

REPUBLIC OF KENYA



COUNTY ASSEMBLY OF MURANG'A

THIRD ASSEMBLY - FIRST SESSION

THE SELECT COMMITTEE ON APPOINTMENTS

REPORT ON

**VETTING OF DR. NEWTON IRUNGU MWANGI NOMINEE
FOR APPOINTMENT TO THE POSITION OF COUNTY
SECRETARY**

*Clerks Chambers
Murang'a County Assembly
MURANG'A*

February 24, 2023

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EXECUTIVE SUMMARY

Pursuant to Section 44 and 58A of the County Governments Act, 2012 (Rev. 2020) and Section 6 of the Public Appointments (County Assemblies Approval) Act No. 5 of 2017, His Excellency the Governor Dr. Irungu Kang'ata, nominated Dr. Newton Irungu Mwangi for appointment **as the County Secretary.**

The Hon. Speaker informed the House that he had received communication from His. Excellency the Governor on his nomination of Dr. Newton Irungu Maina for appointment as the County Secretary. He then referred the notification to the Committee on Appointments for vetting and reporting to the House within 21 days pursuant to section 9 (1) of the Public Appointments (County Assemblies Approval) Act, 2017.

Upon committal of the notification, the committee on Appointments held a sitting on 15th February, 2023 at 1.00 p.m. in the County Assembly to adopt the workplan of the vetting and to scrutinize the nominee Cv and testimonials forwarded along with the letter from H.E. the Governor.

To ensure a competitive recruitment of a county secretary, His. Excellency the Governor constituted a selection panel pursuant to Section 44 (2A) (2B) & (2C) of the County Governments Act, 2012 (Rev. 2020). The selection panel comprised of five (5) members who were approved by the County Assembly in a sitting held on **Tuesday November 22, 2022**. The committee scrutinized the report of the selection panel and was satisfied with the procedure used to arrive at the nominee.

Pursuant to section 7 (4) and (5) of the Public Appointments (County Assemblies Approval) Act, 2017, the Clerk of the County Assembly placed an advertisement in the print media on **Thursday February 16, 2023** (The Standard newspaper). Members of the public were invited to attend the hearing and/or submit memoranda by way of written statements on oath (sworn affidavits) on the suitability or otherwise of the nominee. The Committee confirmed that by Wednesday, February 22, 2023, the Office of the Clerk had **not received ANY** memoranda.

The nominee appeared before the committee on Thursday 23rd February, 2023 at 9.30 a.m. for approval hearing on his suitability or otherwise for appointment to the position of County Secretary, in accordance with section (7) and (8) of the Public Appointments (County Assemblies Approval) Act, 2017. The committee observed that the nominee exhibited outstanding credentials, experience and abilities in relation to the position he has been nominated to.

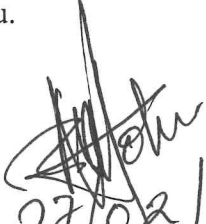
Having conducted the vetting of the nominee pursuant to Section 44 (2D) (b) of the County Governments Act, 2012 and section (7) and (8) of the Public Appointments (County Assemblies Approval) Act, 2017, **the Committee recommends that this House approves the nomination of Dr. Newton Irungu Mwangi for appointment as the County Secretary.**

Acknowledgement

May I take this opportunity to thank the Hon. Members of this committee for their dedication, patience and valuable input during deliberations of the entire vetting process. The committee also extends its gratitude to the offices of the Hon. Speaker and the Clerk of the County Assembly for the professional, technical and logistical support accorded to it during the vetting exercise, which enabled the completion of this report.

On behalf of the committee on Appointments and pursuant to Section 44 and 58 A of the County Governments Act, 2012 and Section 9 of the Public Appointments (County Assemblies Approval) Act 2017, it is my pleasure and duty to present to the House, the Committee's report on the vetting of Dr. Newton Irungu Mwangi the nominee by His Excellency the Governor for appointment as the County Secretary.

Thank You.

Signed:  27/02/2023

Dated this; 27th Day of February, 2023.

