



1-2 APR 2023

MURANG'A COUNTY ASSEMBLY

THIRD ASSEMBLY

SECTORAL COMMITTEE ON HEALTH SERVICES

REPORT ON VETTING OF KENNETH MUKORA KIHATO AS A NOMINEE TO THE POSITION OF CHIEF OFFICER, MEDICAL SERVICES DEPARTMENT

Clerk's Chambers

Murang'a County Assembly

Table of Contents

| | |
|--|----|
| ANNEXTURES | 3 |
| 1.0 Preface | 4 |
| 1.1 Committee Membership | 4 |
| 1.2 Committee mandate..... | 4 |
| 1.3 Acknowledgements | 5 |
| 2.0 Background | 6 |
| 2.1 Nomination of Chief Officer to the Medical Services department..... | 6 |
| 2.2 Highlights on criteria used to arrive at the candidate | 6 |
| 2.3 Provisions of law that guided vetting exercise | 6 |
| 2.4 Committee meetings | 8 |
| 3.0 Vetting of Kenneth Mukora Kihato for appointment as Chief Officer for Medical Services department..... | 9 |
| 4.0 General questions to the Chief Officer nominee, Medical Services Department | 13 |
| 5.0 Committee observations on Kenneth Mukora Kihato..... | 19 |
| 6.0 Awarding of marks..... | 20 |
| 7.0 Committees resolution | 20 |

ANNEXTURES

- Annex 1** -Names of nominees to the office of the Chief Officer
- Annex 2** -Questionnaire duly filled by the nominee as a criteria for vetting
- Annex 3** -Advertisements from the Daily Nation and Standard Newspapers
- Annex 4** -Curriculum Vitae of the Nominee
- Annex 5** -Minutes of the meetings of the vetting process and exercise
 - i. **March 28, 2023**
 - ii. **April 6, 2023**

1.0 Preface

On behalf of Health Services Committee, it is my pleasure and duty to present to the County Assembly the Committee report on vetting of a nominee to the position of Chief Officer Medical Services department under the County Department of Health.

1.1 Committee Membership

The Committee comprises of the following members: -

- | | |
|----------------------------------|--------------------------|
| 1. Hon. John Mwangi Kamau | -Chairperson |
| 2. Hon. Boniface Ng'ang'a Mbau | -Vice Chairperson |
| 3. Hon. Liz Muthoni Mbugua | -Member |
| 4. Hon. Morris Thuku | -Member |
| 5. Hon. Elizabeth Wambui | -Member |
| 6. Hon. Steven Muigai Kimani | -Member |
| 7. Hon. Caroline Wairimu Njoroge | -Member |
| 8. Hon. Grace Nduta Wairimu | -Member |
| 9. Hon. Kenneth Kamau Mwangi | -Member |
| 10. Hon. James Karanja Kabera | -Member |
| 11. Hon. Julian Njiri | -Member |
| 12. Hon. Peter Munga Njuguna | -Member |
| 13. Hon. John Ngugi Kibaiya | -Member |
| 14. Hon. Moses Macharia Mirara | -Member |

1.2 Committee mandate

The Committee on Health Services was established under Standing Order No.204 and is responsible for all matters related to county health services, including county health facilities and pharmacies, ambulance services, promotion of primary health care, licensing and control of undertakings that sell food to the public, cemeteries, funeral parlours and crematoria.

1.3 Acknowledgements

(a) The Committee wishes to sincerely thank the Offices of the Speaker and the Clerk of the County Assembly for the support extended to it in the execution of its mandate.

(b) The Chairperson of the Committee takes this opportunity to thank all the Members of the Committee for their patience, sacrifice, endurance and commitment to public service under tight schedules which enabled us to complete the task within the stipulated period.

(c) Finally, it is now my pleasant duty, on behalf of the Sectoral Committee on Health Services, to present and recommend this report on the approval of Kenneth Mukora Kihato as nominee to the position of Chief Officer, Medical Services Department.

Thank you.

Signed.....

Date.....

Hon. John Mwangi Kamau

(Chairperson)

Health Services Committee

2.0 Background

2.1 Nomination of Chief Officer to the Medical Services department

On March 15, 2023, Pursuant to Standing Order No. 44 (3) (c), a message from His Excellency the Governor-Submitted by way of a letter addressed to the Clerk to the County Assembly **(Annex 1)** for submission to the House was conveyed. In the messages, H.E The Governor conveyed that, in exercise of powers conferred by Part V, Section 45 of the County Government Act, 2012, he nominated Kenneth Mukora Kihato to the office of Chief Officer, Medical Services Department.

