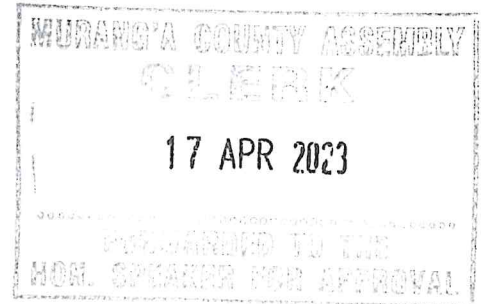


REPUBLIC OF KENYA



COUNTY ASSEMBLY OF MURANG'A

THIRD ASSEMBLY - FIRST SESSION

EDUCATION, CHILD WELFARE, RESEARCH, INFORMATION
TECHNOLOGY AND E-GOVERNMENT COMMITTEE

REPORT ON:

VETTING OF NOMINEES FOR APPOINTMENT TO THE POSITION OF
CHIEF OFFICERS :

1. ISAAC WANJOHI KAROGA-CHIEF OFFICER, DEPARTMENT OF EDUCATION AND TECHNICAL TRAINING.
2. LEONARD GUCHU NDUNGU- CHIEF OFFICER, DEPARTMENT OF COMMUNICATION AND MEDIA
3. MESHACK KIPKORIR KIPKEMOI- CHIEF OFFICER, DEPARTMENT OF ICT AND E-GOVERNMENT

Clerks Chambers
Murang'a County Assembly
MURANG'A

April, 2023

LIST OF ABBREVIATIONS/ACCRONYMS

MCG	Muranga County Government
CPSB	County Public Service Board
YP	Youth Polytechnics
CRB	Credit Reference Bureau
DCI	Directorate of Criminal Investigations
HELB	Higher Education Loans Board
KCE	Kenya Certificate of Education
KCSE	Kenya Certificate of Secondary Education
SRC	Salaries and Remuneration Commission
KRA	Kenya Revenue Authority
CECM	County Executive Committee Member
ECDE	Early Childhood Education Development
ICT	Information, Communication and Technology
HELB	Higher Education Loans Board.

ANNEXURES

- 1.0 Annex 1- Copy of I.DS
- 2.0 Annex 2 – Vetting questionnaire
- 3.0 Annex 3- Tax Compliance Certificates
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- 5.0 Annex 5- Certificates of Clearance from the Higher Education Loans Board
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- 8.0 Annex 8- Academic Certificates
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1.0 PREFACE

1.1 Establishment and Mandate of the Committee

The Committee on Education and Child welfare, Research, Information Technology and E-government was established under Standing Order No.204 and is mandated to deal and consider all matters related to pre-primary education, village polytechnics, home craft centres and child welfare including childcare facilities, County Communication, information broadcasting, development and management, Libraries, Research and County technological advancement.

1.1 Committee Mandate

The Committee is further mandated to do the following: -

1. Investigate, inquire into, and report on all matters relating to the mandate, management, activities, administration, operations and estimates of the department of Education, IT and Training
2. Study the programme and policy objectives of department of Education, IT and Training and the effectiveness of their implementation;
3. Study and review all legislation referred to it;
4. Study, assess and analyze the relative success of the department as measured by the results obtained as compared with their stated objectives;
5. Investigate and inquire into all matters relating to the department Education, IT and Training as they may deem necessary, and as may be referred to them by the Assembly;
6. **To vet and report on all appointments where the Constitution or any law requires the County Assembly to approve, except those under Standing Order 198 (Committee on Appointments) and;**
7. Make reports and recommendations to the Assembly as often as possible, including recommendation of proposed legislation.

1.2 Committee Membership

The Committee consists of the following Members: -

- | | |
|--------------------------------|------------------|
| 1. Hon. Naomi Nyambura Maina | Chairperson |
| 2. Hon. Thomas Muteti Mwaura | Vice-Chairperson |
| 3. Hon. Gerald Wambugu | Member |
| 4. Hon. John Kamau Munyua | Member |
| 5. Hon. Hannah Wairimu Kamau | Member |
| 6. Hon. Boniface Ng'ang'a Mbau | Member |
| 7. Hon. Priscilla Njeri Mwangi | Member |
| 8. Hon. Peter Munga Njuguna | Member |

9. Hon. Esther Nyawira Kamindo	Member
10. Hon. Grace Nduta Wairimu	Member
11. Hon. Alex Wanyoike Wainaina	Member
12. Hon. Benard Ruiru Njeri	Member

1.3 Committee Secretariat

1. Francis Kimemia - Senior Clerk Assistant
2. Wema Muthanje -Senior Clerk Assistant
3. Joel Ngugi - Senior Hansard Reporter
4. Julius Njoroge - Sergeant-At-Arms
5. Carol Karugo - Researcher

1.4 Terms of Reference

The Committee was guided by the following terms of reference;

- a. To conduct approval hearing of the nominees for appointment as chief officers
- b. To report on the observations of the vetting of the nominees and their suitability for appointment as chief officers
- c. To recommend the approval or rejection of appointment of the nominees.