HON. JOHNSON MUKUHA
SPEAKER OF THE COUNTY ASSEMBLY /
CHAIRPERSON, COMMITTEE ON APPOINTMENTS

LIST OF ABBREVIATIONS/ACCRONYMS

CGA	County Governments Act, 2012
CPSB	County Public Service Board
CRB	Credit Reference Bureau
DCI	Directorate of Criminal Investigations
HELB	Higher Education Loans Board
KRA	Kenya Revenue Authority
KESSHA	Kenya Secondary School Heads Association

1.0 PREFACE

1.1 Establishment and Mandate of the Committee

The Select Committee on Appointments is established pursuant to Standing Order no. 198. Under the provision of Standing Order no 198 (4).

1.2 Committee Membership

The Committee on Appointment was constituted by House on Tuesday 27th September 2022, and comprises of the following members:-

1.	Hon. Johnson Walter Mukuha	Chairperson/Speaker County Assembly
2.	Hon. Francis Kibe Kamau	Leader of the Majority Party
3.	Hon. Liz Muthoni Mbugua	Deputy Leader of Majority Party
4.	Hon. Stephen Muigai Kimani	Deputy Majority Whip
5.	Hon. Peter Murigi Ngugi	Member
6.	Hon. Naomi Nyambura Maina	Member
7.	Hon. Edwin Mwangi Wairagu	Member
8.	Hon. Moses Macharia Mirara	Member

1.4 Terms of Reference

The Committee was guided by the following objectives;

- a. To conduct approval hearing of the nominee for appointment to the position of County Secretary.
- b. To report on observations of the vetting of the nominee and his suitability for appointment as County Secretary.
- c. To recommend the approval or rejection of the nomination.

2.0 BACKGROUND

2.1 Communication from His Excellency the Governor

Pursuant to Section 44 and 58A of the County Governments Act, 2012 (Rev. 2020) and Section 6 of the Public Appointments (County Assemblies Approval) Act No. 5 of 2017, His Excellency the Governor Dr. Irungu Kang'ata, vide a letter **Ref; MCG/GVN/ADM/ASM/7(8)** dated 22nd December, 2023 forwarded to the Clerk of the County Assembly the name of one nominee for appointment **as the County Secretary**. The nomination was forwarded for purposes of vetting by the committee on Appointments and its consideration for approval by the County Assembly.

2.2 Committal of Notification of Nomination

During a special sitting held on **Tuesday 14th February, 2023 at 9.30 a.m.** the Hon. Speaker informed the House that he had received communication from H.E. the Governor on his nomination of Dr. Newton Irungu Maina for appointment as the County Secretary. In accordance with Section 9 (1) of the Public Appointments (County Assemblies Approval) Act, 2017, the Hon. Speaker referred the notification to the Committee on Appointments for vetting and reporting to the House within 21 days from the date on which the Committee first sits to consider the nomination. The nominee Cv and testimonials were also committed to the Committee on Appointments, pursuant to Section 6 (4) of the Public Appointments (County Assemblies Approval) Act, 2017.

2.3 Pre-Vetting Committee Sittings

In a sitting held on 15th February, 2023 at 1.00 p.m. in the County Assembly, the committee deliberated on and adopted the work plan of the vetting process. The committee also scrutinized the submitted curriculum vitae, testimonials and clearance requirements of the nominee, as a preliminary observation of his suitability for appointment.

3.0 LEGAL ANALYSIS OF THE PROVISIONS FOR THE SELECTION PANEL FOR SELECTION OF THE COUNTY SECRETARY

Section 44 (1) of the County Governments Act 2012 establishes in each county the office of the county secretary who shall be the secretary to the county executive committee.

Section 15 of the County Governments (Amendment) Act, No. 11 of 2020 amends Section 44 (2) the principal Act by

— (a) deleting subsection (2) and substituting therefor—

(2) A person shall be qualified for appointment as a county secretary under subsection (1), if that person-

- (a) is a citizen of Kenya;*
- (b) holds a degree from a university recognized in Kenya;*
- (c) has at least ten years relevant professional experience;*
- (d) has at least five years' experience in a leadership position at senior management level in a public service or private sector organization;*
- (e) meets the requirements of leadership and integrity as prescribed in Chapter Six of the Constitution.*

3.1 The County Secretary Selection Panel and Procedure used to arrive at the nominee

The procedure for appointment of Members of the Selection Panel for the competitive recruitment of a County Secretary is outlined in Section 44 (2A) (2B) & (2C) of the County Governments Act, 2012 (Rev. 2020) which states that:-

44 (2A) The Governor shall, for the purpose of competitive recruitment of a county secretary under subsection (2), constitute a selection panel.

