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27/4/2021

REPUBLIC OF KENYA




THE NATIONAL ASSEMBLY

TWELFTH PARLIAMENT – FIFTH SESSION

DEPARTMENTAL COMMITTEE ON EDUCATION AND RESEARCH

REPORT ON THE VETTING OF DR. JAMLECK MUTURI JOHN PhD. AND MR. TIMON ALFRED OTIENO OYUCHO, NOMINEES FOR APPOINTMENT TO THE POSITIONS OF CHAIRPERSON AND MEMBER RESPECTIVELY, FOR THE TEACHERS SERVICE COMMISSION

	
THE NATIONAL ASSEMBLY PAPERS LAID	
DATE: 20 APR 2021	DAY: Wed
TABLED BY:	Chair, Education Hon. Florence Mutua
CLERK-AT THE TABLE:	Finlay Muriuki

Published by:-

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





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## LIST OF ABBREVIATIONS AND ACROYNMS

CBA	Collective Bargaining Agreement
CEO	Chief Executive Officer
CECM	County Executive Committee Member
DCI	Directorate of Criminal Investigations
EACC	Ethics and Anti-Corruption Commission
H.E.	His Excellency
HELB	Higher Education Loans Board
KRA	Kenya Revenue Authority
SO	Standing Order
KICD	Kenya Institute for Curriculum Development
CBC	Competency Based Curriculum
TSC	Teachers Service Commission
TTC	Teachers Training College
PSC	Public Service Commission

## CHAIRPERSON'S FOREWORD

Pursuant to Article 250(2)(a) of the Constitution as read with Section 8(7) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 5 of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*), His Excellency the President nominated the following persons for appointment to the position of Chairperson and Member, Teachers Service Commission: -

1. Dr. Jamleck Muturi John, Ph.D. – Chairperson
2. Mr. Timon Alfred Oyucho Otieno – Member

The nominations were conveyed to the Speaker of the National Assembly on Monday, 29<sup>th</sup> March, 2021. In keeping with the requirements of Standing Order 42 (2), on Tuesday 30<sup>th</sup> March, 2021, the Speaker of the National Assembly conveyed the message from H.E. the President to the House and referred the two nominees to the Departmental Committee on Education and Research for vetting under the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) (hereinafter referred to as “the Act”).

The names of the nominees were referred to the Departmental Committee on Education for vetting and reporting to the House within twenty one (21) days in accordance with the provisions of Standing Order 45 and Section 8 of the Public Appointments (Parliamentary Approval) Act (as recently amended).

In compliance with Section 6(9) of the Act, the Clerk of the National Assembly placed an advertisement in the print media on Wednesday, 31<sup>st</sup> March, 2021. The Clerk invited the public to submit memoranda by way of written statements on oath (*affidavits*) on the suitability of the nominees in conformity with Section 6(9) of the Act. The advertisement indicated that the submissions were to be received by Wednesday, 7<sup>th</sup> April, 2021 at 5.00 pm.

By close of the submission deadline, the Committee received two memoranda contesting the suitability of Mr. Timon Alfred Otieno Oyucho for appointment as a Member of the Teachers Service Commission from the following persons: -

- (i) Mr. Eliud Owino of P.O. Box 49300 – 00100 telephone number 0722782806: - In his submission he averred that the nominee has no regard to the rule of law, thrives on deception and flourishes in the business of deceit through falsehood and manipulation of weak minds. Further, as the Director of Legal, Labour and Industrial Relations, he is the chief architect of persistent friction between teachers and their employer (TSC), through misleading/misadvising the Commission leadership to execute wrong decisions which consequently has led TSC into gross violation of the Constitution, TSC Act (2012), Labour relations Act (2007), International Labour Organization Treaties, Conventions, Protocols and Memoranda of Understanding, including the UN Charter.
- (ii) Mr. Zablon Mboya of telephone number 0723458772 submitted that the nominee has consistently and persistently misadvised the Commission as the Director of Legal, Labour and Industrial Relations leading to breach of the Constitution of Kenya, the TSC Act, 2012. Further, he lacks integrity, empathy and does not believe in rule of law and transformation of teaching service for quality education.

After consideration and deliberation on the memoranda, the Committee took note of the Petitioners' concerns and resolved to make a determination on its own to establish the suitability of the nominee to be appointed as a Member of the Teachers Service Commission. The Committee observed that both memoranda did not meet the required threshold as is provided under Section 6(9) of the Public Appointments (Parliamentary Approval) Act because they had not been signed under oath through a Commissioner of Oaths.

Further, in fulfilment of the provisions of Article 118(1)(b) of the Constitution, Section 6(4) of the Act and Standing Order 45(3), the Clerk of the National Assembly on Wednesday, 31<sup>st</sup> March, 2021, placed an advertisement in the print media notifying the public on the Departmental Committee on Education and Research's intention to conduct the approval hearings of the nominees on Thursday, 8<sup>th</sup> April, 2021 from 10.00 am.

Section 6(7) of the Act provides that an approval hearing shall focus on a candidate's academic credentials, professional training and experience, personal integrity and background. To fulfill the requirement on personal integrity, the Clerk wrote to the Directorate of Criminal Investigations, Kenya Revenue Authority, the Ethics and Anti-Corruption Commission, the Registrar of Political Parties, and the Higher Education Loans Board to ascertain the nominees' good standing with the said government institutions. The nominees were also required to submit clearance from the said institutions, which they did.

The nominees appeared before the Committee on Thursday, 8<sup>th</sup> April, 2021 for approval hearings in accordance with the provisions of the Constitution, the Act and the National Assembly Standing Orders on their suitability or otherwise for appointment to the positions of Chairperson and Member of the Teachers Service Commission.

Having considered the nominees' curriculum vitae, filled Questionnaire as outlined in the Schedule to the Act and oral submissions during the approval hearings, the Committee made the observations and recommendation contained in this report.

May I take this opportunity to thank all the Members of the Committee for their valuable contributions and time during the approval hearings and deliberations in the course of writing the report. The Committee also takes this opportunity to thank the Offices of the Speaker and the Clerk of the National Assembly for the logistical support accorded to it during the exercise.

On behalf of the Departmental Committee on Education and Research and pursuant to Section 8(1) and (2) of the Act and the provisions of Standing Orders 45(4) and 199(6), it is now my singular duty and privilege to present to the House, **the Report of the Departmental Committee on Education and Research on the Vetting of Dr. Jamleck Muturi John, PhD and Mr. Timon Alfred Otieno Oyicho for appointment to the positions of Chairperson and Member respectively, of the Teachers Service Commission.**

**HON. FLORENCE M. MUTUA, CBS, MP**  
**CHAIRPERSON**

## 1.0 PREFACE

### 1.1 Mandate of the Committee

1. The Departmental Committee on Education and Research is established pursuant to the provisions of Standing Order No. 216 (1) and (5) with the following terms of reference: -
  - (i) make reports and recommendations to the House as often as possible, including recommendation of proposed legislation;
  - (ii) investigate, inquire into, and report on all matters relating to the mandate, management, activities, administration, operations and estimates of the assigned Ministries and departments;
  - (iii) study the programme and policy objectives of Ministries and Departments and the effectiveness of the implementation;
  - (iv) study, access and analyze the relative success of the Ministries and departments as measured by the results obtained as compared with their stated objectives;
  - (v) investigate and inquire into all matters relating to the assigned Ministries and departments as they may deem necessary, and as may be referred to them by the House or a Minister.
  - (vi) **vet and report on all appointments where the Constitution or any law requires the National Assembly to approve, except those under Standing Order 204.**
  - (vii) study and review all legislation referred to it.

### 1.2 Committee Subjects

2. The Committee is mandated to consider the following subjects:
  - a) Education
  - b) Training, and
  - c) Research

### 1.3 Oversight

3. The Committee oversees the Ministry of Education; and the Teachers Service Commission.



4. The Committee membership comprises: -

**1.4 Committee Membership**

Hon. Florence Mwikali Mutua, MP - **Chairperson**  
MP for Busia Constituency  
**Orange Democratic Movement Party**

Hon. Ngunjiri Wambugu, MP- **Vice Chairperson**  
MP for Nyeri Town Constituency  
**Jubilee Party**

Hon. Geoffrey Makokha Odanga, MP  
MP for Matayos Constituency  
**Orange Democratic Movement**

Hon. (Dr.) Pamela Ochieng, MP  
MP for Migori County  
**Orange Democratic Movement**

Hon. (Eng.) Nzambia Kithua, MP  
MP for Kilome Constituency  
**Wiper Democratic Movement -Kenya**

Hon. (Prof.) Zadoc Abel Ogutu, MP  
MP for Bomachoge Borabu  
Constituency  
**Independent**

Hon. Eric Muchangi Njiru, MP  
MP for Runyenjes Constituency  
**Jubilee Party**

Hon. Eve Obara, MBS, MP  
MP for Kabondo Kasipul Constituency  
**Orange Democratic Movement**

Hon. Jackson Lekumontare  
MP for Samburu East Constituency  
**Kenya African National Union Party**