The Governor therefore sought for approval by the House on the nominee for appointment to the aforementioned position.

On March 15, 2023, the Assembly received the name of shortlisted candidate as Chief Officer to the department of Medical Services.

2.2 Highlights on criteria used to arrive at the candidate

Murang'a County Public Service Board provided to the assembly a report on the recruitment of Chief Officers.

The board received a total of 18 applications pertaining to the position of Chief Officer, Medical Services Department. The breakdown of the applicants in terms of gender were 12 male and 6 female.

Shortlisted candidates to the position were 6 in number with a breakdown of 4 male and 2 female.

Mr. Kenneth Mukora Kihato attained the highest score during the interview with 401 marks and ranked as position number one (1).

2.3 Provisions of law that guided vetting exercise

Standing Order No.47 (1) requires that, upon receipt of notification of nomination for appointment to an office as is under the Constitution or under any other legislation required to be approved by the assembly, such nomination shall stand committed to the relevant Sectoral Committee of the Assembly for consideration.

Pursuant to the provisions of the said Standing Order therefore and paragraph (3) of Standing Order 44 (3) (c) (Messages from the Governor), the message from His Excellency the Governor was committed to the Departmental Committee on Health Services to undertake the necessary approval hearings.

Part III, Section 8 (1) (a) of the County Governments Act, 2012 requires the County Assembly to vet and approve nominees for appointment to county public offices. In this regard, the Hon. Speaker guided the Committee and the House as follows;

- i. That the Committee was to notify the nominees and the general public of the time and place for holding the approval hearings, in good time.

The notification was to be made on March 29, 2023.

- ii. That the Committee was thereafter supposed to conduct the necessary approval hearings on April 6, 2023 and submit their report to the assembly on or before April 17, 2023, this was pursuant to section 9(1) of the Public Appointments (County Assemblies Approval) Act, 2017 which provides that unless otherwise provided in any law, a Committee shall consider a nomination and table its report in the County Assembly for debate and decision within twenty-one sitting days from the date on which the Committee first sits to consider the nomination.

Pursuant to Section 7(10) of the Public Appointments (County Assemblies Approval Act, 2017) the Committee invited interested members of the public through an advert in the Daily Nation and Standard papers dated March 29, 2023 (**Annex 3**) to submit any representation by written statement on oath (Affidavit) that they may have on the suitability or otherwise of the nominees for appointment as Chief Officers to the department of Medical Services be delivered on or before April 4, 2023.

On March 29, 2023, Pursuant to Section 7(4) of the Public Appointments (County Assemblies Approval Act), 2017 the Clerk of the County Assembly notified the candidate nominated for

appointment as Chief Officer to the department of Medical Services of the time and place for the holding of the approval for vetting by the Sectoral Committee on Thursday April 6, 2023 through an advert in the Daily Nation and the Standard newspapers.

On April 6, 2023, the Committee conducted the vetting exercise being guided by the Constitution of Kenya, 2010, Public Appointments (County Assemblies Approval) Act, 2017, County Governments Act, 2012 and the County Assembly Standing Orders.

The vetting exercise was conducted by meeting with the nominee whereby he was cross-examined on his academic and professional qualifications, job experience, trainings undertaken, registration to professional bodies and documents guiding on his integrity in an effort to assess his suitability to the position.

2.4 Committee meetings

The committee held a briefing meeting on March 28, 2023 whereby a work plan that would guide on vetting exercise of the Chief Officer nominee to Medical Services was generated, discussed and adopted in consideration with the required timelines.

Pursuant to Standing Order 47(4), the Committee held the vetting of the nominees on April 6, 2023 during which the suitability of the nominee for approval for appointment as Chief Officer to the Department of Medical Services was determined.

The process was guided by Chapter six and article 250 of the Constitution of Kenya, 2010, County Assembly Standing Orders and the criteria as set out in article 8 of the Public Appointments (County Assemblies Approval) Act, 2017. The following considerations were 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

The committee after the vetting exercise held another meeting on April 9, 2023 whereby it compiled, discussed and adopted the report out of the vetting exercise of the Chief Officer nominee.