(2B) The selection panel shall consist of the following persons —

- (a) a chairperson, not being a public officer;*
- (b) one person from the private sector;*
- (c) an Advocate of the High Court of Kenya, who is a member of the Law Society of Kenya;*
- (d) an accountant who is a member of the Institute of Certified Public Accountants of Kenya; and*
- (e) one person from an association representing workers.*

(2C) The provisions of section 58A shall, with such modification as shall be necessary apply to the recruitment of a County Secretary.

The Committee was satisfied that the correct procedure enshrined under law was followed by the appointing authority in the appointment of the Selection Panel for the competitive recruitment of a County Secretary.

In a sitting held on **Tuesday November 22, 2022 at 2.30 p.m.** the County Assembly approved nominees to the selection panel for competitive recruitment of a County Secretary.

The selection panel comprised of the following members;

No.	Name	ID Number	Position
1.	Mr. Francis Manyeki	2036377	Chairperson
2.	Mr. Paul Muturi Njuguna	7167000	Private Sector
3.	Ms. Ruth Waithira Muiruri	22491263	Advocate of the High Court of Kenya and LSK Member
4.	Ms. Catherine Wangari Kamau	21055667	Accountant and Member of ICPAK
5.	Mr. Dominic Gitau Ndung'u	22861969	Trade Union and KUPPET

3.2 Report of the selection Panel

Pursuant to sections 44 and 58 A of the CGA, the selection panel advertised for the position of County Secretary in the Daily Nation and the Standard Newspapers on Wednesday 30th November, 2022. By the close applications on 13th December, 2022 seventy (70) applications had been received from thirty male applicants and forty (40) female applicants.

At the conclusion of interviews, the section panel settled on the underlisted top two candidates;

No.	Name of Candidate	Average Mark	Position
1.	Dr. Newton Irungu Mwangi	78.5	1
2.	Mr. Francis A. Ominde	71.2	2

3.3 Committee Observations of the Selection Panel Report

1. In view of the selection panel report, the Committee was satisfied with the competitive process used to arrive at the nominee, and that the constitutional requirements were met when selecting the nominees by the appointing authority.
2. The Committee was further satisfied that the nominee credentials, abilities and vast experiences in his respective career made him suitable for the nomination.

4.0 ANALYSIS OF THE ISSUES FOR CONSIDERATION IN VETTING

4.1 Issues for Consideration

The Committee observed that the issues for consideration in relation to the nomination and approval exercise are provided for in Section 8 of the Public Appointments (County Assemblies Approval) Act as follows –

- (a) the procedure used to arrive at the nominee;*
- (b) the constitutional and 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 credentials, abilities, experience and qualities, meet the needs of the body to which the nomination is being made.*

(a) Suitability of Nominee

In conducting the vetting process, the Committee on Appointments observed that the suitability of the nominee shall be evaluated holistically taking into account the following criteria amongst others as set out in section 7(8), (10) and (11), Section 8 and Section 9 of the Public Appointments (County Assemblies Approval) Act and the Constitution of Kenya, 2010.

- i. Academic credentials
- ii. Professional training, experience and employment record
- iii. Potential conflict of Interest
- iv. Statutory Obligations
- v. Vision, Leadership and knowledge of the sector
- vi. Integrity
- vii. Expectations and Key Priorities
- viii. Performance and presentation during the interview
- ix. Overall suitability

(b) Leadership and Integrity

The Committee, in determining the suitability of the nominee, took into consideration the provisions on leadership and integrity as outlined under Chapter Six of the Constitution. In particular, the Committee took cognizance of following provision -

Article 73(2) of the Constitution which provides that the guiding principles of leadership and integrity include:-

- (a) *selection on 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, favoritism, and 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;*
- (c) *accountability to the public for decisions and actions; and*
- (d) *discipline and commitment in service to the people.*

The Committee was satisfied that the nominee complied with the constitutional provisions on leadership and integrity. Further, the Committee was satisfied that all legal and constitutional provisions of the vetting process were observed.