Hon. Jerusha Mongina Momanyi, MP  
MP for Nyamira County  
**Jubilee Party**

Hon. Joseph Kipkosgei Tonui, MP  
MP for Kuresoi South Constituency  
**Jubilee Party**

Hon. Omboko Milemba, MP  
MP for Emuhuya Constituency  
**Amani National Congress**

Hon. Peter Lochakapong, MP  
MP for Sigor Constituency  
**Jubilee Party**

Hon. Wilson Sossion, MP  
**Nominated Member**

Hon. (Dr.) Wilson Kipng'etich Kogo, MP  
MP for Chesumei Constituency  
**Jubilee Party**

Hon. (Dr) Daniel Kamuren Tuitok, MP  
MP for Mogotio Constituency  
**Jubilee Party**

Hon. Gichuki Mugambi  
MP for Othaya Constituency  
**Jubilee Party**

**Hon. Paul Mwirigi**  
MP for Igembe South Constituency  
**Independent**

### **1.5 Committee Secretariat**

5. The Committee secretariat comprises: -

Mr. Daniel Mutunga  
Principal Clerk Assistant I  
**Lead Clerk**

Mr. Philip Lekarkar  
Clerk Assistant II

Ms. Deborah Mupusi  
Media Relations Officer

Ms. Grace Wahu  
Clerk Assistant III

Mr. Collins Mahamba  
Audio Officer

Mr. Peter Mwaura  
Senior Legal Counsel

Ms. Catherine Mukunyi  
Sergeant at Arms

Mr. Eric Kanyi  
Fiscal Analyst II

Mr. Samuel Kimaru  
Parliamentary Intern

## 2.0 BACKGROUND

### 2.1 Notification of nominations by H.E. the President

6. In fulfilment of the requirements set out under Article 250(2)(b) of the Constitution, Section 8(7) of the Teachers Service Commission Act (No. 20 of 2012) and Section 5 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) (hereinafter referred to as the “the Act”), H.E. the President forwarded to the Speaker, *vide* a letter Ref. OP/CAB.1/40A dated 29<sup>th</sup> March, 2021 (*Annexure I*) the notification of nominations, curriculum vitae and testimonials of Dr. Jamleck Muturi John, Ph.D. and Mr. Timon Alfred Otieno Oyuchio for the positions of Chairperson and Member, respectively, of the Teachers Service Commission for approval by the National Assembly.

### 2.2 Committal to the Departmental Committee on Education and Research

7. On Tuesday, 30<sup>th</sup> March, 2021 and pursuant to Standing Order 42(1), the Speaker of the National Assembly conveyed the Message from H. E. the President to the House on the notification for nomination of Dr. Jamleck Muturi John, Ph.D. and Mr. Timon Alfred Otieno Oyuchio for the position of Chairperson and Member of the Teachers Service Commission, respectively, by H. E. the President (*Annexure II*).

### 2.3 Notification to the public/submission of memoranda

8. In compliance with Section 6(9) of the Act, the Clerk of the National Assembly placed an advertisement in the print media on Wednesday, 31<sup>st</sup> March, 2021 (*Annexure III*) inviting the public to submit memoranda by way of written statements on oath (*affidavits*) on the suitability or otherwise of the nominees. The advertisement indicated that the submissions were to be received by Wednesday, 7<sup>th</sup> April, 2021 at 5.00 p.m.
9. The Clerk of the National Assembly notified the public on the Departmental Committee on Education and Research’s intention to conduct the approval hearing of the nominees on Thursday, 8<sup>th</sup> April, 2021 from 10.00 a.m. This was done in accordance with the provisions of Article 118(1)(b) of the Constitution, Section 6(4) of the Act and Standing Order 45(3). (*Annexure IV*).

### 2.4 Notification to the nominees

10. On Wednesday 31<sup>st</sup> March, 2021, pursuant to Sections 4 and 6(3) of the Act, the Clerk in writing invited the nominees for the approval hearings indicating the time and place of the vetting (*Annexure V*).

### 2.5 Clearance requirements

11. On Wednesday, 31<sup>st</sup> March, 2021, the Clerk of the National Assembly wrote to the Ethics and Anti-Corruption Commission (EACC), the Kenya Revenue Authority (KRA), the Directorate of Criminal Investigations (DCI), the Higher Education Loans Board (HELB) and the Office of the Registrar of Political Parties (*Annexure VI*) requesting for reports with respect to the nominees on the following matters:
  - (a) ethics and integrity;
  - (b) tax compliance;
  - (c) criminal records;
  - (d) higher education loan repayments; and
  - (e) political party affiliation.

12. On matters of ethics and integrity, the Ethics and Anti – Corruption Commission (EACC) confirmed that the Commission had not undertaken any investigations where any of the nominees had been found culpable *vide* a letter Ref. No EACC.7/10/5VOL.XVII (101) dated 6<sup>th</sup> April, 2021 (*Annexure VIIa*).
13. With regards to matters on tax compliance, the Kenya Revenue Authority (KRA) confirmed that the nominees were tax compliant *vide* a letter Ref. No KRA/5/1002/5(5438) dated 7<sup>th</sup> April, 2021 (*Annexure VIIb*).
14. The Directorate of Criminal Investigations (DCI) confirmed that the nominees were issued with clearance certificates through a letter Ref DCI/CRO/SEC/6/7/A/VOL. IX/132 dated 7<sup>th</sup> April, 2021 (*Annexure VIIc*).
15. The Higher Education Loans Board (HELB) confirmed that the nominees had no outstanding loans with the Board *vide* a letter Ref. No. HELB/RR/112009/96 dated 2<sup>nd</sup> April, 2021 (*Annexure VIId*).
16. The Registrar of Political Parties confirmed *vide* a letter Ref. No. RPP/ORG/34/Vol IV(60) dated 1<sup>st</sup> April, 2021 (*Annexure VIIe*) that the nominees are not officials of any registered political party.

## **2.6 Issues for consideration during the approval hearings**

17. In determining the suitability of the nominees for appointment, the Committee was guided by Section 6(7) of the Act which places focus on a candidate's academic credentials, professional training and experience, personal integrity and background.
18. In addition, pursuant to Section 7 of the Act, the Committee is required to take into consideration the following issues—
  - (a) the procedure used to arrive at the nominee;
  - (b) any constitutional or statutory requirements relating to the office in question; and,
  - (c) the suitability of the nominee for the proposed appointment having regard to whether the nominee's abilities, experience and qualities meet the needs of the body to which nomination is being made.

### **(a) Procedure for nomination**

#### **Constitutional and statutory requirements**

19. The Constitution in addition gives guidelines on how to appoint persons to public office which include -

#### **Leadership and Integrity**

20. The Committee, in determining the suitability of the nominees, was also guided by the provisions on leadership and integrity as outlined under Chapter Six of the Constitution. In particular, Article 73(2) of the Constitution provides that the guiding principles of leadership and integrity include—
  - (a) selection on the basis of personal integrity, competence and suitability, or election in free and fair elections;
  - (b) objectivity and impartiality in decision making, and in ensuring that decisions are not influenced by nepotism, favouritism, other improper motives or corrupt practices;
  - (c) selfless service based solely on the public interest, demonstrated by—
    - (i) honesty in the execution of public duties; and



- (ii) the declaration of any personal interest that may conflict with public duties;
- (d) Accountability to the public for decisions and actions; and,
- (e) Discipline and commitment in service to the people.

**Suitability of the nominees for the proposed appointment having regard to whether the nominees abilities, experience and qualities meet the needs of the body to which the nomination is being made**

21. The suitability of the nominees was gauged in a holistic manner after scrutiny of the nominees' credentials, experience, background and qualities as well as the performance of the nominees during the approval hearings.

**2.7 Memoranda from members of the public**

22. In fulfilment of the provisions of Article 118(1)(b) of the Constitution, Section 6(4) of the Act and Standing Order 45(3), the Clerk of the National Assembly on Wednesday 31<sup>st</sup> March, 2021 notified the public through the print media, the intention of the Committee to conduct approval hearings of the nominees on Thursday, 8<sup>th</sup> April, 2021 from 10.00 am.
23. By close of the submission deadline, the Committee received two memoranda contesting the suitability of Mr. Timon Alfred Otieno Oyuchio for appointment as a Member of the Teachers Service Commission from the following persons: -
  - (i) Mr. Eliud Owino of P.O. Box 49300 – 00100 telephone number 0722782806: In his submission he averred that the nominee has no regard to the rule of law, thrives on deception and flourishes in the business of deceit through falsehood and manipulation of weak minds. Further, as the Director of Legal, Labour and Industrial Relations, he is the chief architect of persistent friction between teachers and their employer (TSC), through misleading/misadvising the Commission leadership to execute wrong decisions which consequently has led TSC into gross violation of the Constitution, TSC Act (2012), Labour Relations Act (2007), International Labour Organization Treaties, Conventions, Protocols and Memoranda of Understanding, including the UN Charter.
  - (ii) Mr. Zablon Mboya of telephone number 0723458772: He submitted that the nominee has consistently and persistently misadvised the Commission as the Director of Legal, Labour and Industrial Relations leading to breach of the Constitution of Kenya, the TSC Act, 2012. Further, he lacks integrity, empathy and does not believe in rule of law and transformation of teaching service for quality education.