3.0 Vetting of Kenneth Mukora Kihato for appointment as Chief Officer for Medical Services department

Kenneth Mukora Kihato appeared before the Departmental Committee on Health Services for vetting on April 6, 2023 at 10.00 a.m. Having submitted his fully filled questionnaire, he informed the Committee as that;

1. He holds a Bachelor of Science degree in Bachelor of Science in Nursing from Egerton University. (2019)
2. He holds a Diploma in Kenya Registered Community Health Nursing from Kenya Medical Training College, Nakuru. (1999).
3. He holds a Diploma in Total Quality Management from Kenya Institute of Management, (2016-2017).
4. He holds a Kenya Certificate of Secondary Education Muthithi Secondary School (1991-1994)
5. He holds a Kenya Certificate of Primary Education from Maragua Primary School (1991-1998).
6. He was currently a Senior Lecturer at Murang'a Medical Training College since the year 2014.
7. He was currently a Senior Nurse Manager, Kangema Sub County Hospital since the year 2018.
8. He was currently a Senior Nurse Manager, Kirogo Health Centre since the year 2018.
9. He was currently the Chairperson, Nurses Union, Murang'a County since the year 2017.
10. He was the Chairperson, Murang'a District Hospital, Maternity Unit from 2004-2007.
11. He was the Nurse Manager, Nakuru PGH from the year 2001 to 2004.
12. He was the Nurse Manager, Pine Breeze Hospital from the year 1999 to 2001.
13. He was a member to National Nurses Association of Kenya.

14. He was a member to Kenya Midwives Association of Kenya
15. He was a member to Kenya National Union of Nurses
16. He was an active member to Stahili Foundation which was a charitable organization
17. He was admitted to the Register of Community Health Nurses (Basic) maintained by Nursing Council of Kenya on November 8, 1999 under the Nurses Act Cap.257 of the Laws of Kenya. He was awarded registration number BScN (KRCHN) 1548 on October 25, 2012 and possesses a practicing license from Nursing Council of Kenya numbered 312994 valid until June 30, 2023.
18. He was awarded certificates for the following trainings attended;
 - i. Customer Care Course, Ministry of Health
 - ii. Training on Prevention of Mother to Child Transmission of HIV/AIDS for Service Providers, Ministry of Health, National AIDS/STI Control Programme (NASCOP)
 - iii. Computer packages studied at Hyrax Education Institute
 - iv. Mental Health Training Course from May 12-16, 2008 sponsored by Kenya Medical Training College on 40 contact hours
 - v. TB/HIV training course by Ministry of Public Health and Sanitation held from August 17-21 at Thika
 - vi. Annual Scientific Conference organized by National Nurses Association of Kenya at Masinde Muliro University of Science and Technology, Kakamega Town from October 8-10, 2008
 - vii. Comprehensive Pediatric HIV Management Course held from January 11-16, 2010 sponsored by Ministry of Medical Services, National AIDS & STI Control Program(NASCOP) in collaboration with Network of AIDS Researchers in East and Southern Africa(NARESA, Kenya Chapter)
 - viii. Training on Essential/Emergency Obstetric and Neonatal Care from Ministry of Health held from October 14-18, 2013 at Bethany House, Sagana
 - ix. Participation in Malaria Case Management Training for the implementation of the National Guidelines for the Diagnosis, Treatment and Prevention of Malaria in Murang'a County from July 21-23, 2014

- x. Mental Health Nurses Chapter Annual Scientific Conference on Mental Health and Younger Persons from April 23-24, 2015
- xi. Completion of a workshop sponsored by Africa Corporate Governance Advisory Services LTD at Kenya School of Government Embu from June 27-29, 2019 on Driving Ethical and Excellent Organizational Culture
- xii. Teaching and Learning Workshop attended at Eldoret Campus awarded by Kenya Medical Training College.

19. He did not hold any public office on Permanent and Pensionable terms.

20. He had never been involved in any political activity nor affiliated with any political establishment.

21. He had no honours and awards inform of any scholarships, fellowships, honorary degrees, academic or professional honours, honoray society memberships, military awards and any other special recognition for outstanding service or achievement.

