant to Article 118 of the Constitution, section 6(3) and (4) of the Public Appointments (Parliamentary Approval) Act and Standing Order 45(3) of the National Assembly Standing Orders, the Clerk of the National Assembly notified the nominees and placed an advertisement in the print media on Friday, 31st July 2026, 19th and 20th August 2026 inviting the general public to submit memoranda by way of written statements on oath (affidavit) on the suitability of each of the nominees.

Further, the Clerk of the National Assembly vide letters dated 3rd August 2026, wrote to the Ethics and Anti- Corruption Commission (EACC), Directorate of Criminal Investigations (DCI), 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), Commission on University Education (CUE) seeking references and background checks relating to the suitability of the nominees. By the close of the submission deadline, the Committee had received nine (9) memoranda from the public, which were all in support of the appointment of the nominees as Members of the Commission.

The nominees appeared before the Committee on Thursday 20th August 2026 for approval hearings whereby their suitability was examined based on the criteria set out under section 7 of the Public Appointments (Parliamentary Approval) Act, the constitutional or statutory requirements relating to the office of a Member of TSC; and the suitability of the nominee for the appointment.

Pursuant to sections 6(7), 6(8) and 7 of the Public Appointments (Parliamentary Approval) Act, section 8 of the Teachers Service Commission Act and the Standing Order 216(5)(f), the Committee observed that the recruitment process was carried out as per section 8 of the Teachers Service Commission Act and the nominees met the constitutional, statutory and suitability requirements.

Pursuant to Article 250(2)(b) of the Constitution, section 8 of the Teachers Service Commission Act, section 8 of the Public Appointments (Parliamentary Approval) Act, and Standing Order 216(5)(f) of the National Assembly Standing Orders, the Committee recommends that the House approves the nomination of:

- a) **Hon. Wilson Sossion**, for appointment as a Member of the Teachers Service Commission.
- b) **Ms. Antonina Lentoijoni**, for appointment as a Member of the Teachers Service Commission; and

I take this opportunity to acknowledge and thank the Hon. Members of the Departmental Committee on Education for their devotion and commitment to duty in the approval hearings and for making meaningful contributions towards preparing this report.

The Committee would also like to thank the Offices of the Speaker and the Clerk of the National Assembly for the technical and logistical support provided during the exercise. The Committee further appreciates the nominees' cooperation during the parliamentary approval process. The Committee also appreciates the Directorate of Criminal Investigations, the Ethics and Anti-Corruption Commission, the Higher Education Loans Board, the Kenya Revenue Authority, the Office of the Director of Public Prosecutions, the Commission on University Education and the Office of the Registrar of Political Parties for providing references and background checks related to the suitability of the nominees. The Committee acknowledges the members of the public who actively participated in the vetting process, followed the proceedings through various media services and shared thoughtful comments that enriched the vetting process.

On behalf of the Departmental Committee on Education and pursuant to Article 124(4)(b) of the Constitution, section 8(1) of the Public Appointments (Parliamentary Approval) Act 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 Education on the Approval Hearings of the nominees for appointment as Members of the Teachers Service Commission.

Hon. Julius Kibiwott Melly, CBS, MP

Chairperson, Departmental Committee on Education

CHAPTER ONE

1.0 PREFACE

1.1 Establishment and Mandate of the Committee

1. The Departmental Committee on Education is one of 20 departmental committees of the National Assembly established under Standing Order 216 and is mandated to, among others, 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).
2. The State Departments and the agencies the Committee oversees are as listed;
 - a) **State Department for Basic Education**
 - i. Kenya National Examination Council
 - ii. Kenya Institute of Curriculum Development
 - iii. Kenya Institute of Special Education
 - iv. Kenya Literature Bureau
 - v. Kenya Institute for the Blind
 - vi. Centre for Mathematics, Science and Technology in Africa
 - vii. Kenya National Commission for UNESCO
 - viii. Kenya Education Management Institute
 - ix. School Equipment Production Unit
 - x. Jomo Kenyatta Foundation
 - xi. National Commission for Nomadic Education
 - b) **State Department for Technical and Vocational Education**
 - i. Technical and Vocational Education and Training Authority
 - ii. Technical Vocational Education Training Fund Board
 - iii. Curriculum Development Assessment and Certification Council
 - iv. Kenya National Qualification Authority
 - v. Kenya National Qualifications Authority
 - vi. Kenya School of TVET
 - c) **State Department for Higher Education**
 - i. Commission for University Education
 - ii. Kenya Universities and Colleges Placement Service
 - iii. Higher Education Loans Board
 - iv. University Funding Board
 - v. Forty (40) Public Universities (Under Universities Act, Cap. 210)

I.3 Committee Secretariat

4. The Committee received support in fulfilling its mandate from a Secretariat made up of–

Mr. Douglas Katho
Clerk Assistant I / Head of Secretariat

Mr. Clive Onyancha

Clerk Assistant II

Mr. Robert Langat

Clerk Assistant III

Mr. Eric Kanyi

Fiscal Analyst I

Ms. Pauline Njuguna

Hansard Reporter II

Mr. Moses Esamai

Audio Recording Officer

Ms. Clare Choper

Clerk Assistant III

Ms. Fiona Wanjiru

Legal Counsel I

Dr. Mburu Maina

Research Officer III

Ms. Ivy Maritim

Media Relations Officer III

Mr. Noah Chemweno

Serjeant-At-Arms

Ms. Ann Kangethe

Administrative Officer

CHAPTER TWO

2.0 BACKGROUND

2.2 The Recruitment Process

5. The recruitment process was initiated following the constitution of a Selection Panel pursuant to section 8 of the Teachers Service Commission Act (CAP 212) vide Gazette Notice No. 5052 of 10th April 2026.
6. The recruitment process attracted two hundred and fifty-five (255) applicants for the two (2) positions of Members of the Commission.
7. The Panel conducted shortlisting, background vetting, and public participation exercises. Interviews were held between 2nd and 5th June 2026, with a pass mark set at 70%.

2.3 Legal Framework

8. Article 124(4) of the Constitution of Kenya provides that when a House of Parliament considers any appointment for which its approval is required under the Constitution or an Act of Parliament—
 - (a) *the appointment shall be considered by a Committee of the relevant House;*
 - (b) *the committee's recommendation shall be tabled in the House for approval; and*
 - (c) *the proceedings of the committee and the House shall be public.*
9. Article 250(2) of the Constitution provides for the appointment to Commissions. It stipulates that—

“(2) The Chairperson and each member of a commission and each holder of an independent body shall be—

 - (a) *identified and recommended for appointment in a manner prescribed by national legislation;*
 - (b) *approved by the National Assembly; and*
 - (c) *appointed by the President.*
10. Sections 5 and 8 of the Teachers Service Commission Act (CAP 212) provide for the membership of the Commission and the procedure for nominating and appointing its members, respectively. Specifically, section 8(8) of the Act requires the National Assembly to consider the nominees within twenty-one (21) days.
11. Section 6 of the Teachers Service Commission Act (CAP 212) outlines the procedure for approval hearing by the relevant Committee of the National Assembly. In the approval hearing, the Departmental Committee was guided by the following provisions of the Constitution and statutes in executing its mandate —
 - (i) Article 10 of the Constitution on the national values and principles of governance;
 - (ii) Article 73 of the Constitution on the responsibilities of leadership;

- (iii) Article 75 of the Constitution on conduct of State Officers;
- (iv) Article 77 of the Constitution on restriction on activities of State Officers;
- (v) Article 78 of the Constitution on dual citizenship;
- (vi) Chapter Six of the Constitution on Leadership and Integrity;
- (vii) Article 118 of the Constitution on public participation;
- (viii) Article 124(4) of the Constitution on consideration of persons for appointment to public office;
- (ix) Article 232 of the Constitution on values and principles of public service;
- (x) Article 250 of the Constitution on appointment to Commissions and Independent Offices;
- (xi) The Public Appointments (Parliamentary Approval) Act (CAP 7F);
- (xii) The Ethics and Anti-Corruption Commission Act (CAP 7H);
- (xiii) The Conflict of Interest Act (No. 11 of 2025);
- (xiv) The Leadership and Integrity Act (CAP 185C); and
- (xv) The Teachers Service Commission Act (CAP 212).