1.5 Notification of Nomination.

Pursuant to Section 6 of the Public Appointments (County Assemblies Approval) Act 2017, the County Secretary through a letter Ref: **MCG/CS/GOV/2/76** dated **15th March, 2022** submitted to the County Assembly the following nominees to be vetted for appointment to the position of Chief Officers;

S/NO	NAME	I/D No	DEPARTMENT
1	Meshack Kipkorir Kipkemoi	34145629	ICT & E-government
2	Leonard Guchu Ndungu	23031552	Communication & Media
3	Isaac Wanjohi Karoga	25168540	Education & Technical Training

1.6 Communication and Committal of Nominations

In a Special Assembly sitting held on **Tuesday March 28, 2023** the Hon. Speaker informed the Assembly that he had received a notification from the County Secretary on H.E the Governors nomination of the above officers for appointment as chief officers.

He then referred the notification to the Committee on Education, Child welfare, Research, Information Technology and E-government for vetting and reporting to the Assembly within 21 days from the date on which the Committee first sat to consider the nominations in accordance with Section 4(1)(3)(4) of the County Governments Act, 2012 (Rev 2020) and Standing Order 47 of the County Assembly of Murang'a.

1.7 Pre-Vetting Committee Sittings

In a sitting held on March 28, 2023, 2023 at 2pm, the committee deliberated and adopted the work plan of the vetting process.

1.8 Approval Hearings of the Nominees

Pursuant to Standing Order No.204(5), and Section 7 (2) (3) of the Public Appointments (County Assemblies Approval) Act 2017 the Committee held the vetting/approval hearing of the nominees on Thursday April 6, 2023 during which the suitability of the nominees for appointment as Chief Officers was considered.

The process was guided by Chapter Six of the constitution of Kenya 2010 and criteria set out in Section 7 and 8 of the Public Appointments (County Assemblies Approval) Act, 2017. The following considerations were also given priority:

- (i) Academic qualifications
- (ii) Employment record
- (iii) Professional affiliations
- (iv) Potential conflict of interest
- (v) Knowledge of the relevant subject
- (vi) Overall suitability for the position
- (vii) Tax compliance
- (viii) Integrity
- (ix) Vision and Leadership and
- (x) Expectations and key priorities

Pursuant to Section 9 of the Public Appointments (County Assemblies Approval) Act, 2017, the Committee considered and **approved** the appointment of the nominees as follows;

1. Isaac Wanjohi Karoga-Chief Officer, Department of Education and Technical Training.
2. Leonard Guchu Ndungu- Chief Officer, Department of Communication and Media
3. Meshack Kipkorir Kipkemoi- Chief Officer, Department of ICT and E-Government.

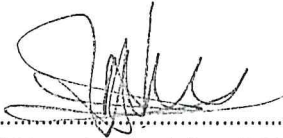
2.0 Acknowledgement

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 Education and Child welfare, Research, Information Technology and E-government and pursuant to Section 9(1) of the Public Appointments (County Assemblies Approval) Act 2017, it is my pleasure and duty to present to the Assembly, the Committee's report on the vetting of the nominees for appointment as chief officers.

Thank You.

Signed:



Date

14th April 2023

HON. Naomi Nyambura Maina (MCA)

EDUCATION, CHILD WELFARE, RESEARCH, INFORMATION TECHNOLOGY AND E-GOVERNMENT COMMITTEE.

3.0 LEGAL ANALYSIS OF THE ISSUES FOR CONSIDERATION

3.1 Issues for Consideration

The Committee observed that the issues for consideration in relation to the nominations and approval exercise are provided for in Section 8 of the Public Appointments (County Assembly 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.*

The Committee was satisfied at the competitive process used to arrive at the nominee, and that constitutional requirements were met when selecting the nominees by the appointing authority.

The Committee noted that the process of selection of the nominee was done by the CPSB and the report annexed.