**3.0 PRE- VETTING MEETING**

24. The Committee held a sitting on Wednesday, 7<sup>th</sup> April, 2021 at 10.00 am to deliberate on the approval hearings and noted the following -
  - a) That, in conducting the approval hearings, the Committee shall focus on the nominees' suitability for the proposed appointment with regard to whether the nominees' abilities, experience and qualities meet the needs of the body to which the nominations are being made.
  - b) That, as at the time of that meeting, the Committee had not received any memoranda from the public contesting the suitability of the nominees or otherwise for appointment;
  - c) That, the nominees had submitted duly filled Questionnaire in compliance with Section 6(8) of the Act for consideration by the Committee (*Annexure VIII*).
  - d) In conducting the approval hearings, the nominees shall be examined against the criteria set out in Sections 6(7) and 7 of the Act, as well as the Questionnaire provided in the Schedule to the Act.

- e) The Committee shall also consider the procedure used to arrive at the nominee; and any constitutional or statutory requirements relating to the office in question.
25. The Committee therefore resolved to undertake the approval hearings on Thursday, 8<sup>th</sup> April, 2021 at 10.00 a.m. and 11.30 am respectively for Dr. Jamleck Muturi John, Ph.D. and Mr. Timon Alfred Oyucho Otieno, as advertised by the Clerk of the National Assembly and which was communicated to the members of the public and the nominees.



#### 4.0 APPROVAL HEARINGS/VETTING OF THE NOMINEES

26. The Committee held the approval hearings on Thursday 8<sup>th</sup> April, 2021, as per the date and venue advertised by the Clerk of the National Assembly which was communicated to the members of the public and the nominees.
27. The nominees appeared before the Committee at 10.00 a.m. and 1.30 pm and were interviewed under oath in line with the provisions of the Constitution, Public Appointments (Parliamentary Approval) Act, 2011 and the Standing Orders of the National Assembly.
28. In conducting the approval hearings, the Committee examined the nominees against the following criteria as set out in Section 7 of the Act: -
  - (i) the procedure used to arrive at the nominees;
  - (ii) any constitutional or statutory requirements relating to the office in question; and
  - (iii) the suitability of the nominees for the proposed appointment having regard to whether the nominees' abilities, experience and qualities meet the needs of the body to which nominations are being made.

##### 4.1 Procedure used to arrive at the nominees

29. The Selection Panel was nominated by H. E the President through a Gazette Notice No. 1712 of 24<sup>th</sup> February, 2021 pursuant to the provisions of Section 8(5) of the Teachers Service Commission Act, No. 20 of 2012.
30. The key term of reference of the Panel was to select nominees to be considered for nomination and appointment as Chairperson and one (1) Member of the Teachers Service Commission.
31. The Panel advertised for the position of Chairperson and one (1) member of the Teachers Service Commission on Friday 5<sup>th</sup> March, 2021 and received a total of one hundred and fifty three (153) applications. Out of the one hundred and fifty three (153) applications received, thirty (30) were for the position of Chairperson and one hundred and twenty-three (123) were for the position of member. The Panel considered the applications and shortlisted seven (7) applicants for the position of Chairperson and nine (9) applicants for the position of member of the Teachers Service Commission guided by the shortlisting criteria.
32. The shortlisted candidates were interviewed on 24<sup>th</sup> March, 2021 for the position of Chairperson and on 25<sup>th</sup> March, 2021 for the position of member of the Teachers Service Commission. The Panel scored and selected the applicants based on academic and professional qualifications, competencies, experience in the relevant field and suitability for the position, interview performance, current composition of the Teachers Service Commission and regional representation.
33. The results and ranking of the candidates interviewed is as follows:

##### Selected applicants for the position of Chairperson of the Teachers Service Commission

S/ No	Name	I.D No.	Age	Gender	County	Ethnicity	% Score
1.	Dr. Jamleck Muturi John	10058124	54	Male	Embu	Mbeere	85.13
2.	Mr. Samuel Gitonga Maina	7323004	54	Male	Nyeri	Kikuyu	68.88
3.	Dr. Lonah Mutoro Mumelo	6096629	64	Female	Bungoma	Luhya	68.38

**Selected applicants for the position of one member of the Teachers Service Commission**

S/No.	Name	I.D. No.	Age	Gender	County	Ethnicity	% Score
1.	Mr. Timon Alfred Oyicho Otieno	7019303	57	Male	Kisumu	Luo	83.13
2.	Dr. Christopher Kibet Yegon	8548158	53	Male	Bomet	Kalenjin	73.50
3.	Ms. Margaret Iyasi Lesuuda	5953773	57	Female	Laikipia	Ndorobo	72.00

34. Pursuant to the provisions of Article 232 of the Constitution and Section 6 of the Teachers Service Commission Act, No. 20 of 2012, the Panel submitted three (3) applicants for the position of Chairperson and three (3) applicants for the position of one member of the Teachers Service Commission as is indicated in the table above, to H.E the President for consideration for nomination and appointment.

**4.2 Current composition of Members of the Teachers Service Commission by region, gender, ethnicity and age**

S/No.	Name	Gender	Ethnicity	Region	Age
1.	Mr. Ng'ang'a Mbage Njuguna	Male	Kikuyu	Kiambu County	68 years
2.	Ms. Ali Leila Abdi	Female	Somali	Nairobi County	42 years

**5.0 VETTING OF THE NOMINEES**

**5.1 Vetting of Dr. Jamleck Muturi John, Ph.D., Nominee for the position of Chairperson of the Teachers Service Commission**

35. The nominee appeared before the Committee on Thursday, 8<sup>th</sup> April, 2021 at 10.00 a.m. and was interviewed pursuant to the provisions of the Constitution, the Teachers Service Commission Act (No. 20 of 2012), the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) and the Standing Orders of the National Assembly.

**Date of Birth and Citizenship Status**

36. The nominee is a Kenyan male citizen born on 14<sup>th</sup> September, 1967 in Embu County and holds Identity Card Number 10058124 bearing the name Jamleck Muturi John. He is married. He does not hold dual citizenship.



### **Academic and Professional Qualifications**

37. The nominee attended Karau Primary School in Embu County where he obtained a Certificate of Primary Education (CPE). He then proceeded to Kamama High School in 1981 and upon completion in 1985 he attained the Kenya Certificate of Education. He attended Chogoria Boys High School for A Levels which he completed in 1987.
38. He joined Kenyatta University in 1988 and graduated with a Bachelor of Education Science in Botany and Zoology in 1991.
39. He holds two Master's degrees; Master of Science degree in Agricultural Entomology from Kenyatta University obtained in 2004 and Master of Business Administration course in Global Business Management (MBA-GBM) from United States International University-Africa obtained in 2020.
40. He also holds a PhD in Agricultural Entomology from Kenyatta University obtained in 2011 and a Higher Diploma in Human Resource Management (HDHRM) from the Institute of Personnel Management in Nairobi.
41. The nominee holds a Certificate in Volunteerism by Canadian Crossroads International on commitment to the elevation of the human experience, outstanding service and contribution in 2001.

### **Work and Professional Experience**

42. The nominee has a cumulative teaching experience of 21 years in high school. He served as a teacher, in Kathakwa Secondary School in Embu between 1991-1996, as Deputy Principal at Nguviu Boys High School from 1996 to 1999 and as Principal of St. Josephs M'tetu Secondary, Kavutiri Boys High School and Mbiruri High School between 2005 and 2012.
43. He has a further 10 years' teaching experience at the University of Embu.
44. He has also taught Meru University of Science & Technology and Swedish University of Agricultural Science as part time lecturer and as a lecturer at Kenyatta University from 2011 to 2021.
45. He served as County Executive Committee Member in Embu County for various Department including Education, Science & Technology, Lands, Water, Environment and Natural Resources, Health, Trade Tourism, Investment & Industrialization, Agriculture, Livestock, Fisheries & Cooperatives in 2020 where he is currently serving.
46. He is also serving as a lecturer in the Department of Biological Sciences at the University of Embu where he is on leave of absence since 2013 to 2021.
47. The nominee is also involved in the coordination and supervision for Masters students from the Swedish University of Agricultural Science (SLU), Kenyatta University (KU) and University of Embu (UoEm) on Field Course Studies in 'Global Development, Natural Resources and Livelihoods'.

### **Honors and Awards**

48. In 2013-2017, the nominee was a lead partner in Kenya in partnership with Prof. Mattias Johnson of Swedish University of Agricultural Sciences Applied Linneus-Pelma Program. The total cost of the grant was 17,110 Swedish Kroners per year.
49. The nominee was awarded a travel and upkeep grant for an exchange programme to Edmonton Canada to participate in learning school management systems in Edmonton Canadian Schools.