(c) Clearance Requirements

Prior to the hearing, the Committee also resolved that the nominee be asked to submit his updated clearance documents with the following institutions for the vetting exercise which it verified against the originals.

- a) Kenya Revenue Authority (KRA)
- b) Directorate of Criminal Investigations (DCI)
- c) Higher Education Loans Board (HELB)
- d) Credit Reference Bureau (CRB)

Clearance by the foregoing institutions was primarily meant to provide information about the nominees on: -

- a) Matters touching on integrity;
- b) Tax compliance;
- c) Loan repayments; and
- d) Presence or absence of criminal records.

The nominee original academic certificates were also verified prior to the approval hearing.

5.0 VETTING OF DR. NEWTON IRUNGU MWANGI - NOMINEE TO THE POSITION OF THE COUNTY SECRETARY

Dr. Newton Irungu Mwangi_of National Identification Number 0354305, the nominee for appointment to the position of County Secretary appeared before the Committee on Thursday 23rd February, 2023 at 9.18 a.m. and was cross examined under oath pursuant to Article 195 of the Constitution. The approval hearing commenced as per the Public Appointments (County Assemblies Approval) Act, 2017.

The nominee presented as follows, both orally and in writing:-

Date and Place of Birth

1. He is a Kenyan Citizen born on **2nd April 1961** in Murang'a County and resides in Murang'a.

Marital Status

2. He is married with three children

Academic and Professional Qualifications

3. He attended University of Nairobi from 2012 to 2021, and was awarded a Doctor of Education degree in 2021.
4. He attended University of Nairobi from 2008 to 2011 and was awarded a Master of Education degree in 2011.
5. He attended Kenyatta University from 2004 to 2007 and was awarded a Bachelor of Education degree in 2007.
 - a) He attended Kenya Education Management Institute for Six Months and was awarded a certificate of Diploma in Educational Management in 2013.
 - b) He attended Kenya Science Teachers College from 1982 to 1984 and was awarded a certificate of Diploma in Education in 1984.
 - c) He attended Kianyaga High school from 1980 to 1981 and attained a Kenya Advanced Cert of Education (2 principals and 1 sub)
 - d) He attended Kiambu High School from 1976 to 1979 where he attained East Africa Cert of Education (Div II)

Employment Record

6. The nominee listed his work experience as follows;
 - a) He is the Chairman, Board of Directors MTN SACCO Murang'a to date.
 - b) He served as a Secondary School Principal between 2001-2021 in the following Schools;
 - i. Passenga Secondary School.
 - ii. Sabasaba Secondary School
 - iii. Maragua Ridge Secondary School.
 - c) He served as an Assistant teacher from 1984-1999.
 - d) He served as a Part-time teacher at Mt. Kenya University in 2011.

Honors and Awards

7. He indicated that he has received honors and awards in the following areas;
 - a. An award in distinguished service in School Management by Kenya secondary Schools Heads Association (KESSHA) in 2012.
 - b. A Certificate of Recognition of Exemplary Service from 2014 to 2018 awarded by Murang'a South Sub-county).
 - c. An award for distinguished service at ACK Murang'a South Diocese in 2021.
 - d. An award of a Founder Member Certificate by ACK Murang'a South Diocese in 2022.

Professional Associations

8. He listed his professional associations as follows;
 - a) He was Member of Kenya secondary Schools Heads Association from 2019 to 2021 and held the position of the Chairman, Nyandarua Central).
 - b) He was a member of Kenya secondary Schools Heads Association from 2009 to 2018 and held the position of the Chairman, Murang'a South).
 - c) He was a member of Kenya National Secondary Schools Heads Association as a member from 2000-2021.