2.3 Notification of Nominations

12. Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act 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).”

13. In exercise of powers conferred by Article 250(2)(b) of the Constitution and section 8 (7) of the Teachers Service Commission Act, Cap 212, His Excellency the President nominated **Hon. Wilson Sossion** and **Ms. Antonina Lentoijoni** for appointment as Members of the Teachers Service Commission and forwarded their names and their respective *Curricula Vitae* to the Speaker of the National Assembly vide a letter dated 24th July 2026, (*Annexure 4*).

2.4 Notification to the House and Referral to the Departmental Committee on Education

14. Pursuant to the provisions of Standing Order 42(1) of the National Assembly, the Speaker of the National Assembly conveyed to the House His Excellency the President's Message on the nominations vide Notification No. 006 of 2026 (*Annexure 5*) dated 30th July 2026.
15. The Speaker referred the names and *Curricula Vitae* (*Annexure 6*) of the nominees to the Departmental Committee on Education for approval hearings and report to the House on or before Tuesday, 18th August 2026.

2.5 Notification to the Public

16. Article 118(1)(b) of the Constitution provides that Parliament shall facilitate public participation and involvement in its legislative and other business and those of its Committees.
17. Section 6(4) of the Public Appointments (Parliamentary Approval) Act provides that the Clerk shall notify the public of the time and place for holding an approval hearing at least seven (7) days before the hearing. Consequently, and in accordance with Article 118 of the Constitution, section 6(4) of the Public Appointments (Parliamentary Approval) Act and Standing Order 45(3) of the National Assembly Standing Orders, the Clerk of the National Assembly placed an advertisement in the print media and on the Parliament Website on Friday, 31st July 2026 (*Annexure 7*) notifying the public that the approval hearings of the nominees would be conducted on Tuesday, 11th August 2026 at the Mini-Chamber, County Hall, Parliament Buildings and an invitation to submit memoranda.
18. After the referral of the nomination to the Committee, the High Court at Kerugoya, in a Constitutional Petition No. E016 of 2026, Kelvin Wafula v. State Law Office, the National Assembly & Others, issued conservatory orders restraining the National Assembly from considering, vetting or approving the nominees pending the inter partes hearings (*Annexure 8*).
19. Following the inter partes hearing held on 18th August 2026, the High Court lifted the conservatory orders, allowing the statutory processes to proceed (*Annexure 9*). Consequently, the Clerk of the National Assembly placed an advertisement in the print media on 19th August 2026 notifying the public that the approval hearing has been rescheduled to 20th August 2026 (*Annexure 10*). A corrigendum to the advertisement of 19th August 2026 was placed in the print media on 20th August 2026 (*Annexure 11*).

2.6 Notification to the Nominees

20. The Clerk of the National Assembly, *vide* letters, Ref No. NA/DDC/EDU/2026/(76) and NA/DDC/EDU/2026/(77) dated 3rd August 2026 (Annexure 12) invited the nominees for the approval hearings in accordance with section 6(3) of the Public Appointments (Parliamentary Approval) Act.

2.7 Clearance and Compliance Requirements

21. On 3rd August 2026, the Clerk of the National Assembly wrote to the Directorate of Criminal Investigations (DCI), Ref No. NA/DDC/EDU/AIS/2026/069, the Ethics and Anti-Corruption Commission (EACC) *vide* a letter Ref No. NA/DDC/AIS/2026/071, the Higher Education Loans Board (HELB) *vide* a letter Ref No. NA/DDC/AIS/2026/070, the Kenya Revenue Authority (KRA) *vide* letter Ref No. NA/DDC/AIS/2026/076, the Office of the Director of Public Prosecutions (ODPP) *vide* a letter Ref No. NA/DDC/AIS/2026/073, the Commission on University Education (CUE) *vide* a letter Ref No. NA/DDC/AIS/2026/074 and the Office of the Registrar of Political Parties (ORPP) *vide* a letter Ref No. NA/DDC/AIS/2026/072 (Annexure 13) requesting information regarding the nominees on the following matters—
- (a) criminal records;
 - (b) ethics and integrity;
 - (c) higher education loan repayment(s);
 - (d) tax compliance;
 - (e) active or previous criminal proceedings; and
 - (f) political party affiliations.
22. In response to the Clerk of the National Assembly's letter on clearance of the above institutions, the following responses were received (Annexure 14):
- a) On 11th August 2026, DCI *vide* a letter Ref No. DCI/CRO/SEC/6/7/2/IA/VOL.XX/47 wrote to the National Assembly and stated that none of the nominees had any previous criminal record;
 - b) On 10th August 2026, ODPP *vide* letter Ref No. ODPP/CONF/5/50A wrote to the National Assembly and stated that none of the nominees had active criminal proceedings or previous charges recorded against them;
 - c) On 3rd August 2026, EACC *vide* a letter Ref No. EACC.7/10/5 VOL XXXVIII (8) wrote to the National Assembly and stated that the Commission had not undertaken any investigation or recommended prosecution against any of the nominees;
 - d) On 5th August 2026 HELB *vide* a letter Ref No. HELB/RR/112009/V/541 wrote to the National Assembly and stated that all of the nominees were in good standing and none of them had any outstanding loans with the Board;
 - e) On 17th August 2026, KRA *vide* a letter Ref. No. KRA/5/1002/5(414277) wrote to the National Assembly and stated that both nominees were tax compliant;

- f) On 10th August 2026, CUE vide a letter Ref. No. CUE/10/9Vol. 39 wrote to the National Assembly, indicating that they only equate academic qualifications awarded by foreign educational institutions; and
- g) On 6th August 2026, ORPP vide a letter Ref No. ORPP/ORG/34 Vol X (32) wrote to the National Assembly and stated that none of the nominees were officials of any registered political party in Kenya.

2.8 Criteria for Consideration during the Approval Hearings

23. Sections 6(7) and 6(8) of the Public Appointments (Parliamentary Approval) Act provide 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.”

24. Additionally, section 7 of the Act provides that the issues for consideration by the relevant House of Parliament concerning 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.

25. The Committee was therefore guided by the provisions of sections 6(7), 6(8), and 7 of the Public Appointments (Parliamentary Approval) Act as well as section 8 of the Teachers Service Commission Act while conducting the approval hearings.

2.9 Nomination

26. Article 250(2) of the Constitution confers the power to appoint the Chairperson and Members of a Commission on His Excellency the President.
27. Section 5(1) of the Public Appointments (Parliamentary Approval) Act further requires the appointing authority to notify the relevant House of Parliament upon nominating a person for appointment.
28. To this end, His Excellency the President notified the National Assembly of the nomination of **Hon. Wilson Sossion** and **Ms. Antonina Lentoijoni** as nominees for appointment as Members of the Teachers Service Commission.

2.10 Constitutional and Statutory Requirements

29. The Committee was guided by the following provisions of law on the requirements for appointment to State offices—

(i) Two-Thirds Gender Rule

30. Article 27(8) of the Constitution provides that the State shall take legislative and other measures to implement the principle that not more than two-thirds of the members of elective or appointive bodies shall be of the same gender.