3.2 Memoranda from the Public in respect of the nominee

Section 7 (10) of the Public Appointments (County Assembly Approvals) 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.*

The Clerk of the Murang’a County Assembly placed an advertisement in both the Daily Nation and the Standard Newspapers on Wednesday, March 29, 2023 inviting the public to submit written memoranda by way of written statements on oath (affidavits) on the suitability or otherwise of the nominees in conformity with Section 7 (10) of the Public Appointments (County Assembly Approvals) Act, 2017. The Committee confirmed that by Tuesday, April 4, 2023 the Office of the Clerk had **not received ANY** memoranda

3.3 Procedure used to arrive at the nominee;

The procedure for appointment of County Chief Officers is outlined in Section 45 (1) of the County Government Act as;

Section 45 of the County Governments Act 2012 provides as follows;

45 (1) Whenever a vacancy arises in the office of a county chief officer, the respective governor shall within fourteen days —

- (a) nominate qualified and experienced county chief officers from among persons competitively sourced and recommended by the County Public Service Board; and
- (b) with the approval of the county assembly, appoint county chief officers.

The County Governments Act further states the office of a chief officer shall be an office in the county public service and shall be responsible to the respective County Executive Committee Member for administration of the respective departments.

The committee observed that the CPSB advertised, shortlisted and interviewed applicants before the name of each qualified nominee was submitted to the County Assembly as indicated in the report by the County Public Service Board.

3.4 Leadership and Integrity

The Committee, in determining the suitability of the nominees, 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 -

1. Article 73(2) of the Constitution which provides that the guiding principles of leadership and integrity which 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 and ;*
 - (d) *accountability to the public for decisions and actions.*

2. Article 75 of the constitution of Kenya 2010 requires a state officer whether in public or private life to behave in a manner that avoids conflict between personal interest and public official duties.

The Committee established that the nominees had never been removed from office for contravention of Article 75 of the Constitution.

3. Article 77(2) prohibits an appointed state officer from holding office in a political party. The candidates do not hold any such office.
4. Article 78 disqualifies persons who are not Kenyan citizens from appointment as state officers and those with dual citizenship. In this regard, the committee was satisfied that the nominees are Kenyan citizens.

Overall, the Committee was satisfied that the nominees complied with the constitutional provisions on leadership and integrity and that all legal and constitutional provisions on advertisement, shortlisting, interviewing and submission of names to the County Assembly were observed.

4.0 VETTING OF NOMINEES FOR APPOINTMENT AS CHIEF OFFICERS.

In conducting the vetting process, the Committee observed that the suitability of the nominees would be evaluated holistically taking into account the following criteria amongst others as set out in section 7(8), 9, (10) and (11) of the Public Appointments (County Assemblies Approval) Act 2017 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 County Government procedures
- vi. Integrity
- vii. Expectations and Key Priorities
- viii. Performance and presentation during the interview
- ix. Overall suitability

4.1 Clearance Requirements

Prior to the hearing, the Committee also resolved that the nominees be asked to submit their updated clearance status with the following institutions for the vetting exercise which it verified against the originals. Original academic certificates were also verified.

- a) Kenya Revenue Authority (KRA)
- b) Directorate of Criminal Investigations (DCI)
- c) Higher Education Loans Board (HELB)
- d) Credit Reference Bureau (CRB)
- e) Ethics and Anti-corruption Commission (EACC)

The 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.

5.0 APPROVAL HEARING OF MR. ISAAC WANJOHI KAROGA -NOMINEE FOR APPOINTMENT TO THE POSITION OF CHIEF OFFICER-EDUCATION AND TECHNICAL TRAINING

Mr. Isaac Wanjohi Karoga of National Identification Number 25168540 appeared before the Committee on Education, Child Welfare Research, Information Technology and E-government on April 06, 2023 at thirty-seven minutes past twelve o'clock 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 6th January 1988 in Kangema, Murang'a County.

Marital Status

2. He is married

Academic Qualifications

3. He possesses a Degree in B.com Finance from the KCA University.
4. He has a Diploma in Banking and Finance from Kabete National Polytechnic
5. He has done CPA II

Employment Record

The nominee listed his work experience as follows;

6. He has worked for the Bank of Africa as a Branch Manager from 2014 – 2022.
7. He has worked as a relationship Manager at the Bank of Africa from 2014- 2020.
8. He worked as a Brand Ambassador for the Stan Chart Bank in 2013.
9. He has worked for Magic Contractors as a Finance Officer.
10. He worked for Amica Sacco while on Industrial attachment.

Public Office, Political Activities and Affiliations

11. He was recognized as the best R/O at the Bank of Africa in 2018.

Honors and Awards

12. Recognized by Liuten Green Movement for planning and organizing numerous tree planting activities and recognized as the best Relationship Officer at Bank of Africa.