### Other Activities and Membership

50. The nominee is a member of the following professional associations:

- (i) The Entomology Society of Kenya (ESK).
- (ii) The Africa Association of Insect Scientists (AAIS).

### Published Writing

51. The nominee has published in scientific peer reviewed journals: -

- (i) *Peris W. N. Mattias, J., Esther, A, Mark, O., John J.M., and G.O. W. (2020), Combining Host Plant Resistance, Selective Insecticides, and Biological Control Agents for integrated Management of Tuta absoluta. Hindawi, Advances in Agriculture, Vol. 2020, 1-8*
- (ii) *Ayuke, F.O., Lagerlof, J., Jorge, G, Soderlund, S., Muturi, J.J., Sarosh, J., and Meijer, J. (2017). Effects of biocontrol bacterial and earthworms on the severity of Alternaria Brassicae and the growth of oilseed rape plants. Applied Soil Ecology. 117-118, 63-69*
- (iii) *Lagerlof, Jan, Maribie Crispus and Jamleck Muturi John (2017). Trophic interactions among soil arthropods in contrasting Land-Use systems in Kenya, studies with stable Isotopes. European Journal of Soil Biology, 79,31-39.*

### Public Office, Political Activities and Affiliations

52. The nominee does not hold other positions in public offices apart from those highlighted under the section on work and professional experiences.

### Potential Conflict of Interest

53. The nominee has no immediate associations that are likely to present potential conflict of interest when he assumes the position.

### Sources of Income and Net-worth

54. The nominee's sources of income during the calendar year preceding his nomination and the current calendar year comprise of salary income, income rentals and farming activities. He estimated his financial net worth at Kshs. twenty-nine million only (Kshs. 29,000,000 million).

### Integrity

55. The nominee has not been dismissed or otherwise removed from office for contravening the provisions of Article 75 of the Constitution. He has also not been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duties.
56. The nominee has also fully complied with the tax obligations to the State for the financial year immediately preceding his nomination for the appointment and has not been charged in a court of law in the past three years nor has he been adversely been mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years.

### Response to questions posed by the Committee on specific topics

The nominee also responded to several questions during the vetting as follows: -

### On Nominee's family background, educational background and current engagement:

57. Dr. Jamleck Muturi John, PhD was born in Embu County. He is married. He attended Karau Primary school in Embu and proceeded to Kamama High School for his O' levels before proceeding to Chogoria Boys High School for 'A' levels which he completed in 1985. In 1988, the nominee was admitted to Kenyatta University to pursue a Bachelor of Science degree in Botany and Zoology which he completed in 1991.



58. Over the years, he has risen through the ranks in the teaching profession from a high school teacher to Principal and eventually University Lecturer.
59. The nominee served as a County Executive Committee Member (CECM) in a number of Departments in the County Government of Embu such as Health, Education, Science & Technology, Water, Environment & Natural Resources and Trade Tourism, Investment & Industrialization.
60. Some of his achievements as CECM include building a cancer center and installing several ICU beds in the facility; resolving issues pertaining to land, beautification of Embu town; enhancing vocational education through the introduction of bursary program ensure students complete vocational training and free milk program to increase enrolment and retention of learners in early childhood centres. He further stated that one of his achievements as a leader within the county government of Embu was development of a criteria to recruit ECD teachers in collaboration with TSC officials to promote transparency.

#### **On Leadership and Integrity**

61. The nominee emphasized that he will uphold leadership and integrity values in his position as Chairperson and he shall not engage in unethical practices such as nepotism and favoritism in the execution of his duties and that he will create channels for the public to make complaints on any likely unethical practices at the Commission.

#### **On confronting corruption**

62. Asked how he will confront corruption at the Teachers Service Commission if appointed as the Chair, the nominee stated that in fighting corruption he will strongly advocate for strengthening internal audit systems to reduce the possibility of fraud, improve efficiency in operations and increasing financial integrity within the Commission. He would also engage and work closely with government agencies involved in fighting corruption.
63. In addition, he will ensure that all recruitment and promotional vacancies are advertised and filling of the posts is done in a transparent manner and in strict adherence to the Commission guidelines.

#### **On other gainful employment**

64. The nominee informed the Committee that he is serving as County Executive Committee Member with the County Government of Embu. If his nomination is approved, he will resign immediately.

#### **On relationship between the Commission and government oversight institutions**

65. The nominee stated that the Commission must be accountable and open to scrutiny and oversight by Parliament and other government oversight agencies such as the Auditor General. To achieve effective oversight of the Commission, if appointed to the position of Chairperson, he will strengthen the working relationship between the Commission and oversight institutions and ensure that the Commission officers are fully accountable in the use of public resources and in case of breaches of the law, action can be taken against individuals responsible as per the measures provided in law.

#### **On response to parliamentary invitations/summons**

66. The nominee stated that he would honour invitations/summons from Parliament, prepare adequately and appear in person before the Committee if required to do so.

#### **On conflict of interest**

67. The nominee reiterated that he foresees no immediate associations that are likely to present potential conflict of interest when he assumes. He will be ready to declare any conflict of interest in case it arises.

### **On capacity building of teachers**

68. The nominee informed the committee that if appointed to the position of the Chairperson of TSC he will recommend for continuous post and in-service training of teachers to build their capacity and preparedness to deliver on the competency-based curriculum. He will recommend and lobby county governments with county governments to employ teachers registered by TSC to teach in early childhood centres.

### **On Collective Bargaining Agreements (CBA)**

69. The nominee noted that Collective Bargaining Agreement aims to improve the terms and conditions of employment of teachers and to reduce incidences of industrial action by teachers by establishing mechanisms to resolve labour disputes. To ensure that teachers realize the benefits of CBA, if appointed to the position of Chairperson he will advocate for negotiations of CBA in good faith with teacher unions. This is aimed at cultivating a harmonious working relationship between the Commission and the teachers.

### **On his personal achievements in career**

70. The nominee stated during his tenure as Principal he greatly improved the academic performance of schools, he headed by working closely with teachers, students and parents. As CECM in the county government of Embu he guided formulation of policies, Early Childhood Development Act and Vocational Training Act for the county government to streamline management and running of the learning institutions under the county government.

### **On Delocalization of teachers**

71. The nominee submitted that the policy of delocalization of teachers should be aimed at promoting national integration and cohesion and not to punish teachers or break teachers' family bonds. He underscored the importance of families and the crucial role they play within society. He further noted that any complaints on the policy should be handled on case-by-case basis.
72. If appointed to the office he will relook the policy with the other Commissioners with a view of addressing the grey areas.

### **On enhancing working relationship between TSC and teachers' unions**

73. The nominee informed the Committee that sound working relationship between TSC and teacher unions is of paramount importance for achieving a motivated teaching force. Further, teacher unions should be regarded as partners with the Commission and as such assist the Commission to achieve its mandate. If appointed to the position he will advocate for working sound relations between the Commission and teacher unions through democratic round table approaches.

### **On expected deliverables during his term in office**

74. The nominee outlined the following targets as his immediate deliverables if appointed to the as the Chairperson TSC;
- (i) Ensure full automation of teachers' data and Commission services;
  - (ii) Enhance consultations with Ministry of Education, teacher unions and other stakeholders to create harmony and sound relations;
  - (iii) Strengthen the research department to get proper data to guide in budgeting; and
  - (iv) Creation of Kenya School of Teachers to cater for teachers' needs.



### **On measures in creating an attractive teaching profession**

75. The nominee envisions the creation of a School for Teachers with the specific mandate to organize and conduct post training courses for teachers and offer certification to teachers for post training programmes. In addition, the nominee stated that he will strive to ensure that the Commission compensates teachers in accordance with job description and worth of the job and improve the terms and conditions of service.

### **On Quality Assurance for effective supervision**

76. In order to enhance quality assurance for effective supervision and education service delivery, the nominee recommended that curriculum support officers should be adequately facilitated with requisite finances and resources as well as training on assessment techniques so as to provide informed advisory roles geared towards enhancement of teaching and learning outcomes in schools.

### **On synergy between the Ministry of Education and the Teachers Service Commission**

77. The nominee noted that TSC is an independent Commission but cannot work in isolation. It has to collaborate with the Ministry of Education to effectively deliver on its mandate. The two should work together to complement each other.