(ii) Representation of Regional and Ethnic Diversity

31. Article 130(2) of the Constitution stipulates that the composition of the national executive shall reflect the regional and ethnic diversity of the Kenyan people.

(iii) Leadership and Integrity

32. The Committee, in determining the suitability of the nominees, was guided by the provisions on leadership and integrity as outlined under Chapter Six of the Constitution. 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.*
33. Article 75 of the Constitution provides that a State Officer, whether in public or private life, shall conduct themselves in a manner that avoids any conflict between their personal interests and their duties as a public official. Furthermore, this Article prohibits any State Officer removed from office under its provisions from assuming any other State office.
34. Article 77(1) of the Constitution expressly forbids a full-time State Officer from engaging in any form of gainful employment.
35. Article 77(2) of the Constitution specifically prohibits an appointed State Officer from occupying a position within a political party.
36. Article 78 of the Constitution disqualifies individuals who are not Kenyan citizens from appointment as State Officers. Additionally, a State Officer is prohibited from holding dual citizenship. However, Article 78 (3) provides that State Officers shall not include judges and members of commissions.
37. The Committee also considered the requirements outlined in the Leadership and Integrity Act (Cap 185C).

- f) On 10th August 2026, CUE vide a letter Ref. No. CUE/10/9Vol. 39 wrote to the National Assembly, indicating that they only equate academic qualifications awarded by foreign educational institutions; and
- g) On 6th August 2026, ORPP vide a letter Ref No. ORPP/ORG/34 Vol X (32) wrote to the National Assembly and stated that none of the nominees were officials of any registered political party in Kenya.

2.8 Criteria for Consideration during the Approval Hearings

23. Sections 6(7) and 6(8) of the Public Appointments (Parliamentary Approval) Act provide 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.”

24. Additionally, section 7 of the Act provides that the issues for consideration by the relevant House of Parliament concerning 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.

25. The Committee was therefore guided by the provisions of sections 6(7), 6(8), and 7 of the Public Appointments (Parliamentary Approval) Act as well as section 8 of the Teachers Service Commission Act while conducting the approval hearings.

2.9 Nomination

26. Article 250(2) of the Constitution confers the power to appoint the Chairperson and Members of a Commission on His Excellency the President.

27. Section 5(1) of the Public Appointments (Parliamentary Approval) Act further requires the appointing authority to notify the relevant House of Parliament upon nominating a person for appointment.

28. To this end, His Excellency the President notified the National Assembly of the nomination of **Hon. Wilson Sossion** and **Ms. Antonina Lentoijoni** as nominees for appointment as Members of the Teachers Service Commission.

2.10 Constitutional and Statutory Requirements

29. The Committee was guided by the following provisions of law on the requirements for appointment to State offices—

(i) Two-Thirds Gender Rule

30. Article 27(8) of the Constitution provides that the State shall take legislative and other measures to implement the principle that not more than two-thirds of the members of elective or appointive bodies shall be of the same gender.

(ii) Representation of Regional and Ethnic Diversity

31. Article 130(2) of the Constitution stipulates that the composition of the national executive shall reflect the regional and ethnic diversity of the Kenyan people.

(iii) Leadership and Integrity

32. The Committee, in determining the suitability of the nominees, was guided by the provisions on leadership and integrity as outlined under Chapter Six of the Constitution. 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.*
33. Article 75 of the Constitution provides that a State Officer, whether in public or private life, shall conduct themselves in a manner that avoids any conflict between their personal interests and their duties as a public official. Furthermore, this Article prohibits any State Officer removed from office under its provisions from assuming any other State office.
34. Article 77(1) of the Constitution expressly forbids a full-time State Officer from engaging in any form of gainful employment.
35. Article 77(2) of the Constitution specifically prohibits an appointed State Officer from occupying a position within a political party.
36. Article 78 of the Constitution disqualifies individuals who are not Kenyan citizens from appointment as State Officers. Additionally, a State Officer is prohibited from holding dual citizenship. However, Article 78 (3) provides that State Officers shall not include judges and members of commissions.
37. The Committee also considered the requirements outlined in the Leadership and Integrity Act (Cap 185C).

2.11 Suitability of the nominees for the proposed appointment

38. The suitability of the nominees was evaluated through an examination of their academic credentials, professional training and experience, personal integrity, background and qualities, as well as their performance during the approval hearings conducted on Thursday, 20th August 2026.

CHAPTER THREE

3.0 MEMORANDA FROM THE PUBLIC ON THE SUITABILITY OF NOMINEES

39. Article 118 of the Constitution provides that Parliament shall facilitate public participation and involvement in the legislative business and other business of Parliament and its Committees. Section 6(9) of the Public Appointments (Parliamentary Approval) Act provides that *“any person may, prior to the approval hearing and by **written statement on oath**, provide the Clerk **with evidence contesting the suitability of a candidate** to hold office to which the candidate has been nominated”*.
40. Pursuant to Article 118 of the Constitution as read with section 6(9) of Public Appointments (Parliamentary Approval) Act, the Clerk of the National Assembly placed an advertisement in the print media on Friday, 31st July 2026 inviting the public to submit memoranda by way of 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.
41. The advertisement indicated that the submissions were to be received by Monday, 10th August 2026, at 5.00 pm. At the close of the submission deadline, the Committee had received nine (9) memoranda via email.
42. The memoranda were received from the following nine (9) individuals and entities—
 - i. Kennedy Echesa Lubengu, an Advocate of the High Court of Kenya, lecturer at the University of Nairobi (UoN) and PhD candidate in Law (UoN) and Criminology and Criminal Justice from Masinde Muliro University of Science and Technology (MMUST);
 - ii. Mr. Vincent Cheruiyot;
 - iii. M/s Martha Omollo;
 - iv. The Education Stakeholders Association of Kenya (ESAK);
 - v. Mr. Cavin Kipkorir, Secretary of the Tenwek High School Alumni Association;
 - vi. Mr. Clinton Sukuru;
 - vii. Rachel Stanley;
 - viii. Kasiria Jefferson Kibet; and
 - ix. Eva Wairimu Muchemi.

3.1 Memorandum by Mr. Kennedy Echesa Lubengu

43. On Wednesday, 5th August 2026, the National Assembly received the submission stating as follows—

3.1.1 Introduction

44. The author states he has known Hon. Sossion personally for many years, both as a fellow member of the teaching fraternity and as a national education leader, and draws on this acquaintance to attest to his competence, integrity, and leadership.

3.1.2 Key Arguments Made

45. **Teaching foundation** — Hon. Sossion began his career teaching at a time of acute teacher shortages, particularly in the sciences, giving him firsthand insight into the challenges facing teachers, learners, and policymakers.
46. **Union leadership** — Hon. Sossion's rise through KNUT, from grassroots leadership to National Chairman and eventually Secretary-General, is presented as evidence of sustained trust from teachers nationally. KNUT is said to have gained unprecedented prominence during his tenure.
47. **Parliamentary service** — As a legislator, he is credited with championing education reforms, participating in policy development, and promoting institutional accountability.
48. **Breadth of experience** — The memorandum argues that few candidates can match his experience across the full spectrum of the education system: teacher, union leader, legislator, and public servant, which it presents as directly relevant to the TSC's institutional needs.
49. **Endorsement of the nomination process** — The author expresses appreciation to President William Ruto for the nomination, framing it as a recognition of merit and of the teaching profession more broadly.

3.1.3 Requests to the National Assembly

50. The submission formally urges the Departmental Committee on Education and the National Assembly to approve Hon. Sossion's appointment, describing him as an invaluable asset who will discharge his duties with integrity and independence.