Professional Associations

13. None

Membership

14. He is associated with the following bodies:

- a. Liuten Green Movement
- b. Greening Kenya Foundation
- c. Friends of Karura Forest

Published Writings

15. He has done a publication on the Carbon Offsetting to achieve forest cover.

Deferred Income/Future Benefits

16. He listed his deferred incomes as follows;

- i. Pension from CIRCA Kshs: 1M
- ii. Income expected from CIRCA Kshs: 5M
- iii. Income expected from Farming CIRCA Kshs: 5M
- iv. Income expected from consultancy CIRCA 5M

Sources of Income

17. He listed his sources and amounts of all income received during the calendar year preceding his nomination and in the current calendar year as follows;

- i. Employment from Bank of Africa
- ii. Consultancy and business operations
- iii. Support from family and friends

Tax Status

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

Net Worth

19. The nominee estimated his financial net worth at Kshs. 150 Million.

Potential Conflict of Interest

20. He asserted that currently, he does not have any persons or matter that would present a potential conflict of interest should he assume office.

Pro-Bono, Charity Work and Donations

21. The nominee indicated that he would be involved through Greening Kenya Foundation where he is a founding partner through provision of seedlings to farmers across Muranga County.

Leadership and Integrity

22. The nominee stated that he has not been dismissed or otherwise removed from office for contravening the provisions of Article 75 of the Constitution. He has not been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duties.

23. He has not been charged in a court of law in the last three years neither has he been adversely mentioned in an investigatory report of parliament or any other commission of inquiry in the last three years.

24. The nominee will be committed to public service ethics and procedures in dealing with potential conflict of interest.

25. He has no objection in the Committee making enquiries with present or previous employers/referees in the course of consideration of nomination.

5.1 General and Sector Specific Questions to Mr. Isaac Wanjohi Karoga

In order to evaluate the nominee's overall suitability for the position, the committee cross-examined the nominee pertaining to his experience, expectations and knowledge of the position he has been nominated to. The nominee submitted as follows;

a. On his understanding of the role of the Chief Officer in charge of the department

The nominee stated the following as his expected roles:

- i. Will be the authorizing Officer for the department

- ii. Coordinating, planning, accounting and budget preparation for the department
 - iii. Identification of needs through public participation and through Members of the County Assembly
 - iv. He would be in-charge of the Human Resource in the department
- b. On how his Education in particular CPA will aid in the department on matters relating to ECD and polytechnics:** the nominee stated that as a trained Finance person he will be able to optimize his skill in the budgeting process and be in a position to identify what priorities need to be addressed.
- c. On where he has been from the year 2011-2023 and why has he ever had a low point in his career:** the nominee stated that; the period under question was his working career and that he is lucky to have been progressing well in his career and that there's no limitation to personal growth.
- d. On what his weaknesses are, the nominee stated that;** given his previous working environment, he is used to working with set targets and deadlines. He is used to being strict and assertive in getting things done and achieving set goals.

Secondly, the nominee stated that he is a social being.

- e. On his knowledge of Structures and Education of Early Childhood Development and Youth Polytechnics.**

The nominee stated the following: -

- i. That, not much had been done in ECD and Youth polytechnics in the previous years
 - ii. That the current county government is currently working on some improvements in the ECDs and YPs,
 - iii. That he will improve structural conditions of both institutions.
 - iv. He would ensure all ECD institutions get to private school standards.
 - v. Build more ECDE schools to make them more accessible.
 - vi. On youth polytechnics; he stated that resource allocation is a major challenge and that he would work with well-wishers and other donors to get funding so as to be in a position to meet the gap that the county cannot achieve.
 - vii. He would work on an initiative to increase the number of trainers for the County polytechnics.
- f. On which areas he would wish to focus once he is appointed in office;**

He stated that he would focus a little more on Youth polytechnics, to ensure that they offer quality courses that would be good for the youths in the county as it would change their living standards, curb unemployment, alcohol abuse and increase their cost of living.

g. On the outdated courses offered in the youth polytechnics:

The nominee stated that he would collaborate with other companies, organizations and institutions to have a place where the trainees in the Youth polytechnics can train, grow and uplift their skills.

h. On whether he is aware of any challenges facing the department on (ECD and Youth Polytechnics) in the County and how he plans to address them:

The nominee stated that there is lack of teachers and infrastructure in the ECD sector. In resolving this problem, he would first ensure a strategy on employment is put in place to address the shortage of teachers and prioritize the construction of better structures for the learners.

Further, he would make Youth polytechnics more appealing and the courses more attractive.

i. On what safety measures are expected in an ECD class:

The nominee stated as follows;

- i. It should be well lit
- ii. The floor should be smooth
- iii. Provision of fancy furniture and learning materials
- iv. It should have proper ventilation

j. On how he would deal with conflict of interest? And how he would ensure that a good working relationship is fostered in the department:

He stated as follows;

- a) That in case of any conflict of interest while handling a particular matter that is directly related to him, he would declare his interest before the necessary authorities.
- b) That he would work hard to ensure the conflict does not happen and follow laid down procedures.
- c) That he would work with the Members of County Assembly, the CECM and the other officers in the department to ensure a good working relationship is fostered.

k. On whether there was need for bursary for the county since it is not a devolved function:

He stated that the county does need the bursary to support needy families since the function is not devolved but will work with members of the county Assembly to pass legislations that support issuance of bursaries to avoid conflicts with the law.

l. On employment of ECD teachers, the nominee was questioned on whether he would follow the SRC circular that set limits on salaries to be paid or whether the County can offer more.