Memberships

- d) He indicated that he is a registered member with the Society of Educational Research and Evaluation in Kenya, Member no SEREK/M/288/22

Published Writings

9. The Nominee indicated that he has published the following;
- a) Newton Irungu Mwangi, Grace Nyagah, Mercy Mugambi (2020). Teachers' Non-Verbal Behavioral Instructional Practice and students' Achievement in Chemistry in Public Secondary Schools in Murang'a County, Kenya. *Journal of Pedagogy, Andragogy and Heutagogy in Academic Practice (JPAHAP)*, ISSN: 81320-xxx, Vol 1, No 2, 2020, pp 36-54.
 - b) Newton Irungu Mwangi, Grace mutitu Nyagah, mercy Muthoni Mugambi (2020). Teachers' use of class talk interaction as a predictor of learning outcomes in chemistry, *SN Social Sciences* 1(1), DOI:[10.1007/s43545-020-00009-1](https://doi.org/10.1007/s43545-020-00009-1).
 - c) Irungu, M. N., Nyagah, G., and Mugambi, M. (2019). Learner-teacher non-verbal interaction effect on academic achievement of learners in chemistry. *African Educational Research Journal*, 7(2): 88-96.
 - d) Irungu, M. N., Grace, N., & Mercy, M. (2019). Learners' Written Interaction Effect on Learners' Academic Achievement in Chemistry. *Advances in Social Sciences Research Journal*, 6(8) 306-318.
 - e) Irungu, M. N., Nyagah, G., & Mercy, M. (2019). To examine the Influence of Gender Interaction on Academic Achievement of learners. *Advances in Social Sciences Research Journal*, 6(7) 126-143.
 - f) M. Irungu, N. Grace (2013), Determinants of Academic Performance in Kenya Certificate of Secondary Education in Public Secondary Schools in Kiambu County, Kenya. *Journal of Education and Practice*.
 - g) Mwangi Newton Irungu & Mugambi Mercy (2013). Evaluation of Strengthening of Mathematics and Science in Secondary Education (SMASSE) Program. A case study of Murang'a South District, Kenya, *International Journal of Education Learning and Development* ,Vol.1, No.1, pp. 46-60, September 2013.

Public Office, Political Activities and Affiliations

10. The nominee has held the following public positions in various public institutions;
- a. Chairman, Board of Directors, MTN SACCO Ltd from 2011 to date (Elected)-Contract.
 - b. Principal of Secondary School for 20 years (Appointed)-P & P, 2001 to 2021.
 - c. He indicated that he was a member of UDA party and was involved in 2022 election campaigns where he voluntarily campaigned for all the UDA candidates but held no official title or responsibility.

Deferred Income/Future Benefits

11. He indicated that he receives Pension from his previous employment of approximately Ksh. 70,000 p.m.

Sources of Income

12. He indicated his sources of income as follows;
- i. Rental houses, approximately Ksh. 1,920,000. 00
 - ii. Transport business, approximately Ksh. 350,000.00
 - iii. SACCO dividends, approximately ksh. 180,000.00.

Tax Status

13. He has fully complied with tax obligations to the state as confirmed by the Kenya Revenue Authority through the compliance certificate submitted.

Net Worth

The nominee estimated his financial net worth at Kshs 140,520,000 tabulated as follows;

- a) 13 acres of land at Maragua Ridge @ 2,000,000 per acre =26,000,000
- b) 2 developed plots in Murang'a town @ approximately 100,000,000.
- c) 1 personal private car @ approximately 3,500,000
- d) 3 Nissan matatus @ approximately 6,000,000
- e) Shares at MTN SACCO 3,000,000

- f) Shares at mentor SACCO 2,000,000
- g) KCB shares 20,000

Outside Commitment during Service in office with or without compensation

- a) In service to the Church, he indicated that he is the Chairman of ACK Maragua Ridge parish where he is involved on Sundays and occasionally he chairs the parish council to plan church events.
- b) He is the Chair BOM, Kiamuri pry school that sits three times per year.
- c) A member of BOM, Njiiris School that sits three times per year.
- d) A member of BOM, Kiamuri sec school that equally sits three times per year.
- e) He further indicated that all the above stated services had no compensation

Potential Conflict of Interest and how he would resolve it, if it emerged

He explained that relatives and friends may have the perception that, if appointed he may be in a position to influence employment and Tenders. However, he asserted that he would bring to their attention that he is obligated to observe the rule of law. He would also ensure that merit prevails in all aspects. He would also disclose conflict of interest in a scenario where the docket of County Secretary is involved. He cited that areas of concern may include but not limited to promotions, opportunities for appointments, bribes, presents/gifts in return for certain favours.