## **5.2 Vetting of Mr. Timon Alfred Otieno Oyuchio - Nominee for the position of Member, Teachers Service Commission**

### **Date of Birth and Citizenship Status**

78. The nominee was born on 1<sup>st</sup> August, 1963 in the then Kisumu District. He is a Kenyan citizen with National Identity Card number 7019303. He does not hold dual citizenship. He is married

### **Educational background**

79. The nominee began his basic education at Diemo Primary School in 1972 and later moved to Koche Boys' Primary School in 1977 where he sat for the Certificate of Primary Education (CPE) in 1978. He proceeded to St. Paul's Amukura High School in 1979 where he sat for Kenya Certificate of Secondary Education examinations (Ordinary level) in 1982 and Kenya Advanced Certificate of Education examinations (Advance level) in 1984.
80. Between 1985 and 1987, he attended Kenya Science Teachers College to train as a teacher where he graduated in 1987 with Diploma in Science Education majoring in Mathematics and Physics. In 2009, he joined the University of Nairobi to study Law and graduated with a Bachelor of Laws Degree (LLB) in 2013.
81. The nominee holds a Master of Laws Degree (LLM) from the same University obtained in 2015. He holds a Post Graduate Diploma in Law from the Kenya School of Law, leading to admission onto the Roll of Advocates in 2014.
82. The nominee is currently pursuing a Masters' Degree in Employment & Labour Relations at the University of Turin, Italy, in conjunction with the International Labour Organization (ILO).
83. The nominee has undertaken other short trainings, workshops and conferences that include amongst others: -
- (i) Training in Corporate Governance and Board Competence between 19<sup>th</sup> and 23<sup>rd</sup> October, 2019 in Naivasha;
  - (ii) 105<sup>th</sup>, 106<sup>th</sup>, 107<sup>th</sup> and 108<sup>th</sup> International Labour Organization (ILO) Conventions on Labour and Industrial Relations held in May 2016, June 2017, June 2018 and June 2019 in Geneva, Switzerland;

- (iii) Workshop for Commissioners and Senior Management Staff on Change Management and Transformational Leadership Programme by East and South Africa Management Institute (ESAMI) between 3<sup>rd</sup> and 9<sup>th</sup> December, 2016 in Dar es Salaam, Tanzania;
- (iv) Workshop on Effective Collective Bargaining Agreement Negotiations on 5<sup>th</sup> to 9<sup>th</sup> September 2016 at the Tom Mboya Labour College;
- (v) Workshop on State Corporations Committee: Mwongozo Induction Programme for Boards of State Corporations between 1<sup>st</sup> to 3<sup>rd</sup> February, 2016 in Mombasa;
- (vi) Workshop on Effective Performance Appraisal System for Supervisors.

#### **Employment History & Experience**

84. The nominee has a total of 34 years of service in the teaching profession that began in 1987 as highlighted below: -

- (i) 13 years of classroom teaching in various secondary schools as a teacher of Physics and Mathematics namely Orando Secondary School (1987 -1989), Kapsengere High School (1989 -1991) and Kisumu Boys High School (1991-1999). He served as classroom teacher, head of Physics department and games teacher/trainer where he recorded remarkable success in performance of his duties.
- (ii) 5 years as High School Principal at Ratta Mixed secondary School (2000 -2005). Under his headship the school registered the best improvement in 2002 in the entire Nyanza Province then.
- (iii) 15 years as a senior officer at the Teachers Service Commission secretariat as District Staffing office (2006) Provincial Staffing Officer (2006-2008), Principal Discipline Officer (2008-2010), Assistant Deputy Director Discipline (2011-2012), Assistant Deputy Director Legal Services (2012-2019) as is currently serving as Director Legal, Labour and Industrial Relations directorate.

#### **Honours and Awards given to the nominee**

85. The nominee received a partial scholarship award in 2020 from International Training Centre of the International Labour Organization to study Masters' in Industrial and Employment Relations at in Turin, Italy.

#### **Membership to professional organizations**

86. The nominee is a member of the following professional associations:

- (i) Kenya Law Society.
- (ii) East African Law Society.

He was a Member the Kenya National Union of Teachers before prior to joining the Teachers Service Commission secretariat in 2006.

#### **Published Writing**

87. The following are articles and reports authored by the nominee: -

- (i) *Intellectual property rights in the identification of quality firewood among the Luo: A case of Seme midat*
- (ii) *The Effectiveness of TSC disciplinary process as a deterrent of professional misconduct among Teachers in Kenya: A Case Study of Kisumu County (Research Project, 2013);*



- (iii) *Access to Pensions, Gratuities and other related benefits for Teachers employed by the Teachers Service Commission, Kenya (Public interest paper).*

#### **Public Office, Political Activities and Affiliations**

88. The nominee does not hold any office in a political party or any other positions in public offices apart from his current position of Director for Legal, Labour Relations and Industrial Relations as declared in part 4.3 of this Report.

#### **Integrity and whether the nominee have been removed from office under Article 75 of the Constitution**

89. The nominee has not been dismissed or otherwise removed from office for contravening the provisions of Article 75 of the Constitution. He has also not been adversely associated with practices that depict bias, favouritism or nepotism in the discharge of public duties.
90. The nominee has fully complied with the tax obligations to the State for the financial year immediately preceding his nomination for the appointment and has not been charged in a court of law in the past three years nor has he been adversely mentioned in an investigatory report of Parliament or any Commission of inquiry in the last three years.

#### **Sources of Income and Net-worth**

91. The nominee's sources of income during the calendar year preceding his nomination and the current calendar year comprise of salary income of Kshs. 4,789,465 in the year 2020 and Kshs. 1,566,697 in the years 2021 (January to March).
92. His estimated financial net worth as at 8<sup>th</sup> April 2021 is Kenya shillings nineteen million nine hundred and eighty-three thousand five and fifty. (Kshs.19, 983,550). Other anticipated receipts from deferred income are pension of Kshs. 18,702,552 and gratuity of Kshs. 1,425,958 if he were to exit the Teachers Service Commission at April, 2021.

#### **Response to Questions by Members**

##### **On relevance of the nominee's knowledge and experience to the position of Member TSC has been nominated to**

95. The nominee informed the Committee that he has work experience spanning 34 years in matters relating to education specifically 13 years of classroom teaching in various secondary schools, 5 years as High School Principal and 15 years as a senior officer at the Teachers Service Commission secretariat rising from District Staffing to the current position of Director Legal, Labour and Industrial Relations Directorate.
96. As a classroom teacher he attended to his duties with diligence, honesty, impartiality, care and attention and sought to achieve high standards of professionalism in the delivery of service to the students, school and his employer.
97. As high school principal, a position of public trust and authority, the nominee informed the Committee that he carried out the duties vested in the office in the best interest of the learners, institution and members of the public. As the head of the institution, he ensured prudent management of public funds and institution resources, kept and maintained proper records and submitted returns to the Commission and financial records to the government auditor for audit as and when they were required. Further, he did not use his office to unlawfully or wrongfully enrich himself or any other person.

98. The nominee submitted that as a staffing officer, he offered impartial advice on curriculum-based establishment in the institutions under his jurisdiction and applied staffing norms with impartiality to ensure fair distribution of teachers for the interest of the learners.
99. As a Discipline Officer at the Commission, the nominee informed the Committee that he conducted disciplinary process according to the laid down disciplinary procedures by the Commission. He undertook his duties without discrimination on any grounds, bias, favouritism, soliciting for favours or engaging in any corrupt or unethical practices.
100. In current position as Director for Legal, Labour and Industrial Relations directorate, his responsibility is to offer sound legal advice to the Commission in exercise of its mandate in accordance with Article 257 of the Constitution, the Teachers Service Commission Act, 2012 and relevant regulations and to represent the Commission in suits against it. In the performance of his duties, he averred he has carried out with diligence, impartiality and without bias.
101. On his experience, he concluded that his professional qualifications and experience as a teacher and senior secretariat staff with in-depth understanding of the Commission's mandate match the requirements of the position he has been nominated to.

#### **On Leadership and Integrity in his previous and current public office**

102. The nominee informed the Committee that no integrity issues have ever been raised regarding his conduct in public office. That he carried out his duties in previous and current office with utmost professionalism, honesty and in an accountable manner. He has never been dismissed, removed or disqualified from holding any public office for contravention or compromising any public or official interest in favour of personal interest or demeaning the office he held.

#### **Strategy to combat corruption at the Teachers Service Commission**

103. The nominee pointed out that the Teachers Service Commission was cited in a past report by Transparency International as among the most corrupt agencies in the country. According to him, the vice manifests itself at the point and period of contact between the TSC officers and teachers during recruitment, promotion, deployment and transfers of employees and teachers and members of the public during tendering for goods and services.
104. He noted that since then, the Commission has formulated TSC Integrity Policy aimed at curbing and mitigating unethical practices at the Commission
105. To further address corruption amongst Commission employees, the Commission procured a software to offer online services such as recruitment transfers and promotions of teachers except the interview part which is still face-to face interaction. Offering service through online platform has reduced personal contact which usually creates room for engaging in corrupt activities. He observed that more structures and prevention measures need to be put to stem out the vice.

#### **On understanding of the principle of separation of powers by the nominee**

106. The nominee responded that the Constitution of Kenya, 2010 provides the principle of separation of powers at the national level in terms of three arms of government; namely, the Executive, Legislature, and Judiciary. Each arm has its own powers and mandate which the other should not encroach. This is aimed at fostering good governance.
107. At the Teachers Service Commission, the principle of separation of powers is reflected in having the Commission and the Secretariat with distinct roles that complement each other. The Commission is to formulate policies, provide strategic direction, leadership and oversight to the Secretariat. On the other hand, the Secretariat facilitates, coordinates and implements decisions of the Commission. The two are distinct but still dependent on each other in running the Commission.