3.2 Affidavit by Mr. Vincent Cheruiyot, ID No. 32138173, an Advocate of the High Court of Kenya and a member of the Africa Gospel Church (AGC) Good Shepherd, Ngong Road

51. The National Assembly received an affidavit issued by Mr. Vincent Cheruiyot which stated as follows—
52. As an advocate, the deponent has reviewed Article 237 of the Constitution and the Teachers Service Commission Act (Cap 212) governing the TSC's mandate, and makes the affidavit in that context.
53. He came to know Hon. Sossion personally through their shared church, where Hon. Sossion mentored him, deliberately guiding his professional development and helping him advance into middle-level management within five years of his admission to the Bar.

54. He credits Hon. Sossion with encouraging active participation of education professionals in governance and resource mobilization as part of improving education standards.
55. Following Hon. Sossion's encouragement (*drawing on Hon. Sossion's own long service to his alma mater, Tenwek High School*), the deponent volunteered to serve on the Board of Management of his own alma mater, Kapsogut Comprehensive School, in Kericho County. He was formally appointed for a three-year term effective 1st April 2025, under Section 56(1) of the Basic Education Act No. 14 of 2013.
56. He was subsequently elected Chairperson of that Board, a position he still holds, and has used it to support implementation of the Competency-Based Curriculum (CBC).
57. On this basis, he unequivocally supports Hon. Sossion's nomination, citing his agility, commitment, and consensus-building ability as attributes suited to reforming the Commission in line with the "Road to Singapore" national development vision.

3.3 Affidavit by Ms. Martha Omollo, ID No. 11631158

58. As a teacher and unionist, she reviewed Article 237 of the Constitution and the Teachers Service Commission Act (Cap 212) governing the TSC's mandate before making her averments, as follows—
59. She has known Hon. Sossion since 1997 and has worked directly with him as a KNUT branch official since 2014, giving her nearly three decades of association and firsthand experience of his leadership within the union.
60. She attests to his firm commitment to teacher welfare, professional development, and the advancement of quality education standards, and describes him as a leader who consistently championed teachers' rights and working conditions.
61. She notes his willingness to engage constructively with government, such that teachers and parents came to see him as someone who could work with the State to improve education and child welfare.
62. She highlights his resilience and visibility in national education debates, particularly as a long-standing voice on the Competency-Based Curriculum (CBC) and teacher welfare.
63. She reiterates his conviction that active participation of teachers and unionists in education governance strengthens both learner outcomes and resource mobilization in the sector.
64. On this basis, she unequivocally supports his nomination as TSC Commissioner, citing his agility, commitment, and consensus-building ability as attributes essential for reforming the Commission in line with the "Road to Singapore" national development vision.

3.4 The Education Stakeholders Association of Kenya (ESAK)

3.4.1 Organisational standing

65. ESAK indicates that it operates on a corporate membership framework representing bodies including the Kenya Primary Schools Heads Association (KEPSHA), the KEPSHA Retired Welfare Group, the Kenya Teachers in Hardship and Arid Areas Welfare Association

(KETHAWA), the Kenya Women Teachers Association (KEWOTA), the Kenya National Association of Private Colleges (KENAPCO), the National Parents Association, the Elimisha Mwananchi Initiative, Kenya Early Years Education Teachers, the Retired and About to Retire Teachers Association (REAR), and the Awendo Teachers Association. The memorandum is submitted under Article 237 of the Constitution and statutory public participation provisions.

3.4.2. Case for Hon. Wilson Sossion

66. His background spanning several decades as a frontline teacher, trade union leader, and parliamentarian gives him practical understanding of teacher welfare, labour relations, and classroom dynamics.
67. His parliamentary tenure gave him experience with legislative frameworks, statutory compliance, and institutional oversight relevant to the TSC's policymaking role. His career has consistently prioritised teacher capacity-building, fair labour practices, and professional ethics.

3.4.3 Case for Ms. Antonina Lentoijoni

68. Her career progressed from classroom teacher, through progressive administrative roles, to Director of Staffing at the TSC, giving her both institutional and field level understanding of the teaching service. In her staffing role, she has managed national teacher recruitment, deployment, and equitable staffing allocation across all 47 counties, including hardship and marginalized areas. Her long-standing involvement with the TSC Secretariat has also given her technical experience with the Teacher Management Information System (TMIS), deployment frameworks, and workforce planning that supports the Competency Based Curriculum.

3.4.4 Strategic rationale

69. ESAK argues that the two nominees together combine external sector advocacy with internal administrative expertise. Their combined backgrounds directly support the TSC's constitutional mandate under Article 237(2), particularly with respect to formulating progressive teacher management, recruitment, and deployment policies; enhancing institutional efficiency and labour relations within the teaching service; and promoting equity, high standards of conduct, and professional development across public and private learning environments.

3.4.5 Recommendations

70. ESAK urges the Departmental Committee on Education and the National Assembly to approve the appointment of both Hon. Sossion and Ms. Lentoijoni as Commissioners of the Teachers Service Commission.

3.5 Affidavit by Mr. Cavin Kipkorir, Secretary of the Tenwek High School Alumni Association

3.5.1 Key Averments

71. He is duly authorised to swear the affidavit on behalf of the Tenwek High School Alumni Association, in support of Hon. Sossion's nomination by President William Ruto.
72. Hon. Sossion was a student at Tenwek High School from 1983 to 1986, and later returned to teach Agriculture, Chemistry, and Drama there from 4th July 1994 to 7th April 2001, where he is described as having distinguished himself through professionalism, academic commitment, and mentorship.
73. After his teaching career, Hon. Sossion rose through KNUT, from Executive Secretary of the Bomet Branch to National Secretary General, during which he championed teacher welfare and quality education.
74. During his leadership, he is credited with mobilizing support for the rehabilitation of Tenwek High School's classrooms and dormitories and for the construction of additional infrastructure benefiting students.
75. He continues to serve as Patron of the Tenwek High School Alumni Association, providing ongoing guidance and support to the institution.
76. The Association considers him professionally competent, of high integrity, and possessing the institutional knowledge needed to serve on the TSC.
77. The deponent urges the Departmental Committee on Education to approve his nomination.

3.6. Affidavit by Mr. Clinton Sukuru, ID No. 30388033

78. As an education stakeholder, the deponent indicates that he reviewed Article 237 of the Constitution and the Teachers Service Commission Act (Cap 212) governing the TSC's mandate before making his averments.
79. He has known Hon. Sossion since 2016, through shared engagement in education sector advocacy and stakeholder forums.
80. That from 2016, he worked directly with Hon. Sossion on KNUT's research and evidence-based initiatives during Hon. Sossion's tenure as Secretary General, including a commissioned research study examining how welfare programmes affect teacher motivation and classroom performance.
81. That he found this research collaboration and Hon. Sossion's commitment to evidence-based policymaking compelling, which forms part of his basis for supporting the nomination.
82. Their engagement has continued through conferences and policy forums, and he expresses confidence that Hon. Sossion's academic prowess and research rigour will elevate the TSC.
83. Through his role with Wadau Wa Elimu, he has closely followed Hon. Sossion's contributions to teacher welfare, professional standards, and education policy reform.

84. The deponent reiterates the conviction that active participation of education stakeholders, professionals, and researchers strengthens education standards and resource mobilization in the sector.
85. On this basis, he unequivocally supports Hon. Sossion's nomination as TSC Commissioner, citing his agility, commitment, and consensus-building ability as essential for reforming the Commission in line with the "Road to Singapore" national development vision.