He highlighted that he will be guided by the values and principles referred to in Articles 10 and 232 of constitution of Kenya which are;

- ✓ Article 10: The national values and principles of governance which include; Patriotism, democracy, equity, social justice, inclusiveness and equality, non-discrimination, good governance, integrity, transparency and accountability.
- ✓ Article 232: The values and principles of public service which include; High standards of professional ethics, accountability for administrative acts, fair competition and merit as the basis of appointments and promotions and equal opportunities for appointment.

Pro-Bono, Charity Work and Donations

With regard to pro-bono, charity work and donations he indicated that;

- a) He pays school fees to needy students who are not his relatives. Last year he sponsored two-day secondary school students, one at Gikindu sec and another at Maragua Ridge sec at a Total of ksh. 24,000.00).
- b) He has sponsored a needy student at Karatina University where he pays the fees at ksh. 43,000 p.a and hostel at ksh.36, 000 p.a bringing to a total ksh. 79,000.
- c) He is a member of Holistic Care Visionary (ACBO) based in Murang'a) that deal with Counselling and Vulnerable children.
- d) As the chairman, Board of Directors, MTN Sacco, they donate ksh. 50,000.00 annually to Murang'a children home.

He listed his references as follows

- a) Bishop Gichere, Diocese of Mt. Kenya Central @ 0721568348
- b) Prof Kalai, Chairman, Department of Educational Administration and Planning, University of Nairobi @ 0722595114
- c) Bishop Karanu, Diocese of Murang'a South @ 0733263547

General and Specific Questions to Dr. Newton Irungu Mwangi

a. Self-introduction,

On self-introduction, the nominee stated that he grew up in Maragua Constituency in Maragua ridge. He is a married family man with three children, two sons and one daughter. His career in Education spans thirty six (36) years since he has served as a teacher for 16 years and a secondary school head for twenty years. He indicated that with his twenty years' experience in administration, he felt the need to give back to his home County and that if approved, he will endeavor to utilize that opportunity to transform Murang'a County.

b. His understanding of the roles of the position he has been nominated to

The nominee explained that the roles of a County secretary are as follows;

1. The County secretary is the secretary to the Cabinet (County Executive Committee).
2. Arranging business and keeping minutes of the County Executive Committee.
3. Record keeping of all Cabinet documents.
4. Processing the Governors travel itinerary.
5. Conveying the decisions of the County Executive Committee to the relevant offices.
6. To provide strategic leadership and guidance to County Government Departments.
7. To ensure prudent and efficient use of resources.
8. In general, to ensure that the operations of the County Government are in order.

c. Link between the County Public Service Board and the Office of the County Secretary

In describing the relationship between the office of the County Secretary and the County Public Service Board, he informed the panel that;

- i. the County secretary identifies gaps in employment in the public service. Thereafter looks into availability of funds for hiring and communicates to the County Public Service Board to advertise and conduct interviews.
- ii. On disciplinary issues he explained that the County Secretary is the Chairperson of the County Human Resource Management Advisory Board and any final decision is made by the CPSB.

d. Daily Operations of the County Secretary

The nominee described that the daily schedule of a County secretary entails;

- i. being cognizant of what is happening at the sub-county level with regards to issues of reinforcement and revenue collection.
- ii. Being privy to all the activities of Departments.
- iii. Following up on all County operations and ensuring they are at the finger tips.

e. Highest Number of Employees he has managed in his Education career

The nominee stated that in his education career he had forty five (45) employees working under him at Passenga High school and is handling about 150 employees as the Chairman of the Board of Directors MTN Sacco.