108. That if he is appointed to the position of Member of the Commission, he will uphold the principle of separation of powers in the Commission and would not interfere with the working of the secretariat on the basis of his past position in the secretariat.

#### **On the independence of the Teachers Service Commission**

109. The nominee informed the Committee that the Teachers Service Commission is as an independent commission established under Article 237 of the Constitution. In his view, the independence of the Commission is not absolute as it relies on other government agencies to achieve its mandate and he always advised the Commission as such. The independence of the Commission flourishes well when the Commission collaborates and cooperates with the relevant government agencies.
110. His view is that for proper functioning of TSC it must work with all government agencies since it depends on them for instance the National Treasury where it gets its funds and the Parliament which plays the oversight role.
111. If appointed to the position, he will cultivate a harmonious working relationship with other institutions such as Parliament, Ethics and Anti-Corruption Commission, Office of the Auditor General and others.

#### **On response to Parliamentary invitations/summons**

112. The nominee observed that Parliament is an oversight organ of the Executive and has constitutional mandate to address the concerns of Kenyans. If invited by Parliament to respond to such concerns that may arise, he will honour the invitations and avail himself as and when he is required.

#### **On actual conflict of interest**

113. The nominee cited that he has no financial arrangements that are likely to present potential conflict of interest if he assumes the position. The nominee however acknowledged that his family members, relatives and close associations who are teachers and serving under the Teachers Service Commission may be of potential conflict of interest if he is appointed to the position he was nominated to. In addition, his previous position as a senior member of the secretariat may present a potential conflict if appointed to be a Commissioner.
114. To address such conflict of interest if it were to arise from his family members, relatives and close associations including his spouse who is a teacher; the nominee informed the Committee that if appointed to the position of Member of the Commission, he will perform his duties guided by law impartially and without favourism.
115. To address conflict of interest arising from his position having been a member of TSC secretariat, the nominee submitted that he will resign from his position in the secretariat and perform duties of Member of the Commission objectively.

#### **On criteria of his nomination to the position**

116. Asked as to whether he was the most qualified among all other Commission employees and other applicants to be nominated to the position of Member of the Commission, the nominee noted that he may not have been the most experienced or qualified applicant. He submitted that he followed the due process of recruitment and selection and believed that he was considered for nomination as a result of good performance in the interview. He added that he did not canvass for the position nor worked dishonestly against other applicants.

#### **On his view on stagnation of teachers**

117. The nominee informed the Committee that promotion of teachers has always been dependent on the funded posts by Parliament and funding to the Commission which has never been adequate. The implementation of the Career Progression Guidelines (CPG) from July 2017 was meant to address the issue of stagnation of teachers and guide in career growth. With the implementation of the CPG, it would be unlikely to have teachers stagnating in one grade for long.
118. Implementation of the CPG and signing of the 2017-2021 CBA which placed emphasis on the worth of each job led to from unprecedented number of teachers promoted in the last 4 years. Currently the Commission is racing to promote more teachers before the lapse of the current CBA in July 2021.
119. If approved and appointed as a Commissioner, the nominee assured the Committee that he will lobby the Commission to address the issues of stagnation of teachers through progressive CBAs.

#### **On plight of teachers with diploma qualifications**

120. The nominee admitted that a category of teachers with diploma qualifications have stagnated in the same job group for over 10 years. He informed the Committee that the Commission had embarked on the adoption of Career Progression Guidelines (CPG) as a guide to promote teachers. When conversion took place on 1<sup>st</sup> July 2017 about 4,000 teachers with diploma qualifications found themselves in the category of C3 and C4 with no any apparent salary increment and appeared to have stagnated.
121. He added that in the last few years about 1,000 teachers in this category have been promoted and the remaining number will be promoted before the expiry of the current CBA in July 2021.

#### **On promotion and re-designation of teachers who attain higher qualifications**

122. The nominee informed the Committee that teachers who had obtained higher qualifications and applied for promotion before 2014 were promoted on the concurrence of the Commission, the National Treasury and the teacher unions.
123. The nominee further submitted that the 2017-2021 CBA signed between the Commission and teacher unions lent credence to the worth of the job. Despite this a number of teachers have gone back to institutions of higher learning to upgrade their qualifications with the hope of promotion and re-designation.
124. The Commission position is that when enough funds are appropriated, the Commission will re-designate the teachers who have obtained higher qualifications and promote them to higher grades.
125. If his nomination is approved and he is appointed to the position of Member of the Commission, he will advocate for recognition of higher qualifications obtained and promotion of teachers within budgetary allocation as shall have been appropriated by Parliament. He will further ensure that the job designations in the teaching service are maintained to a point they become relevant.

#### **On promoting sound industrial relations with teacher unions**

126. To promote sound industrial relations with the teachers' unions, the nominee informed the Committee that if his nomination is approved, he will advocate for: -
  - (i) Open and robust social dialogue between the unions and the Commission including joint training as the two work for the welfare of teachers;
  - (ii) Robust engagement between the Commission and the unions that will define future negotiations for progressive Collective Bargaining Agreement;



- (iii) Registering the Collective Bargaining Agreement in court of law so that no party can change the agreement without the concurrence of the other; and
- (iv) Timely implementation of CBA and ensure that no funds provided for implementation of CBA are returned to the National Treasury due its non-implementation.

**On promoting sound working relationship between the Commission and the Ministry of Education and teachers**

- 127. The nominee informed the Committee that the Constitution establishes TSC as an independent body, but in his view such independence is not absolute. The Commission must collaborate with all stakeholders to effectively deliver its mandate. He alluded that unhealthy relationship between the Commission and the Ministry of Education is not in the best interest the country. That if his nomination is approved and subsequently appointed, he will ensure inter agency co-operation between TSC and the Ministry of Education and all stakeholders and address conflict that result from overlapping mandates.
- 128. The nominee further submitted that the relationship between employee and employer is purely based on policies, and that if he becomes a Commissioner, he shall ensure that there are working policies to enhance harmonious working relationships.

**On promotion of teachers on the basis of mean grade**

- 129. The nominee noted that there is dissatisfaction amongst teachers in the use of subject mean score by TSC in evaluation and promoting teachers in spite of the fact schools and students' entry behaviors are different. Since schools are different in terms of student entries behaviour, student performance should not be used entirely as the basis of promoting teachers.
- 130. If appointed he will rally the Commission to ensure that promotion policy of should take into account the disparities in categories of schools and students entry behaviour rather than clustering teachers into one group and use school mean grade as a basis of promotion.

**On short-term, mid-term and long-term key deliverables**

- 131. The nominee pointed out that if approved and appointed as a Commissioner he will:-
  - (i) Ensure that progressive CBA is signed between the teachers and TSC as the current CBA is lapsing in 3 months' time.
  - (ii) In the midterm he will advocate for formulation of policy to ensure teachers facing discipline cases do not stay away from work long just because there is an ongoing case. This is guided by the fact that there are less teachers in the service.
  - (iii) That in the long-term if approved he will push for amendment of Commission policies and regulations that are not in tandem with the Constitution and current global trends in education.

## 6.0 COMMITTEE OBSERVATIONS

The Committee made the following observations having considered the nominees' curriculum vitae, filled Questionnaire as provided for in the Schedule to the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) and the oral submissions during the approval hearing: -

### 6.1 General observations

1. THAT, Section 5 of the Teachers Service Commission Act (No. 20 of 2012), provides that the Commission shall consist of a Chairperson and eight (8) other members appointed in accordance with Article 250 of the Constitution. Currently the Teachers Service Commission has only two (2) serving Commissioners who were appointed in 2020 after the terms of the previous commissioners expired on various dates between 2019 and 2021. The two (2) Commissioners are from Central and Nairobi regions. It is apparent that at the moment, the Teachers Service Commission is not properly constituted.
2. THAT, the nominees being considered for approval or otherwise by the Committee are from Eastern and Nyanza Regions for the Chairperson member respectively. Coast, Western, Rift Valley and North Eastern Regions are unrepresented.
3. THAT, to fill the vacant positions, an advertisement was done by the Teachers Service Commission in March, 2020. However only two (2) vacancies were advertised; one (1) for Chairperson and the other for Member as opposed to advertising all the seven (7) vacant positions despite the fact that the terms of the seven (7) Commissioners had lapsed.
4. THAT, the procedure used to arrive at the nominees for the position of the Chairperson and Member of the Teachers Service Commission was adhered to by the Selection Panel in the identification and shortlisting of the applicants and forwarding three (3) names for each position to the President as provided for under Article 250(2)(a) as read with Section 8(6)(a)(b)(c) & (d) of the Teachers Service Commission Act (No. 20 of 2012).
5. THAT, out of the three (3) nominees presented to H.E. the President by the Selection Panel, the President nominated Dr. Jamleck Muturi John, PhD., for approval by the National Assembly and subsequent appointment as Chairperson, Teachers Service Commission, pursuant to Article 250(2)(b) & (c) of the Constitution; as read with Section 8(7), 8(8) & 8(9) of the Teachers Service Commission Act (No. 20 of 2012).
6. THAT, out of the three (3) nominees presented to H.E. the President by the Selection Panel, the President nominated Mr. Timon Alfred Otieno Oyuchio, for approval by the National Assembly and subsequent appointment as member, Teachers Service Commission, in line with Article 250(2)(b) & (c) of the Constitution; as read with Section 8(7), 8(8) & 8(9) of the Teachers Service Commission Act (No. 20 of 2012).