3.7 Affidavit by Ms. Rachel Stanley ID NO. 10899165

86. The deponent indicates that she has acquainted herself with Article 237 of the Constitution of Kenya on the mandate of the TSC, and the Teachers Service Commission Act (Cap 212), before making her averments.
87. That Hon. Sossion possesses a wealth of experience garnered over many years of active engagement and service within the education sector, which she says uniquely qualifies and positions him to serve effectively as a Commissioner.
88. She further indicates that the nominee has demonstrated exemplary dedication to the teaching profession throughout his career, consistently prioritizing the growth, standards and advancement of the profession.
89. That the nominee has been an unwavering advocate for teachers' welfare, having championed the rights, working conditions and professional interests of teachers over the years.
90. She considers the nominee as a person of demonstrable integrity, sound wisdom and evident passion for service to the nation, qualities she frames as indispensable for oversight and management of teachers under the TSC.
91. On this basis, she unequivocally supports Hon. Sossion's nomination and urges approval by the National Assembly.

3.8 Mr. Jefferson Kibet, ID No. 24022976, TSC No. 581934

92. The deponent indicates that he has known Hon. Wilson Sossion for eleven years, describing him as having been his trade unionist.
93. Throughout this period, he has found Hon. Sossion to be a person of good moral character, honesty, integrity, and diligence.
94. To the best of his knowledge, the nominee has no criminal record and has not been involved in any act of fraud, corruption or dishonesty.
95. The deponent recognizes and confirms that Hon. Wilson Sossion possesses the requisite skills, qualifications, discipline and mental and physical fitness to hold the position of member at the Teachers Service Commission.
96. He further states that the affidavit is made bona fide solely to support the application.

3.9 Ms. Eva Wairimu Muchemi, TSC No. 256988

97. The deponent, a registered teacher and active KNUT member, swore unwavering support for Hon. Wilson Sossion's nomination as TSC Commissioner. She stated that she came to know him during his tenure as KNUT Secretary-General, where he championed teachers' rights with dedication and integrity.
98. She averred that he possesses extensive knowledge and experience of the teaching profession, labour laws, and TSC's legal framework. She further stated that he has been an instrumental, grassroots-accessible champion for salary increments and improved terms of service for teachers nationally.
99. She cited her own employment history as evidence of the systemic challenges facing teachers. This included prolonged career stagnation despite 31 years without promotion, a punitive transfer she could not undertake due to health conditions, and a two-year unpaid interdiction resulting in uncompensated eviction.
100. She also referenced a 2022 petition she submitted to the National Assembly, and her eventual promotion to Job Grade C2 in December 2025 shortly before her October 2026 retirement. She presented these experiences as illustrative of Hon. Sossion's deep understanding of the injustices faced by ordinary teachers.
101. She urged the Committee to give due consideration to his nomination, and affirmed that the contents of the affidavit are true to the best of her knowledge, information, and belief.

3.6 Committee's Observations

102. Of the nine (9) memoranda addressed above, seven (7) were written statements on oath (affidavits) and two (2) were unsworn written representations, as set out in sections 3.1 to 3.9 of this Chapter. All the nine (9) memoranda were submitted in support of the nominees and none contested their suitability for appointment.
103. The Committee accordingly considered them as submissions in support of the nominations, rather than as objections requiring compliance with the evidentiary threshold under section 6(9) of the Public Appointments (Parliamentary Approval) Act.

CHAPTER FOUR

4.0 APPROVAL HEARINGS OF THE NOMINEES

104. The Committee held the approval hearings of the nominees on Thursday, 20th August 2026 at the Mini Chamber, County Hall, 1st Floor. The Committee examined the nominees in the areas set out in sections 6(7), 6(8) and 7 of the Public Appointments (Parliamentary Approval) Act and established the following information:

4.1 Hon. Wilson Sossion, Nominee for Appointment as Member of the Teachers Service Commission

105. The nominee appeared before the Committee on Thursday, 20th August 2026 and was vetted under oath to examine his suitability for appointment as a Member of the Teachers Service Commission. The Committee noted the following—

4.1.1. Questions from the General Questionnaire

Citizenship, Date and Place of Birth

106. The nominee is a male adult aged 57 years, born on 31st December, 1968, in Bomet County, and holds Kenyan citizenship.

Academic Qualifications

107. The nominee's academic training began at Tenwek High School, where he obtained his O' Level Certificate in 1986, before proceeding to Kericho High School for his A' Level Certificate in 1988.

108. The nominee then pursued a Diploma in Agricultural Education and Extension at Egerton University, which he completed in 1992.

109. The nominee subsequently earned a Bachelor of Education degree in Science from Kenyatta University in 2002, followed by a Master of Education in Leadership Management from Moi University in 2011.

110. The nominee is currently pursuing a Doctor of Philosophy in Education Leadership and Management at Kenya Methodist University.

Employment Record and Work Experience

111. The nominee's career began in the classroom, where he taught at several schools between 1989 and 2001, first across Mulot High School, St. Teresa Girls, Nakuru High School, Kaboson High School, and Longisa High School from 1989 to 1994, and then at Tenwek High School from 1994 to 2001, where he taught Chemistry and Agriculture and also mentored students and directed drama and music productions.

112. From teaching, the nominee transitioned into union leadership within the Kenya National Union of Teachers (KNUT), rising steadily through its ranks: Executive Secretary of the Bomet Branch from 2001 to 2007, National, Acting, and 1st Vice National Chairman from 2007 to 2013, and finally Secretary General from 2013 to 2021, during which he led the

union's over 600,000 members, negotiated Collective Bargaining Agreements, championed the Competency Based Curriculum, and played a central role in entrenching the TSC's constitutional independence under Article 237.

I 13. The nominee also served as a Board Member of the National Hospital Insurance Fund from 2011 to 2012, contributing to healthcare financing policy.

I 14. The nominee served as a Nominated Member of Parliament representing workers from 2017 to 2022 where he influenced labour and education legislation.

I 15. The nominee served as President of Education International, Africa Region, from 2015 to 2021, where he led advocacy across more than thirty African countries and represented teachers' interests at the United Nations, UNESCO, and other global forums, contributing to the adoption of Sustainable Development Goal 4.

Honours and Awards

I 16. The nominee was awarded the Moran of the Burning Spear (MBS) in 2012 for distinguished leadership and contribution to education in Kenya.

Memberships of a Professional Association

I 17. The nominee is not a member of any professional association.

Publications and Writings

I 18. The nominee has contributed to various writings as follows:

- a) "Students' Attitude Towards the Use of Information and Communication Technology (ICT) in Teaching and Learning in Public Secondary Schools: A Case of Kieni East Subcounty, Nyeri County, Kenya" — International Journal for Innovation Education and Research, Vol. 3-1, 2015
- b) "Linking Professional Development, Training Practices and Teacher Productivity: Re-examining Strategies for Advancing SDG 4 in Kenya's Education Sector"
- c) "Collective Bargaining Agreements and Teachers' Productivity in Kenya's Education Sector: Advancing Sustainable Development Goal 4 for Future Resilience"
- d) "Collective Bargaining Agreements and Teachers' Productivity in Kenya's Education Sector"

Public Office, Political Activities and Affiliations

I 19. The nominee's declared public office record traces a steady progression through leadership positions, beginning with his appointment as Executive Secretary of the KNUT Bomet Branch in 2001.

I 20. The nominee subsequently rose to 2nd Vice National Chairman of KNUT, serving from 2008 to 2009, before advancing to 1st Vice National Chairman from 2009 to 2010, and then to National Chairman from 2011 to 2013, all in an elected capacity.

121. The nominee went on to serve as Secretary General of KNUT from 2013 to 2021, again in an elected capacity, before being nominated as a Member of Parliament, a position he held from 2017 to 2022.

Integrity

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

Income and Net Worth

123. The nominee indicated that his net worth is approximately Ksh65 million. These include two houses valued at approximately Ksh40 million, land valued at approximately Ksh15 million, sacco savings and a car worth Ksh10 million.