The nominee stated that he would review the SRC guidelines and propose laws and policies through the County Assembly that would guide the County on allowing them to pay better salaries that do not conflict with the law.

m. **On the issue of inclusive education:** the nominee stated that there is need to factor all children with different abilities and see to it that also infrastructure is friendly and that there is easy assimilation into the school system

n. **On what would be his legacy and if appointed;**

The nominee stated the following: -

- i. That he would leverage on the programs in the department and also the uji program.
- ii. Ensure there's inclusive education in ECD and Youth Polytechnics.
- iii. Collaborate with other sectors to get more funding for Youth Polytechnics.
- iv. Work harmoniously with the County Assembly Members and give an ear to know and identify various needs of the Wards.

o. **On the issue if he assumes office today what the nominee would do and also how would he manage the staff who will be working under him to foster the harmonious working relationship:** - he stated that he would work with the current staff and also merge their skills to their strengths to ensure they work effectively and efficiently and also work in harmony with everybody,

p. **On whether the nominee is aware of the number of staff in the County:**

He stated that he is not aware of the current number but they might be more than the ones he headed while he was a branch manager at the Bank of Africa.

He also stated that, as the function of human resource management also falls under him, he would ensure that employees in the department are motivated through setting up reasonable and measurable targets.

5.2 REVIEW OF SCORE SHEET AND MARKS AWARDING

The Committee members awarded individual marks to the nominee through filling of a score sheet. An average mark was derived from the cumulative score of **812** divided by the number of members present whereby the nominee Mr. Isaac Wanjohi Karoga garnered a percentage score of **81.2%**.

COMMITTEE OBSERVATIONS ON THE SUITABILITY OF MR. ISAAC WANJOHI KAROGA FOR APPOINTMENT AS CHIEF OFFICER, EDUCATION AND TECHNICAL TRAINING.

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 submission during the vetting, the Committee made the following observations on his suitability for appointment as chief officer for Education and Technical Training,

1. **THAT**, his stated net worth of Kshs 150million was questionable as his listed assets couldn't add up to the stated figure of Kshs 150 Million
2. He was very presentable and confident while answering questions
3. Displayed a high level of competence and knowledge in the position has been nominated.
4. **THAT** his academic qualifications and experience in various leadership positions are relevant to the position he has been nominated to.

6.0 APPROVAL HEARING OF LEONARD GUCHU NDUNGU – NOMINNEE FOR APPOINTMENT TO THE POSITION OF CHIEF OFFICER, COMMUNICATION AND MEDIA.

Mr. Leonard Guchu Ndungu, of National Identification Number 23031552, appeared before the Committee on Education, Child Welfare Research, Information Technology and E-government on April 06, 2023 at thirty-one minutes past one o'clock and was cross examined under oath. 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 4th September, 1983 in Kirinyaga County.

Marital Status

2. He is married

Academic and Professional Qualifications

3. He possesses a Bachelor of Arts in Communication from the University of Nairobi.
4. He possesses a Bachelor of mass media from the Jomo Kenyatta University and Technology.
5. He possesses a Diploma in Journalism from Kenya Institute of Mass Communications.
6. He possesses a Certificate in Digital Journalism from the Reuters Institute.
7. He holds a Certificate in advanced Editing from the Aga Khan University.

Employment Record

The nominee has worked in the underlisted Companies;

8. He has worked for the Nation Media Group in various positions as listed below:
 - i. Co-host Daily Politics Podcast from March 2022 to date.
 - ii. Editor from January 2021 to December 2022.
 - iii. Political and parliamentary Editor as from September 2019 to December 2020.
 - iv. Bureau Chief and regional editor northern and Mount Kenya region from September 2015 to August 2019.
 - v. Sub-Editor from October 2011-September 2015

9. He has worked for the Forbes Africa and CNBC TV as a Financial analyst and commentator from October 2009 to October 2011.
10. He has worked as a Communication Manager for the Exclamation Marketing and PR as from August 2006 to September 2009.
11. He received the best essay writer and Financial Journalism award.