f. Number of County Government Employees who will be under the County Secretary

The nominee told the committee that he was not sure about the number of employees in Murang'a County Government. He was taken to task to explain how he would ensure that employees are paid on time when he is not even aware of the workforce data and has no facts on revenue collected in the County. In his defense, he explained that the information he has on projected County revenue is from media reports since he is not yet an employee of the County. He reiterated that if appointed, he would ensure mechanisms put in place to boost revenue collection from around 500 million to about 1 billion annually are functional and effective in order to cater for timely payment of salaries.

g. Exit from his teaching career

The nominee confirmed that he did not resign from his teaching profession and that he remained in service until his retirement.

h. Understanding of the functions and operations of the County Executive Committee and the role of the County Secretary

He explained that the role of the County Executive Committee is to implement legislations passed in the County Assembly and the County secretary is responsible for coordinating the administrative aspects of the respective County departments.

i. Plans in place for Youth Empowerment

Having worked with youth in his different capacities he said that he will liaise with the CEC Youth especially during budget making to ensure that there is sufficient allocation to support the youth programs planned for the sector.

j. His motivation for taking up the position despite being a retired public servant

The nominee was asked to justify why he feels that he is the most suitable candidate out of so many other young people who can take up the job, instead of enjoying his retirement. He explained that he has the skills and experience spanning over 20 years in management which is in line with the requirements of the position he has been nominated to. Despite being retired, he told the

committee that he is still energetic and has the zeal to inculcate his wealth of knowledge and experience in the public service. He also asserted that he is ready to provide mentorship to the young crop of chief officers and other officers in the public service.

k. If his position as MTN Chairman will be used by the Industry players to bring disorder and Impunity

The nominee disagreed with the perception and explained that in the event he is appointed, he may decide to resign from the position of MTN Chairman to avoid conflict of interest as well as too much work that may interfere with his duties as a County Secretary.

l. How he has satisfied the requirements of the Leadership and Integrity as provided in the Constitution of Kenya, 2010.

He has been an administrator for 20 Years and has not been incriminated for any criminal cases. He informed the committee that being a principal and a chairman of board of directors requires a person of integrity. He highlighted that integrity, rule of law, justice and democracy have been the guiding principles which helped him to govern schools and the matatu industry and will still help him govern the County public service if appointed.

m. Attributes and Skills that makes him the most suitable candidate for the position

The nominee mentioned that he has the following attributes and skills which made him outstanding;

- i. Integrity
- ii. Interpersonal relations Skills
- iii. Patience
- iv. Time management
- v. Delegation Skills

n. Understanding of the relationship between the County Secretary and the County Assembly

He highlighted that being the law making arm of the County, he needs to maintain good relations with the MCAs. He also explained that as the secretary to the Cabinet the CS is required to draft all the resolutions made which require action by the County Assembly and will be in charge of all correspondences between the two arms of the County Government hence.

o. Staff Welfare

He cited the following means of addressing staff welfare issues in the County Public Service;

- i. Motivation
- ii. Timely payment of Salaries
- iii. Statutory deduction and Saccos
- iv. Payment of reimbursements within 24 hrs
- v. Prompt payment of retirement benefits
- vi. Implementation of Occupational Safety especially among the health workers.

p. Modalities/Workplan of Operations

He stated that if appointed his workplan will entail having a meeting with Chief Officers and Directors at least once a month and identify areas that need to be urgently addressed and table them in the Cabinet.

q. If his appointment was a political reward

The nominee disagreed with the misconception that his appointment is as a result of his political affiliations with the appointing authority. He strongly asserted that he applied for the position and went through a competitive recruitment process, and that his appointment was on merit based on his qualifications.

r. Corruption in the County

The nominee confirmed that he was cognizant of some forms of corruption in the County and cited an example of the health sector where patients with NHIF cards were still being coerced to pay. He also mentioned loopholes in revenue collection but confirmed that it is being addressed through automation.

s. National Values and Principles of Governance

He mentioned some of the National values and principals of Governance as set out in Article 10 of the Constitution of Kenya, 2010 as;

- i. National Unity
- ii. Patriotism
- iii. Integrity
- iv. Inclusiveness
- v. Rule of law
- vi. Democracy
- vii. Good Governance
- viii. Accountability
- ix. Sustainable development and
- x. Social justice

t. County Government Structure

He mentioned that the structure of County Government includes the Governor, Deputy Governor, CEC members, Directors and Sub-County Administrators.