Potential Conflict of Interest

124. 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 Member of the Teachers Service Commission.

Pro bono/Charity Work

125. The nominee indicated that he remits KES 20,000 per month (KES 240,000 p.a.) to the endowment account/alumni programme of his former schools — Kericho High School and Tenwek High School.

4.7.2 General and Sector-Specific Questions for the Nominee

126. The Committee posed several questions to the nominee on his suitability for appointment as a Member of the Teachers Service Commission. The nominee responded as follows—

On what would be the nominee's three highest strategic priorities during his first year if approved as a TSC Commissioner

127. The nominee stated that he would work within the existing TSC Strategic Plan rather than introduce competing priorities. His priorities would include improving the quality of teaching and education outcomes; strengthening service delivery, efficiency and innovation within TSC; and strengthening institutional capacity and governance.

On how his experience as a trade unionist and former Member of Parliament would influence his work as a Commissioner, and how he would ensure it did not interfere with his duties

128. The nominee stated that his previous role as a unionist involved advocating for policies that ultimately strengthened TSC and improved teachers' welfare. He cited negotiations that resulted in funding for teacher recruitment and employment. He stated that, as Commissioner, he would transition from advocacy to implementation.

On how he would be able to negotiate objectively on behalf of TSC and Government having previously negotiated on behalf of teachers against the employer

I 29. The nominee stated that, upon taking the oath of office, his responsibility would be to defend the Commission and implement its policies. He would also maintain constructive engagement with social partners and would neither betray TSC nor teachers.

On what would he do to ensure teachers receive their retirement benefits promptly and without bureaucratic delays

I 30. The nominee stated that pension delays were a major concern. He would advocate for prompt processing and release of pensions and support reforms to ensure teachers transition smoothly from the payroll to the pension system.

On how the nominee would address delays, loss of files and bureaucracy in transmitting teachers' pension documents to the National Treasury

I 31. The nominee proposed early preparation of retirement documents, preferably one or two years before retirement, and a digitised administrative system. He stated that TSC should process and transmit the documents promptly and eliminate corruption involving lost or hidden files.

On what policy intervention would ensure teachers dismissed after several years of service receive benefits due to them

I 32. The nominee referred to the 2018 Employment and Labour Relations Court ruling and stated that teachers were entitled to benefits for the period they had served. He would ensure that TSC complied with the law.

On what reforms he would propose to strengthen teacher recruitment and deployment in ASAL areas

I 33. The nominee supported recruitment approaches that take account of local communities, gender, ethnic minorities and the linguistic and cultural context of education. He supported continuing zonal recruitment and the equitable distribution of teachers.

On the greatest opportunities and challenges facing teaching over the next decade and the reforms required to prepare teachers for emerging technologies, including AI, and attract and retain quality teachers

I 34. The nominee emphasized the need to make teaching a noble, attractive and highly respected profession capable of attracting the best students. He cited international examples where top-performing students enter the teaching profession. He also stressed proper training and remuneration.

On how he would influence universities to encourage capable students to pursue teacher training

135. The nominee indicated that this should be achieved through persuasion and collaboration rather than imposition. He noted that TSC has a role in advising the Government and engaging universities on teacher training, minimum requirements, and recruitment.

On what he would do for teachers serving in areas experiencing hardship but which are not receiving hardship allowance

136. The nominee stated that hardship areas are negotiated and gazetted under the Code of Regulations. Where additional areas qualify as extreme hardship areas, the matter could be reviewed administratively by TSC together with relevant institutions, including SRC.

On what he would do about increasing cases of mismanagement of public resources by school heads

137. The nominee proposed continuous auditing of schools and stronger quality assurance. He stressed that all public funds received by schools must be accounted for and that governance systems should be strengthened to detect misuse.

On how he would strengthen the relationship between TSC and the Ministry of Education to improve accountability and implementation of Government directives

138. The nominee acknowledged the constitutional independence of TSC but emphasised that Government institutions must collaborate. He supported closer cooperation between TSC and the Ministry and stated that Government circulars and directives should be respected.

On what he would do as the employer of teachers to ensure principals comply with the directive to release students' certificates

139. The nominee stated that Government circulars and directives must be respected and that teachers should not defy Government policy directives. He linked compliance with improved cooperation between TSC and the Ministry.

On whether he had any pending litigation or unresolved matter with TSC arising from his previous role as a KNUT official or personally

140. The nominee explained that most of the previous litigation was between KNUT and TSC rather than between him personally and TSC. He confirmed that he had no active court case against TSC.

On assuring the Committee that he would not leave the Commission to pursue elective politics given his recent political positions

141. The nominee stated that his political comments had principally concerned Government policies. He said he was no longer a member of a political party and would not pursue partisan political interests while serving at TSC. He expressly stated that he had no intention of resigning in February 2027 to pursue elective office.

On the role he would play in resolving long-standing demands for allowances for postgraduate qualifications

I42. The nominee supported recognition and reward of teachers who acquire additional relevant qualifications. He stated that the previous practice of rewarding additional qualifications had been removed and argued that TSC should establish a clear mechanism for rewarding teachers who improve their qualifications.

On how he would protect teachers from unauthorised deductions from their payslips by third parties

I43. The nominee described unauthorised deductions as criminal. He stated that third-party deductions should only take place where a teacher has made a request or given authorisation.

On teachers or students who initially had lower grades, including C- and D grades, but subsequently pursued teacher training, degrees, Masters and PhDs

I44. The nominee supported review of policies that fail to recognise subsequent qualifications acquired through continuing education, while emphasising the importance of maintaining appropriate professional entry requirements.

On what should happen where students had already been admitted to teacher-training colleges under the prevailing requirements, but TSC changed the minimum entry requirements while they were still undertaking their courses

I45. The nominee committed to the principle of transitional protection. Where minimum entry requirements are subsequently raised, persons already admitted and trained under the previous requirements should be protected rather than automatically excluded.

On the large number of teachers serving in acting administrative positions

I46. The nominee stated that the problem was fundamentally one of appointment policy and deployment within TSC. He observed that, given TSC's constitutional and independent status, appointment processes should be decentralised and made more efficient. Where a vacancy arises, a suitably qualified teacher should be appointed promptly rather than remaining in an acting position for an extended period.

4.1 Ms. Antonina Lentoijoni, Nominee for Appointment as Member of the Teachers Service Commission

I47. The nominee appeared before the Committee on Thursday, 20th August 2026 and was vetted under oath to examine her suitability for appointment as Member of the Teachers Service Commission. The Committee noted the following—

4.2.1 Questions from the General Questionnaire

Citizenship, Date and Place of Birth

I48. The nominee is a female adult Kenyan citizen aged 53 years, having been born in 1973 in Samburu County.

Academic and Professional Qualifications

- I49. The nominee obtained a Master of Business Administration degree in Strategic Management from the University of Nairobi in 2010, and a Bachelor of Education degree in Arts, Second Class Honours (Upper Division) from Kenyatta University (KU) in 1997.
- I50. The nominee further disclosed that she had undertaken numerous professional development courses between 2019 and 2025, covering institutional transformation, artificial intelligence and digital transformation for leaders, strategic leadership development, corporate governance and advanced directorship, undertaken through institutions including the Kenya School of Government, the Institute of Directors Kenya, the Eastern and Southern African Management Institute, and GLOMACS Training and Consultancy in partnership with the Oxford Management Centre.