Public Office, Political Activities and Affiliations

12. He confirmed he is not a member of any political party or association.

Honors and Awards

13. HE he has received the following certificates/awards of special recognition for his outstanding services
 - i. An award from the Bloomberg Fellow New-York for Financial Journalism
 - ii. Best Essay Writer

Professional Associations

- Kenya Editors Guild
- Media Council Kenya

Membership

14. He is a member young leaders development forum.
15. He has published the following writings:
 - i. <https://nation.africa/kenya/news/politics/inside-mps-secrect-2022-talks-with-ruto-3367390...2021>.
 - ii. ...NANYUKI@100 HANDBOOK.....
 - iii. <https://nation.africa/kenya/news/politics/president-kenyatta-s-men-want-amos-kimunya-out-3332746...>
16. He has never been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution.
17. He has never been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of his duties.
18. The nominee has deferred income and future benefits from CIC Insurance stocks of Kshs 10,000 per year.

19. The following are and were his sources of Income received during the calendar year preceding the nomination:

- i. Nation Media Group Kshs; 250,000 Per month
- ii. Nation Sacco Dividends Kshs: 100,000 per year
- iii. Kagio Millie Group Kshs: 50, 000 Per Year
- iv. Rental Income 30, 000 per Month

Tax Compliance

20. He is tax compliant.

21. He has a net worth of Kshs 10 Million composed of family property (6 million); Car(1.5million) and a plot worth Kshs 2.5 million.

22. He has not been charged in any court of law for the last 3 years

23. He has undertaken probono/Charity work by educating needy students.

24. On conflict of interest, the nominee alluded that he will be committed to public service ethics and procedures in dealing with potential conflict of interest.

25. He has not been adversely mentioned in any investigatory report of parliament, any commission in the last three years.

26. The nominee has no objection in the Committee making enquiries with present or previous employers/referees in the course of consideration of nomination.

6.1 General Specific Questions to the Nominee

In order to evaluate the nominee's overall suitability for the position, the committee cross-examined the nominee as follows;

a. On his understanding of the role of the Chief Officer in charge of the department of Communication and Media

The nominee stated the below:

- i. That, he will be overseeing the department on communication and media.
- ii. That he will be in-charge of branding and marketing the County in a manner that is appealing to the public.
- iii. That, he will be in-charge of the Human resource in the department.
- iv. That, he will be in- charge of the budgeting, preparation of the ADPs and implementation of the resolutions of the County Executive Committee.

b. Asked about his weaknesses the nominee stated as follows;

- i. That having worked in the private sector, he is strident on people to achieve better results
- ii. That he works with a team for effective and efficient results and service delivery.

c. On in the event of an issue occurring at the County that would either expose or comprise the County Government and whether he would lie for the County:

The nominee stated that in his line of profession, certain factors need to be considered before airing any county news other than lying as some news would complicate certain occurrences.

d. On how the nominee he would handle conflict of interest:

The nominee stated as follows;

- i. That he would exempt himself form the issue at hand.
- ii. That he would declare if the matter before him would require so, in case a c o n f l i c t of interest arises.
- iii. That he would work well within the confines of the law to ensure conflict of interest is avoided.

e. On what he intends to do if he is appointed into office:

The nominee stated as follows:

- i. He would work well with the Members of County Assembly and the respective County Executive Committee Member to set up devolved communication channels in the Community Ward offices.
- ii. He would review the debt the that the County has acquired in the media houses and see a way to resolve that, given Murang'a County Government has been blacklisted by media houses in Kenya for non-payment of monies.
- iii. He retaliated that working also with the County Assembly would be prudent to see if an allocation for the department can be done for future business transactions and also for payment of the debt.
- iv. He would sign and Memorandum of Understanding with all media houses for all advertisement and media coverage
- v. He would aim to have control of negative news.
- vi. He would re-organize the website.

f. On provision of brail newspapers and other county reading articles and the inclusion of persons with various abilities to access the County Website;

The nominee stated as follows:

- i. He would work with the various organizations and institutions to have the County newspapers and magazines provided in brail.

- ii. For the website he would work with the IT department to see how the incorporation of various programmes can be included to provide for the needs of the differently abled persons in the Community.

g. On his strategies and plans for the department:

The nominee stated as follows:

- i. That he would revamp social networks to increase followers on Meta also known as Facebook, twitter, Telegram and other social sites.
- ii. He would discuss with the media houses to give the county a credit facility
- iii. That he would devolve awareness of the media to the Ward offices through collaboration with the Members of County Assembly.
- iv. That he would revamp the social media of the county to be effective like those of other County governments.

h. On legislations that the county would need: -

The nominee stated that there is already an existing law at the national level that can be adopted with necessary changes for the County to adopt. He further stated that the existing government advertising Agency can be formulated at a county level to handle the county's adverts to save on costs.