22. He was currently a member of Board of Management at Mihang'o Secondary School since the year 2022.

23. He was currently a Counselor at Kiaguthu Boys since the year 2021

24. He was currently a College Counselor, Murang'a Medical College since the year 2021

25. He was currently a Youth Counselor, Anglican Church Cathedral Murang'a South since the year 2020.

26. He was currently the Chairman, Mathuthi-ini Water Project, Maragua Sub County since the year 2020.

27. He was currently a Cardiovascular Magnetic Resonance(CMR) Member, KMTC Murang'a since the year 2022.

28. He was a KFF Treasurer, Murang'a South, KFF Treasurer from the year 1997 to 1999.

29. He was a Captain, Maragua Silver Strikers from the year 1990 to 1999.

30. He had no published writings in form of books, articles, reports, letters to the editor and editorial pieces.

31. He had never been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duties.
32. He had an anticipated deferred income/future benefit from farming at an approximate amount of Kshs.700,000.
33. He had no plans whatsoever for outside commitment during service in office.
34. His sources of income and the amounts received during the calendar year preceding his nomination and in the current calendar year were as follows;
 - a. Salary-Kshs.1,352,520.
 - b. Medical Clinic-Kshs.2,000,000 and 3,000,000 respectively
 - c. Allowances from March 2022-April 2023-Kshs.600,000
 - d. Other businesses-Approximately-Kshs.2,000,000
35. He was tax compliant.
36. He was valued at Kshs 54 million.
37. He was not aware of any potential conflicts of interest in the position for which he was nominated and should such a case arise, he would try to address it in a transparent manner to the higher authority through laid down procedure including and not limited to recording such in the conflict register.
38. He had never been removed from office for a contravention of the provisions of Article 75 of the Constitution.
39. In solving any potential conflict of interest, including the procedure he could follow, he said he could follow down laid down laws and regulations as provided in the Constitution and the County Governments Act, 2012.
40. He was an active member in Stahili Foundation that undertook Pro Bono and charitable work.
41. He had never been charged in court or law in the last three years.
42. He had never been adversely mentioned in an investigatory report of Parliament or any other Commission of Inquiry for the entire of his life.
43. He did not have any objection in making any enquiries with his employer/referee in course of consideration of his nomination.

4.0 General questions to the Chief Officer nominee, Medical Services Department

The Committee posed several questions to Kenneth Mukora Kihato, the nominee to the position of Chief Officer, Medical Services Department where responses were provided as follows;

1. How his educational and professional background would facilitate him perform the roles outlined under the duties of Chief Officer medical services?

The nominee responded as follows;

- i. He had a wide range of administrative experience working as a nurse in charge for 24 years.
- ii. He was capable of managing a big workforce since he had led nurses' fraternity in the county for considerable number of years.
- iii. His role as a nurse manager facilitated him acquire experience in managing drugs and equipment in health facilities.
- iv. He had previously led health workers association comprising of 17 cadres.
- v. Nursing profession had instilled in him values of discipline, unity and integrity which were essential in undertaking roles related to the position.

2. The probable challenges which would be experienced while performing the roles of Chief officer medical services and how he would address them

The following were the responses from the nominee;

- i. There were human resource challenges in terms of mismatch between number of patients and the medical personnel to attend them. He would address the matter by ensuring that funds were set aside to recruit additional medical practitioners.
- ii. Procurement of drugs. The challenge would be addressed by ensuring that procurement was done as per the facility's needs and enhancing budgetary allocations every financial year to facilitate the same.
- iii. Rising cases of mental health challenges in the county. This would be managed by increasing mental health workforce in the county level 5 hospital and developing

- ii. Health promotion department in the county was supposed to undertake sensitization on the above in all County Wards
- iii. Additional funds were supposed to be allocated towards enrollment exercise.

10. How he would address the challenge of mishandling of patients by health workers

The following were the responses;

- i. There was need to enhance professionalism by spearheading competitive employment through encouraging search for job specialization and specification
- ii. Various cadres were supposed to work in departments that they had developed passion
- iii. Experience among the county health workers would guide on departments that they would be deployed.

11. How he would manage culture change in terms of attitude amongst health workers in an effort to enhance efficiency

The nominee responded that he would undertake the following;

- i. Ensure that there was effective communication from his office to the lowest level of employees.
- ii. Strive to improve patient versus health workers relations
- iii. Introduce suggestion boxes and toll-free number in county health facilities
- iv. Highly interact with health workers to unearth any challenges facing them
- v. Conduct customer exit surveys where patients would issue feedback on their experiences in health facilities.

12. Efforts he would make as an accounting officer to avoid deviations on expenditure as per the approved budgets in the county in relation to health department vote heads, which had resulted in non or minimal implementation of some programmes contained in those budgets

The nominee responded that he would ensure that approved budgets for various programmes were not deviated in future to avoid instances of white elephant projects.

13. Managing of a noisy trolley that ferried deceased from casualty to mortuary

The nominee promised to ensure that professionals would be engaged to manage the trolley as the department planned to acquire improved ones to eradicate the noise.