Employment Record and Work Experience

- I51. The nominee began as a Mathematics teacher at Kirisia Secondary School from 1998 to 2007, before joining the Teachers Service Commission headquarters, where she had risen steadily through progressively senior roles: Assistant Director, Discipline from 2007 to 2020, Deputy Director of Staffing from 2020 to 2023 and Director of Staffing from January 2023 to present.
- I52. In her current role as Director of Staffing, the nominee is in charge of national teacher recruitment, deployment, and posting and oversees staffing policy development in line with constitutional and statutory requirements, and manages the Directorate's budget and performance delivery. Further, the nominee has spearheaded major staffing reforms, including the Teacher Staffing Norms of 2025 and several key policies covering teacher internship, recruitment and selection, and the utilisation of teachers outside Kenya.
- I53. The nominee also led a team of TSC staff in rolling out the automated system for teacher transfers, promotions, and recruitment, aimed at improving transparency in these processes. Beyond her Directorate duties, she serves as Alternate Board Member representing the Commission's CEO on the KNATCOM UNESCO Board and chairs the Commission's Human Resource Committee.

Honours and Awards

- I54. The nominee indicated that she has not received any Honours or Awards.

Memberships in Professional Associations

- I55. The nominee is not a member of any professional association.

Public Office, Political Activities and Affiliations

- I56. The nominee indicated that she does not hold any public office, neither is she actively engaged in any political activities nor associated to any political affiliations.

Integrity

157. The nominee submitted that she has not been charged in a court of law, nor has she been 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

158. Regarding her financial disclosures, the nominee declared a total net worth of Ksh38,086,565, comprising her salary and employment-related emoluments from the Teachers Service Commission, a three-bedroom apartment at Imara Gardens, Nairobi, land parcels in Joska, Kajiado, Nanyuki and Samburu, a one-bedroom apartment in Lavington, a motor vehicle, and savings and investments held with the Mwalimu National SACCO and the MANSA Special Fund.

Potential Conflict of Interest

159. On potential conflicts of interest, the nominee acknowledged that actual, potential or perceived conflicts could arise in matters involving relatives serving within the teaching service, and undertook to disclose any such interest promptly, recuse herself from relevant deliberations, and adhere to the Commission's prescribed conflict-management procedures.

Pro bono and Charity Work

160. The nominee stated that her pro bono and charitable engagement had involved mentoring students and teachers, supporting needy learners, and participating in church and community initiatives.

4.2.2 General and Sector-Specific Questions for the Nominee

161. The Committee posed several questions to the nominee on her suitability for appointment as a Member of the Teachers Service Commission. The nominee responded as follows—

On her view of internship given the court decisions concerning the teacher internship programme, and how Kenya should address teacher shortages if internship could no longer be used to address them

162. The nominee indicated that teacher internship had been a valuable programme since 2019, particularly because it gave newly qualified teachers practical classroom experience and bridged the gap between teacher training and actual classroom practice. However, she said TSC must comply with the court's position. To address shortages, she proposed sustainable Government funding to recruit more teachers on permanent and pensionable terms.

On what she would do to ensure teachers are promoted promptly once they become eligible

163. The nominee clarified that teachers had generally been promoted during the 2017 Collective Bargaining Agreement (CBA) conversion exercise and that the longest current period of

stagnation was approximately nine years. She explained that the 2018 Career Progression Guidelines (CPG) had created a bottleneck because teachers often had to move into administration to progress to higher grades. She supported new career progression guidelines that provide two pathways: the classroom-teaching pathway and the administrative pathway.

On how TSC should address teacher workload, mental health and psychological well-being

164. The nominee undertook to strengthen and decentralise teacher wellness and psychosocial-support programmes and address workload through increased teacher recruitment facilitated by additional budget by the House.

On how she would transition from implementing TSC decisions as a senior secretariat officer to setting strategic policy and holding former colleagues in management accountable

165. The nominee committed to maintaining a clear separation between the Commission's policy and oversight role and management's operational role, despite her previous relationships with the Commission's secretariat officers.

On what she would do to address delays in teachers' retirement benefits, including reports of lost files, bureaucracy and corruption

166. The nominee indicated that the pension process needed fundamental reform. She proposed end-to-end automation, from pension application and clearance through processing to payment by the National Treasury. She said an electronic document management system (EDMS) would allow teachers and officers to track files and identify missing documents. She also supported continuous preparation of teachers for retirement, including ensuring documents are completed before retirement.

On what TSC should do to ensure teachers prepare adequately for retirement and avoid delays caused by missing documents

167. The nominee stated that teachers should be prepared well before retirement, including on documentation, health, investments, life and retirement matters. She noted that TSC already undertakes such capacity building but acknowledged the need to strengthen and continuously reinforce it.

On many PI-trained teachers remaining unemployed for years while teacher-training institutions continue producing more PI graduates

168. The nominee explained that the introduction of the new curriculum and the removal of Classes 7 and 8 resulted in an oversupply of primary-school teachers. Consequently, recruitment had largely been limited to replacing teachers leaving the service. TSC had instead undertaken targeted recruitment where shortages were greatest, particularly in Junior School. She said qualified primary teachers were increasingly being deployed to Junior

School, thereby creating vacancies in primary schools and increasing opportunities for PI teachers.

On why younger or recently employed teachers are sometimes promoted ahead of teachers who had stagnated for years

169. The nominee indicated that a reform should be undertaken to include end-to-end automation of the promotion process, allowing TSC to track when teachers were promoted, their progression stage and how many teachers remained stagnant. Such a system would facilitate audits and identify gaps in the promotion process.

On how she would manage a potential conflict of interest when reviewing policies as a Commissioner given that she is currently the Director, Staffing

170. The nominee stated that public authority is a trust which must be exercised honestly, with integrity and within the law. She would declare any interest and, where a conflict existed, recuse herself from participating or voting on the relevant matter.

On reported instances where the Commission and Secretariat appear to exercise overlapping powers, particularly concerning staffing and transfer

171. The nominee responded that as a Commissioner, she would provide strategic direction and oversight while allowing management to undertake its operational responsibilities.

On what governance and reporting model she would recommend to ensure effective coordination between primary and Junior School sections while addressing concerns about autonomy

172. The nominee indicated that the issue required an appropriate policy and governance framework within the changing education structure. Her broader position was that the Commission should ensure staffing and deployment arrangements respond to the requirements of the new curriculum and the different cadres of teachers.

On why there are still shortages particularly in Junior and Senior Schools despite numerous teacher recruitment exercises, and what new ideas she would bring to address the gaps

173. The nominee identified several causes: new schools being established, increasing enrolment, introduction of Junior Secondary as a new level, new learning areas and subjects, and inadequate funding to recruit all required teachers. She noted that approximately 100,000 teachers had been recruited over the preceding three years, but these factors continued to create shortages.

On the allegations that TSC had disproportionately staffed urban areas and their peripheries while rural and hard-to-staff areas remained seriously understaffed and what she would do to address this imbalance

174. The nominee acknowledged the distribution imbalance but explained that TSC determines teacher requirements using a curriculum-based establishment instead of the teacher-learner

ratio. She agreed that some urban areas had more teachers and higher incentives compared to hardship areas. She however indicated that TSC was undertaking continuous rationalization within counties and developing a system that would prevent officers from posting teachers to schools where the required establishment was already met.

On how she would ensure that hard-to-staff counties receive enough teachers, including by moving teachers from urban areas where there are allegedly more teachers than required

175. The nominee indicated that TSC is already rationalizing teachers and that she would continue using incentives to attract and retain teachers in difficult areas. She also supported a system that would prevent postings to schools where staffing levels were already adequate.

On what she would do to ensure that teachers from local communities are posted to those areas and non-local teachers are protected or withdrawn from hostile areas

176. The nominee explained that TSC had adopted a policy of giving priority to local teachers in hard-to-staff and insecure areas precisely because of such security concerns. However, she said non-local teachers could still seek opportunities in those areas where local teachers were insufficient. Security reports from officers on the ground would inform administrative decisions, including transfers where necessary.