u. Salary Delays

He informed the panel that the issue of salary delays can be addressed through bridging the gap in revenue collection and will ensure that if appointed salaries will be paid by latest 28th of each month.

v. Devolved Functions

He was able to highlight devolved functions such as Health, Public Works, Pre-primary, Agriculture, Roads and Housing and Planning.

v. Legacy

He stated that after his tenure as the head of the public service, his greatest interest lies in leaving a County workforce that is effective, efficient, cohesive and motivated.

6.0 COMMITTEE OBSERVATIONS ON THE SUITABILITY OF DR. NEWTON IRUNGU NOMINEE FOR THE POSITION OF COUNTY SECRETARY

Having considered the nominee's filled questionnaire pursuant to Section 7 (9) of Public Appointments (County Assemblies Approval) Act, 2017, his Curriculum Vitae and having heard his oral submissions during the vetting exercise, the Committee made the following observations on his suitability for appointment as the County Secretary:-

(A) Leadership and Integrity

1. **THAT** in compliance with the requirements of Chapter 6 of the Constitution of Kenya on leadership and integrity, the nominee was given clearance by the following statutory bodies;
 - i. The Directorate of Criminal Investigations (DCI)
 - ii. The Kenya Revenue Authority (KRA)
 - iii. The Higher Education Loans Board (HELB)
 - iv. Ethics and Anti-Corruption Commission (EACC)
 - v. Credit Reference Bureau
2. **THAT** he has never been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of his public duties.
3. **THAT** he has not been charged in a Court of Law in the last three (3) years and has not been adversely mentioned in an investigatory report of parliament or any other commission of inquiry in the last three years.
4. **THAT**, the nominee cited areas of potential conflict of interest and how he would address them.

(B) Academic Qualifications and experience

5. His academic credentials and vast experience in management, public administration and leadership are relevant to the position he has been nominated to.

(C) Other General Observations

6. The nominee demonstrated exemplary leadership qualities from his experience, duties and responsibilities bestowed on him in the public service and the community.
7. The nominee is conversant with the roles of the position he has been nominated to.
8. With an experience spanning twenty years in public administration, the nominee exhibited passion in transforming the County and in providing mentorship to the young generation in the public service.
9. The nominee is cognizant of the challenges affecting the County public service and if appointed he demonstrated how he would resolve some issues especially through bridging the gap in local revenue collection.
10. The nominee is a strategic manager and results oriented with a vision for transformational leadership.

7.0 RECOMMENDATION

Having conducted the approval hearing of the nominee Pursuant to Pursuant to Section 44 (2D) (b) of the County Governments Act, 2012 and Section 7 and 8 of the Public Appointments (County Assemblies Approval) Act No. 5 of 2017, **the Committee on Appointments found the nominee SUITABLE for appointment and hereby RECOMMENDS;**

THAT, this House **Approves** the nomination of Dr. Newton Irungu Mwangi for appointment as the County Secretary.

8.0 ANNEXES

Appendix 1: Notification of Nomination





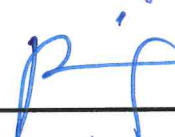


Appendix 2: Newspaper Advertisements

Appendix 3: Selection Panel Report

Appendix 4: Minutes of Meetings

REPORT ADOPTION

This report was unanimously adopted by the underlisted members of the committee on Appointments by way of appending their signatures, in a sitting held on 25th February, 2023:-

S/N	NAME	TITLE	SIGNATURE
1.	Hon. Johnson Mukuha	Chairperson	
2.	Hon. Francis Kibe Kamau	Leader of the Majority Party	
3.	Hon. Liz Muthoni Mbugua	Deputy Leader of Majority Party	
4.	Hon. Steven Muigai Kimani	Deputy Majority Party Whip	
5.	Hon. Peter Murigi Ngugi	Member	
6.	Hon. Naomi Nyambura Maina	Member	
7.	Hon. Edwin Mwangi Wairagu	Member	
8.	Hon. Moses Macharia Mirara	Member	