### 6.2 General Recommendations

1. The appointing authority in making subsequent appointments towards attaining the full membership of the Teachers Service Commission, should adhere to the dictates of Section 8(16)(a) & (b) of the Teachers Service Commission Act (No. 20 of 2012); which provides that: -  
*(16) In nominating or appointing a person as a member of the Commission, the panel and the President shall—*  
*(a) observe the principle of gender equity, ethnic and other diversities of the people of Kenya, and shall ensure equality of opportunity for persons with disabilities; and,*  
*(b) take into account the national values and principles set out in Articles 10, 27 and 232 of the Constitution.*



2. Further, the appointing authority should place emphasis on age to ascertain whether the youth are represented as provided under Article 55(c) of the Constitution; and nationality to ensure the nomination is in compliance with Article 78 of the Constitution which provides that State Officers must be Kenyan citizens.

## **7.0 SPECIFIC OBSERVATIONS**

### **7.1 Dr. Jamleck Muturi John, PhD – Nominee for the position of Chairperson, Teachers Service Commission**

1. THAT, the nominee possesses a rich academic background. He holds a PhD qualification in Agricultural Entomology from Kenyatta University, two Masters' degrees namely a Master's degree in Agricultural Entomology from Kenyatta University and a Master of Business Administration in Global Business Management (MBA-GBM) from the United States International University, Bachelor's degree in Education (Science) from Kenyatta University. In addition, the nominee holds a Higher Diploma in Human Resource Management from the Institute of Personnel Management in Nairobi.
2. THAT, the nominee has wide experience of 32 years in educational management and training. He has served in various capacities of classroom teacher, high school principal, university lecturer and County Executive Committee Member in-charge of Education, Science and Technology in Embu County. He is currently working as the CECM in charge of Agriculture, Livestock, Fisheries and Cooperatives in Embu County government.
3. THAT, during the approval hearing, the nominee exhibited knowledge in matters relating to education and management, leadership skills and human resource management, qualities necessary for the position he is nominated to.
4. THAT, based on the oral submissions during the approval hearing, the nominee demonstrated abilities, knowledge, understanding and experience; qualities necessary for appointment as Chairperson, Teachers Service Commission, as is prescribed under Article 250(3) of the Constitution, Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 6(7) & 7(c) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*);
5. THAT, based on the evidence submitted during the approval hearing, the nominee met all the Constitutional and statutory requirements necessary for appointment as Chairperson, Teachers Service Commission as is provided for under Article 250(3) of the Constitution as read with Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 7(b) & (c) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*).

## **7.2 Mr. Timon Alfred Otieno Oyucho - Nominee for the position of Member, Teachers Service Commission**

1. THAT, the nominee has rich academic background. He holds a Master of Laws Degree (LLM) and Bachelor of Laws Degree (LLB) both from the University of Nairobi. In addition, he holds a Post Graduate Diploma in Law from the Kenya School of Law and is a member of the Law Society of Kenya. The nominee also holds a Diploma in Science Education majoring in Mathematics and Physics. He has undertaken other short trainings, workshops and conferences on education, law and related fields. Currently the nominee is pursuing a Masters' Degree in Employment & Labour Relations at the University of Turin, Italy.
2. THAT, the nominee has 34 years' experience in matters relating to education, training and law. He served under the Teachers Service Commission for the entire period of his public service in different capacities rising from the level of assistant teacher to Director Legal, Labour and Industrial Relations directorate in the Commission.
3. THAT, his service under the Commission comprises 13 years of classroom teaching in various secondary schools as a teacher of Physics and Mathematics and 5 years as High School Principal. He served for 16 years at the Commission secretariat in the positions of District Staffing officer, Provincial Staffing Officer, Principal Discipline Officer, Assistant Deputy Director Discipline, Assistant Deputy Director Legal Services, to the current position of Director Legal, Labour and Industrial Relations Directorate.
4. THAT, during the approval hearing the nominee exhibited remarkable knowledge, understanding and interpretation of the mandate of the Teachers Service Commission, teaching service, law and government organization and operations, qualities necessary for the position he is nominated to.
5. THAT, in accordance with the provisions of Article 118(1)(b) of the Constitution, Section 6(9) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*) and National Assembly Standing Order No. 45(3), the Committee received two memoranda contesting the nomination of Mr. Timon Alfred Otieno Oyucho for appointment as Member, Teachers Service Commission. After consideration and deliberation on the memoranda, it was established that the statements had not been signed under oath as is stipulated under Section 6(9) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*) and were therefore inadmissible before the Committee.
6. THAT, based on the oral submissions during the approval hearing, the nominee demonstrated abilities, knowledge, understanding and experience; qualities necessary for appointment as member, Teachers Service Commission, as is prescribed under Article 250(3) of the Constitution, Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 6(7) & 7(c) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*);
7. THAT, the nominee met all the Constitutional and statutory requirements necessary for appointment as member, Teachers Service Commission, as is provided for under Article 250(3) of the Constitution as read with Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 7(b) & (c) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*).

## 8.0 COMMITTEE RECOMMENDATIONS

Having conducted the approval hearings for the nominees pursuant to Article 250(2)(b) of the Constitution, as read with Section 8(8) of the Teachers Service Commission Act (*No. 20 of 2012*); Sections 3 and 8 of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*), the Committee recommends that this House: -

1. Approves the nomination of Dr. Jamleck Muturi John, PhD., for appointment to the position of Chairperson of the Teachers Service Commission.
2. Approves the nomination of Mr. Timon Alfred Otieno Oyicho for appointment to the position of Member of the Teachers Service Commission.

SIGNED



DATE

20/04/2021

HON. FLORENCE M. MUTUA, CBS, M.P  
CHAIRPERSON

DEPARTMENTAL COMMITTEE ON EDUCATION AND RESEARCH




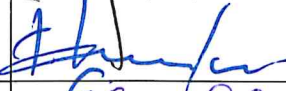





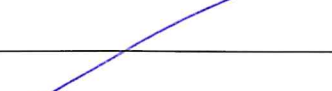









**KENYA NATIONAL ASSEMBLY**  
**COMMITTEE ON EDUCATION AND RESEARCH**

**REPORT ADOPTION LIST**

Adoption of the Committee on Education and Research Report on Vetting of Prof. Jamleck Muturi John, PhD, and Mr. Timon Alfred Otieno Oyuchio, nominees for appointment to the positions of Chairperson and Member respectively for the Teachers Service Commission

Date 20/4/2021

	NAME	SIGNATURE
1.	Hon. Florence Mutua, MP - Chairperson	
2.	Hon. Ngunjiri Wambugu, MP - Vice Chairperson	
3.	Hon. Geoffrey Odanga, MP	
4.	Hon. (Dr.) Pamela Ochieng, MP	
5.	Hon. (Eng.) Nzambia Kithua, MP	
6.	Hon. (Prof.) Zadoc Ogutu, MP	
7.	Hon. Eric Muchangi, MP	
8.	Hon. Eve Obara, MBS, MP	
9.	Hon. Jackson Lekumontare, MP	
10.	Hon. Jerusha Momanyi,	
11.	Hon. Joseph Tonui, MP	
12.	Hon. Omboko Milemba, MP	
13.	Hon. Peter Lochakapong, MP	
14.	Hon. Wilson Sossion, MP	
15.	Hon. (Dr.) Wilson Kogo, MP	
16.	Hon. (Dr.) Daniel Kamuren Tuitoek, MP	
17.	Hon. James Gichuki Mugambi, MP	
18.	Hon. John Paul Mwirigi, MP	



**MINUTES OF THE 15<sup>TH</sup> SITTING OF THE DEPARTMENTAL COMMITTEE  
EDUCATION AND RESEARCH HELD VIRTUALLY ON THURSDAY, 7<sup>TH</sup> APRIL 2021,  
AT 10.00AM**

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**PRESENT**

1. Hon. Florence M. Mutua, MP – **Chairperson**
2. Hon. Geoffrey Odanga, MP
3. Hon. (Dr.) Pamela Ochieng, MP
4. Hon. (Prof.) Zadoc Ogutu, MP
5. Hon. Jerusha Momanyi, MP
6. Hon. (Dr.) Daniel Kamuren Tuitoek, MP
7. Hon. (Eng.) Nzambia Kithua, MP
8. Hon. Eric Muchangi, MP
9. Hon. Peter Lochakapong, MP
10. Hon. Jackson Lekumontare, MP
11. Hon. Wilson Sossion, MP
12. Hon. Eve Obara, MBS, MP
13. Hon. Gichuki Mugambi, MP
14. Hon. John Paul Mwirigi, MP