CHAPTER FIVE

5.0 COMMITTEE'S OBSERVATIONS

5.1 GENERAL OBSERVATIONS

177. Pursuant to sections 6(7), 6(8) and 7 of the Public Appointments (Parliamentary Approval) Act, Section 8 of the Teachers Service Commission Act and the Standing Order 216(5)(f), the Committee observed as follows—

- a) **THAT**, the recruitment process was carried out as per section 8 of the Teachers Service Commission Act.
- b) **THAT**, the Clerk of the National Assembly placed advertisements in the print media on Friday, 31st July 2026 inviting members of the public to submit memoranda by way of written statements on oath (affidavits) with supporting evidence contesting the suitability of the nominees to the office they have been nominated by mail, hand delivery, or email on or before Monday, 10th August, 2026 by 5.00 p.m.
- c) **THAT**, nine (9) memoranda were received through email, of which seven (7) were written statements on oath (affidavits) and two (2) were unsworn written representations. All nine (9) memoranda were submitted in support of the nominees' appointment.
- d) **THAT**, a Petition was filed before the High Court at Kerugoya, *Constitutional Petition No. E016 of 2026, Kelvin Wafula v. State Law Office, the National Assembly & Others*, challenging the nominations on the ground that the nominees allegedly failed to satisfy the requirement of regional balance under Article 250(4) of the Constitution. Consequently, the High Court issued ex parte conservatory orders on 29th July 2026, restraining the National Assembly from proceeding with the vetting process. However, the orders were lifted on 18th August 2026, allowing the approval process to proceed.
- e) **THAT**, Hon. Wilson Sossion did not attach a copy of his passport nor indicate his Passport Number in the questionnaire. He also did not provide an itemised list of his net worth. Therefore, the Committee directed he furnish the Committee with a copy of his passport and an itemised list of his net worth after the vetting, which he did. (*Annexure 15 & 16*).

5.2 Committee Observations on the Suitability of Hon. Wilson Sossion

178. The Committee, having considered the nominee's filled questionnaire pursuant to section 6(8) of the Public Appointments (Parliamentary Approval) Act, his *Curriculum Vitae*, memorandum from the public and having heard his oral submission during the approval hearing, made the following observations on his suitability for appointment as a Member of the Teachers Service Commission—

- (a) **THAT**, in accordance with Article 78(1) and (2) of the Constitution, the nominee is eligible for appointment to a State Office as he is a Kenyan citizen;

- (b) **THAT**, Hon. Wilson Sossion, nominee for appointment as Member of the Teachers Service Commission, has had a distinguished career in education leadership and labour relations, demonstrated knowledge of topical, administrative and technical issues touching on the position to which he had been nominated, and has the requisite abilities, academic qualifications and professional experience in teacher welfare and public administration to be approved for appointment.
- (c) **THAT**, the nominee holds a Diploma in Agricultural Education and Extension from Egerton University, a Bachelor of Education (Science) degree from Kenyatta University, and a Master of Education in Leadership and Management from Moi University, and is currently pursuing a Doctor of Philosophy in Education Leadership and Management at Kenya Methodist University;
- (d) **THAT**, the nominee meets the requirements of Chapter 6 of the Constitution regarding leadership and integrity, having obtained clearances from the following statutory bodies: DCI, EACC, HELB, KRA, ODPP, CUE and ORPP;
- (e) **THAT**, the nominee has neither been charged in a court of law nor adversely mentioned in any investigatory report of Parliament or Commission of Inquiry in the past three years;
- (f) **THAT**, the nominee does not hold office in any political party;
- (g) **THAT**, the nominee has never been dismissed from office under Article 75 of the Constitution for contravening the provisions of Article 75(1) (conflict of interest), Article 76 (financial probity), Article 77 (restriction on activities of State Officers);
- (h) **THAT**, the nominee has demonstrated knowledge of topical, administrative and technical issues related to Public Administration and possesses the requisite abilities, qualifications and experience to serve as a Member of the Teachers Service Commission; and
- (i) **THAT**, the nominee possesses relevant experience in public service, having served as Secretary-General of the Kenya National Union of Teachers (KNUT) from 2013 to 2021, as a Nominated Member of Parliament representing workers from 2017 to 2022 and as President of Education International, Africa Region, from 2015 to 2021.

5.2.3 Committee Observations on the Suitability of Ms. Antonina Lentoijoni

179. The Committee, having considered the nominee's filled questionnaire pursuant to section 6(8) of the Public Appointments (Parliamentary Approval) Act, her *Curriculum Vitae*, memorandum from the public and having heard her oral submission during the approval hearing, made the following observations on her suitability for appointment as a Member of the Teachers Service Commission—

- a) **THAT**, in accordance with Article 78(1) and (2) of the Constitution, the nominee is eligible for appointment to State Office as she is a Kenyan citizen;

- b) **THAT**, Ms. Antonina Lentoijoni, nominee for appointment as Member of the Teachers Service Commission, has a distinguished career in public administration within the Teachers Service Commission, demonstrated knowledge of topical, administrative and technical issues touching on the position to which she had been nominated, and has the requisite abilities, academic qualifications and professional experience in staffing and human resource management to be approved for appointment.
- c) **THAT**, the nominee holds a Master of Business Administration degree in Strategic Management from the University of Nairobi (2010) and a Bachelor of Education degree in Arts, Second Class Honours (Upper Division), from Kenyatta University (1997);
- d) **THAT**, the nominee meets the requirements of Chapter 6 of the Constitution regarding leadership and integrity, having obtained clearances from the following statutory bodies: EACC, DCI, HELB, KRA, ODPP, CUE and ORPP;
- e) **THAT**, the nominee has neither been charged in a court of law nor adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry in the past three years;
- f) **THAT**, the nominee does not hold office in any political party;
- g) **THAT**, the nominee has never been dismissed from office under Article 75 of the Constitution for contravention of the provisions of Article 75(1) (conflict of interest), Article 76 (financial probity), and Article 77 (restriction on activities of State Officers) of the Constitution;
- h) **THAT**, the nominee demonstrated knowledge of topical, administrative and technical issues touching on public administration and has the requisite abilities, qualifications and experience to serve as a Member of the Teachers Service Commission; and
- i) **THAT**, the nominee possesses relevant experience in public service, having served at the Teachers Service Commission for over two decades, rising through the ranks to her current position as Director of Staffing, where she led the rollout of an automated system for teacher transfers, promotions and recruitment.

CHAPTER SIX

6.0 RECOMMENDATIONS OF THE COMMITTEE

180. Having considered the suitability of the nominees for appointment during the approval hearings pursuant to Article 124(4)(2) of the Constitution, section 5 of the Teachers Service Commission Act and sections 3 and 8 of the Public Appointments (Parliamentary Approval) Act, and Standing Order 216(5)(g) of the National Assembly Standing Orders, the Committee recommends that this House **approves—**

- (1) **Hon. Wilson Sossion**, for appointment as a Member of the Teachers Service Commission; and
- (2) **Ms. Antonina Lentoijoni**, for appointment as a Member of the Teachers Service Commission;

Signed.....  Date..... 25/8/2026.....

HON. JULIUS KIBIWOTT MELLY, CBS, MP

CHAIRPERSON, DEPARTMENTAL COMMITTEE ON EDUCATION

 THE NATIONAL ASSEMBLY PARLIAMENT BUILDING	
DATE: 25 AUG 2026	
DAY: TUE	
TABLED BY:	HON. JULIUS MELLY, MP CHAIRPERSON
CLERK-AT THE-TABLE:	V. WAMBUI