14. His dominant strengths and weaknesses

The nominee outlined the following as his strengths and weaknesses;

Strengths

- i. Passion in his work
- ii. Team player
- iii. Problem solver

Weakness

His great weakness was that he hated losing.

15. Managing stress and pressure

The nominee responded that;

- i. He was a strong Christian who always sought divine intervention whenever he was in such circumstances
- ii. He was fond of forming a team of colleagues who offered encouragement to each other.

16. Improving welfare of Community Health Volunteers which had been compromised over the years

The nominee responded that;

- i. There was need to set aside a budget that would cater for enhancement of their remuneration
- ii. Uniforms would be designed for them so that they are easily and positively identified thus enhancing their motivation
- iii. Facilitating them attend seminars on safety mitigation measures
- iv. Prompt attendance to them as they present referral cases to hospitals.

17. Handling challenges of promotions of health workers who finalized their further studies funded by the county government

The nominee responded that he would undertake the following;

- i. Ensure prompt submission of certificates pertaining to courses undertaken as a requirement of promotion
- ii. Introduce signing of 2-year bonds that would limit the sponsored health worker for further studies from engagements with another employer until such time expires.

18. How he would ensure operationalization of the Intensive Care Unit

The nominee responded that;

- i. There was need to modernize the current ICU in terms of ensuring there was an oxygen plant installation amongst other equipment
- ii. He would involve the entire department and other stakeholders such as the county assembly in soliciting ideas towards improvement of the facility.

19. Managing transfer orders amongst health workers

The nominee indicated that transfers were normal in work stations especially on essential services but he would avoid transfers based on disciplinary grounds.

20. Handling challenges in nursing field

The nominee responded that challenges in nursing field were inevitable and were best handled through goodwill from the county executive, following requirements as outlined in the vision 2030, SDGs No.3 log book and associations such as Nurses Council of Kenya.

Deployment of nurses under internship at lower levels would only be undertaken once those facilities were accredited to host them, however their services were usually required during community diagnosis.

5.0 Committee observations on Kenneth Mukora Kihato

1. He had no potential conflicts of interest in the position for which he was nominated.
2. He had never been adversely mentioned in any investigatory report of Parliament or any other Commission of Inquiry.
3. He was well knowledgeable in health matters as he responded to the various questions posed professionally.
4. He would in no doubt add value to the department given the fact that he had a vast experience gained from working at various health facilities previously under the Ministry of Health and currently under the County Government.
5. He meets constitutional, statutory requisites pertaining to the job he was nominated.
6. He clearly understands the role of the Chief Officer in the County Department of Medical Services.

6.0 Awarding of marks


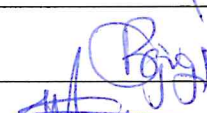



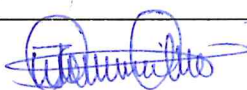

Committee members awarded individual marks to the nominee through filling of score sheets. An average mark was derived from aggregate total score of 926 marks divided by the number of members whereby the nominee garnered a percentage score of 84.

7.0 Committees resolution

Pursuant to Article (9) (2) of the Public Appointments (County Assemblies Approval) Act, 2017 the Committee found Kenneth Mukora Kihato suitable and recommended him to be appointed as a Chief Officer for Medical Services Department.

Report adoption

The following Honorable Members of the Committee adopted the report;

| S/NO | HON. MEMBER | Designation | SIGNATURE |
|------|-------------------------------|------------------|---|
| 1 | Hon. John Mwangi Kamau | Chairperson | KJM |
| 2 | Hon. Boniface Ng'ang'a Mbau | Vice Chairperson |  |
| 3 | Hon. Liz Muthoni Mbugua | Member | |
| 4 | Hon. Morris Thuku | Member | ST |
| 5 | Hon. Elizabeth Wambui Mwangi | Member |  |
| 6 | Hon. Steven Muigai Kimani | Member |  |
| 7 | Hon. Caroline Wairimu Njoroge | Member |  |
| 8 | Hon. Grace Nduta Wairimu | Member |  |
| 9 | Hon. Kenneth Kamau Mwangi | Member | |
| 10 | Hon. Julian Njiiri | Member |  |
| 11 | Hon. James Karanja Kabera | Member | J.K.K |
| 12 | Hon. Peter Munga Njuguna | Member |  |
| 13 | Hon. John Ngugi Kibaiya | Member | JKN |
| 14 | Hon. Moses Macharia Mirara | Member | |