Further, the County Assembly would need to consider policies that he would developed to assist in legalizing communication and media department of the County.

i. On how he will ensure the County Website is more interactive, informative and transactional:

The nominee stated that he would ensure that the information posted in social platforms is corrective and updated. He retaliated that members of public go to various sites with the aim of finding information.

6.2 REVIEW OF SCORE SHEET AND MARKS AWARDING

The Committee members awarded individual marks to the nominee through filling of a score sheet. An average mark was derived from the cumulative score of **776** divided by the number of members present whereby the nominee Mr. Leonard Guchu Ndung'u garnered a percentage score of **86.2%**.

COMMITTEE OBSERVATIONS ON THE SUITABILITY OF MR. LEONARD GUCHU NDUNG'U FOR APPOINTMENT AS CHIEF OFFICER, COMMUNICATION AND MEDIA.

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 submission during the vetting, the Committee made the following observations on his suitability for appointment as chief officer for Communication and Media,

1. **THAT**, he has a good education background
2. He has worked in the media industry thus very competent and knowledgeable in communication and media
3. He is confident and has passion in the media
4. He displayed a high level of leadership skills

7.0 APPROVAL HEARING OF MESHACK KIPKORIR KIPKEMOI FOR APPOINTMENT TO THE POSITION OF CHIEF OFFICER, ICT AND E-GOVERNMENT.

Mr. Meshack Kipkorir Kipkemoi of National Identification Number 34145629 appeared before the Committee on Education, Child Welfare Research, Information Technology and E-government on April 06, 2023 at two o'clock and was cross examined under oath. 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 10th May 1997 in Elgeyo Marakwet County.

Marital Status

2. The nominee indicated that he is single

Academic Qualifications

3. He has a Degree in BSC Mathematics and Computer Science (2nd Class Honours) from Jomo Kenyatta University of Agriculture and Technology (2016-2020).
4. He sat his KCSE at Nairobi School in 2015 and attained an A-of 75 points.

Employment Record

5. The nominee listed his work experience as follows;
 - i. Has worked for the County of Murang'a as an IT advisor from September 2022 to date.
 - ii. He has built IT solutions for the County; that is the call center, parallel tallying system, agents management system for clients e.g UDA candidates and Chama Cha Kazi party.
 - iii. He has worked as a Senior Software Developer at Bityarn from January 2022 to August 2022.
 - iv. He has worked as Lead Software Developer for African Diaspora Asset Managers as from June 2021 to January 2022.
 - v. He has worked for property Solutions as a Software Developer
 - vi. He has worked for MediPal as a Software Developer
6. He is associated to the Board of Royal School of merit certificate in playing Clarinet.

7. He does not hold any professional membership.
8. He is a member of the Old Cambrian Society and KamiLimu Mentorship Program.
9. He has not published any writings, books, articles, or reports.
10. That he is tax compliant.
11. He has never been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution.
13. He has not been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duties.
14. He has a net worth of Kshs 12 Million
15. He has deferred income or future benefits listed below: -
 - a) Asset Financing Kshs: 6 million
 - b) Other Businesses Kshs: 3 million
16. The nominee has outside commitment during service in office but stated the following:
 - a) That the contracts were already running before nomination to the position
 - b) He further retaliated that he has made plans to ensure the contracts do not interfere with the position and also avoid absenteeism from office at any time.
17. The nominee has the following sources of income:
 - a) Private software development contracts at Kshs 7 Million
 - b) Salary from Murang'a County Government Kshs: 150,000 per month
 - c) IT support for Dellocherm Africa Limited Kshs: 50,000 per month
 - d) Other Business Kshs: 1.5 million
18. The nominee has undertaken probono/charity work in teaching kids from Korogocho slums on classical Music with ghetto classics for a period of 1 year. He has also participated in teaching music to pre-school kids in various parts of Nairobi for a period of 3 years.
19. He has not been charged in any court of law for the last 3 years.
20. He has never been adversely mentioned in any investigatory report of parliament or any other commission of inquiry in the last three years.
21. The nominee had no objection in the Committee making enquiries with present or previous employers/referees in the course of consideration of nomination.

7.1 General and Specific Questions to the Nominee

In order to evaluate the nominee's overall suitability for the position, the committee cross-examined the nominee as follows;

- a. **On his understanding of the role of the Chief Officer in charge of the department for ICT and E-Government.**

The nominee stated the following would be his expected roles:

- i. He would be the accounting officer.
- ii. He would be in-charge of the Human Resource in the department
- iii. He would implement policies passed through the County Assembly.

- iv. He would be in charge of the role of coordinating, planning, accounting and budget preparation for the department
- v. Co-ordination of various departments.

b. On how his Education and professional background has prepared him for the position:

The nominee stated that he has a good understanding of the field and is an expert in networking and programming.

c. On having worked in the IT field for a period of 2-3 years. The nominee was asked on what he failed to do that would make it embarrassing: -

The nominee stated that at one time a program that was been viewed by the His Excellency the President failed as they had missed some few procedures. He stated that he sorted the issue and it has taught him to be extra keen on production of work.

d. On which area he would wish to focus on once's he is appointed in office;

He stated as follows:

- i. He would focus on E-governance
- ii. He would ensure that all departments in the county and the hospitals are connected to the IT grind.
- iii. Help identify where programs can be done laying down the groundwork for automation across the County.
- iv. Automate revenue collection at the hospitals.
- v. Aide in budgeting so as to allocate funds for teaching and equipping the youth with better IT skills across the County.

e. On how he would deal with conflict of interest and promotion of a good working relationship in the department:

The nominee stated that he would notify the necessary stakeholders, relevant parties and possibly divesting himself of any financial or personal interest that could create a conflict.

Further, he would follow laid down procedures.

f. On the issue of how he would foster a good working relationship in the depart as he is charged with Human Resource management: -

- i. The nominee stated that he would first identify potential strengths of the staff and assign duties and responsibilities in areas they are skilled for.
- ii. He further stated that he would introduce a mandatory course to be done by the staff in a given field that would boost their professional skills.
- iii. Finally, he stated that he would occasionally reward best working staff with the aim of motivating them.

g. On the issue of integration of the Elderly in E-government services been offered: -

The nominee stated that they have worked on a system (use of one-time password prompt and USSD Codes) that is friendly for every user and also there are agents situated at various points to help the elderly with payments and other services.

h. On how to encourage the use of the system:

The nominee said that currently the revenue officers and ICT officers are going around the County offering training to the citizens and providing the knowledge to the citizens on the use of the systems.

Further he stated that there will be no costs to access the e-services.

i. On how secure the current system is: - the nominee stated as follows:

- i. Monies paid is directly channelled to the county revenue account.
- ii. The system is cloud hosted.
- iii. There's 99.999999% uptime.
- iv. There are one-time passwords

7.2 REVIEW OF SCORE SHEET AND MARKS AWARDING

The Committee members awarded individual marks to the nominee through filling of a score sheet. An average mark was derived from the cumulative score of **790** divided by the number of members present whereby the nominee Mr. Meshack Kipkorir Kipkemoi garnered a percentage score of **79.0%**.

COMMITTEE OBSERVATIONS ON THE SUITABILITY OF MR. MESHARK KIPKORIR KIPKEMOI FOR APPOINTMENT AS CHIEF OFFICER, ICT AND E-GOVERNMENT.

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 submission during the vetting, the Committee made the following observations on his suitability for appointment as chief officer for ICT and E-Government,

1. He is hardworking, competent and articulate
2. He is young and qualified but needs to be mentored.
3. He has worked for the County and is conversant with County procedures and operations
4. He is confident and has passion in ICT

8.0 COMMITTEE RECOMMENDATIONS







Hon. Speaker, having conducted approval hearings of the nominees Pursuant to Section 45 of the County Governments Act, 2012 (Rev. 2020) and Section 9(2) of Public Appointments (County Assemblies Approval) Act No. 5 of 2017, the **Committee on Education and Child welfare, Research, Information Technology and E-government** found the Nominees **SUITABLE** for appointment and hereby **RECOMMENDS**;

THAT, this Assembly approves the nomination of the following persons for appointment as Chief Officers;

	NAME	TITLE
1.	Mr. Isaac Wanjohi Karoga	Chief Officer, Department of Education and Technical Training
2.	Mr. Leonard Guchu Ndung'u	Chief Officer, Department of Communication and Media
3.	Mr. Meshark Kipkorir Kipkemoi	Chief Officer, Department of ICT and E-Government

6.0 ADOPTION OF THE REPORT

We, the Honorable Members of the Committee on for Education and Child Welfare, Research, Information Technology and E-Government today Friday March 14, 2023 do hereby affix our signatures to this report to affirm our approval and confirm its accuracy, validity and authenticity.

S/NO	HON. MEMBER	SIGNATURE
1	Naomi Nyambura Maina	
2	Hon. Thomas Muteti Mwaura	
3	Hon. Gerald Wambugu	
4	Hon. John Kamau Munyua	
5	Hon. Hannah Wairimu Kamau	
6	Hon. Boniface Ng'ang'a Mbau	
7	Hon. Priscilla Njeri Mwangi	
8	Hon. Peter Munga Njuguna	
9	Hon. Esther Nyawira Kamindo	
10	Hon. Grace Nduta Wairimu	
11	Hon. Alex Wanyoike Wainaina	
12	Hon. Benard Ruiru Njeri	