**ABSENT WITH APOLOGY**

1. Hon. Wambugu Ngunjiri, MP - **Vice- Chairperson**
2. Hon Joseph Tonui, MP
3. Hon. Omboko Milemba, MP
4. Hon. (Dr.) Wilson Kogo, MP

**NATIONAL ASSEMBLY SECRETARIAT**

- |                          |                               |
|--------------------------|-------------------------------|
| 1. Mr. Daniel Mutunga    | - Principal Clerk Assistant I |
| 2. Mr. Philip Lekarkar   | - Clerk Assistant II          |
| 3. Mr. Peter Mwaura      | - Senior Legal Counsel        |
| 4. Ms. Catherine Mukunyi | - Sergeant at Arms            |
| 5. Mr. Collins Mahamba   | - Audio Officer               |
| 6. Mr. Samuel Kimaru     | - Parliamentary Intern        |

**MIN. NO. EDUC/2021/071: PRELIMINARIES**

The meeting was called to order at 10.05am. A word of prayer was said. Agenda of the meeting was adopted having been proposed by Hon. Jerusha Momanyi, MP and seconded by Hon. (Dr.) Daniel Kamuren Tuitoek, MP

**MIN. NO. EDUC/2021/072: CONFIRMATION OF MINUTES**

Confirmation of minutes was deferred to the next sitting



**MIN. NO. EDUC/2021/073: BRIEF ON THE VETTING OF DR. JAMLECK MUTURI JOHN NOMINEE FOR THE POSITION OF CHAIRPERSON TSC, AND TIMON OTIENO OYUCHO FOR THE POSITION OF MEMBER**

The Chair briefed the Committee as follows:

In fulfilment of the requirements set out under Article 250(2)(b) of the Constitution, Section 8(7) of the Teachers Service Commission Act (No. 20 of 2012) and Section 5 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), H.E. the President forwarded to the Speaker, *vide* a letter Ref. OP/CAB.1/40A dated 29<sup>th</sup> March, 2021 the notification of nominations, curriculum vitae and testimonials of Dr. Jamleck Muturi John, Ph.D. and Mr. Timon Alfred Otieno Oyuchó for the positions of Chairperson and Member, respectively, of the Teachers Service Commission for approval by the National Assembly.

**Committal to the Departmental Committee on Education and Research**

On Tuesday, 30<sup>th</sup> March, 2021 and pursuant to Standing Order 42(1), the Speaker of the National Assembly conveyed the Message from H. E. the President to the House on the notification for nomination of Dr. Jamleck Muturi John, Ph.D. and Mr. Timon Alfred Otieno Oyuchó for the position of Chairperson and Member of the Teachers Service Commission, respectively, by H. E. the President.

**Notification to the public/submission of memoranda**

In compliance with Section 6(9) of the Act, the Clerk of the National Assembly placed an advertisement in the print media on Wednesday, 31<sup>st</sup> March, 2021 inviting the public to submit memoranda by way of written statements on oath (*affidavits*) on the suitability or otherwise of the nominees. The advertisement indicated that the submissions were to be received by Wednesday, 7<sup>th</sup> April, 2021 at 5.00 p.m.

The Clerk of the National Assembly notified the public on the Departmental Committee on Education and Research's intention to conduct the approval hearing of the nominees on Thursday, 8<sup>th</sup> April, 2021 from 10.00 a.m. This was done in accordance with the provisions of Article 118(1)(b) of the Constitution, Section 6(4) of the Act and Standing Order 45(3).

**Notification to the nominees**

On Wednesday 31<sup>st</sup> March, 2021, pursuant to Sections 4 and 6(3) of the Act, the Clerk in writing invited the nominees for the approval hearings indicating the time and place of the vetting.

The Committee deliberated on the approval hearings and noted the following -

- a) That, in conducting the approval hearings, the Committee shall focus on the nominees' suitability for the proposed appointment with regard to whether the nominees' abilities, experience and qualities meet the needs of the body to which the nominations are being made.
- b) That, as at the time of that meeting, the Committee had not received any memoranda from the public contesting the suitability of the nominees or otherwise for appointment;
- c) That, the nominees had submitted duly filled Questionnaire in compliance with Section 6(8) of the Act for consideration by the Committee.

- d) In conducting the approval hearings, the nominees shall be examined against the criteria set out in Sections 6(7) and 7 of the Act, as well as the Questionnaire provided in the Schedule to the Act.
- e) The Committee shall also consider the procedure used to arrive at the nominee; and any constitutional or statutory requirements relating to the office in question.

### **Committee Resolution**

1. The Committee therefore resolved to undertake the approval hearings on Thursday, 8<sup>th</sup> April, 2021 at 10.00 a.m. and 11.30 am respectively for Dr. Jamleck Muturi John, Ph.D. and Mr. Timon Alfred Oyicho Otieno, as advertised by the Clerk of the National Assembly and which was communicated to the members of the public and the nominees.
2. The Committee agreed on a set of questions to ask the nominees, the order and the particular questions to be asked by each member.
3. It was further agreed that the meeting will be held face-to face, the Committee having obtained approval from the Speaker.

### **MIN. NO. EDUC/2021/074: ANY OTHER BUSINESS**

No other business arose.

### **MIN. NO. EDUC/2021/075: ADJOURNMENT**

There being no other business, the meeting was adjourned at 12.30 pm. The next meeting will be held on 8<sup>th</sup> April 2021.

SIGN  DATE 20/4/2021

**HON. FLORENCE MUTUA, MP**

**CHAIRPERSON, COMMITTEE ON EDUCATION AND RESEARCH**



**MINUTES OF THE 16<sup>TH</sup> SITTING OF THE DEPARTMENTAL COMMITTEE  
EDUCATION AND RESEARCH HELD ON THURSDAY, 8TH APRIL 2021, IN THE  
MINI CHAMBER, COUNTY HALL, PARLIAMENT BUILDINGS AT 10.00AM**

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**PRESENT**

1. Hon. Florence M. Mutua, MP – **Chairperson**
2. Hon. Wambugu Ngunjiri, MP - **Vice- Chairperson**
3. Hon. (Dr.) Pamela Ochieng, MP
4. Hon. (Prof.) Zadoc Ogutu, MP
5. Hon. Jerusha Momanyi, MP
6. Hon. (Dr.) Daniel Kamuren Tuitoek, MP
7. Hon. (Eng.) Nzambia Kithua, MP
8. Hon. Wilson Sossion, MP
9. Hon. Eve Obara, MBS, MP
10. Hon. Eric Muchangi, MP
11. Hon. Omboko Milemba, MP
12. Hon. Geoffrey Odanga, MP
13. Hon. Jackson Lekumontare, MP
14. Hon. Gichuki Mugambi, MP

**ABSENT WITH APOLOGY**

1. Hon Joseph Tonui, MP
2. Hon. (Dr.) Wilson Kogo, MP
3. Hon. John Paul Mwirigi, MP
4. Hon. Peter Lochakapong, MP

**NATIONAL ASSEMBLY SECRETARIAT**

1. Mr. Daniel Mutunga - Principal Clerk Assistant I
2. Mr. Philip Lekarkar - Clerk Assistant II
3. Mr. Peter Mwaura - Senior Legal Counsel
4. Ms. Catherine Mukunyi - Sergeant at Arms
5. Mr. Collins Mahamba - Audio Officer
6. Mr. Samuel Kimaru - Parliamentary Intern

**NOMINEES**

1. Dr. Jamleck Muturi John - Nominee for the position of Chairperson Teachers Service Commission
2. Mr. Timon Alfred Otieno Oyuchio - Nominee for the position of Member Teachers Service Commission

**MIN. NO. EDUC/2021/076: PRELIMINARIES**

The meeting was called to order at 10.10 am. A word of prayer was said by Hon. Eric Muchangi MP the Agenda of the meeting was adopted having been proposed by Hon. Wilson Sossion, MP, and seconded by Hon. Omboko Milemba, MP

**MIN. NO. EDUC/2021/077: CONFIRMATION OF MINUTES**

Confirmation of minutes was deferred to the next sitting



**MIN. NO. EDUC/2021/078: THE VETTING OF THE NOMINEES FOR THE POSITION OF CHAIRPERSON AND MEMBER, TEACHERS SERVICE COMMISSION.**

**I. Vetting of Dr. Jamleck Muturi John, Ph.D., Nominee for the position of Chairperson of the Teachers Service Commission**

The nominee appeared before the Committee on Thursday, 8<sup>th</sup> April, 2021 at 10.00 a.m. and was interviewed pursuant to the provisions of the Constitution, the Teachers Service Commission Act (No. 20 of 2012), the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) and the Standing Orders of the National Assembly.

**Date of Birth and Citizenship Status**

He is a Kenyan male citizen born on 14<sup>th</sup> September, 1967 in Embu County and holds Identity Card Number 10058124 bearing the name Jamleck Muturi John. He is married. He does not hold dual citizenship.

**Academic and Professional Qualifications**

He attended Karau Primary School in Embu County where he obtained a Certificate of Primary Education (CPE). He then proceeded to Kamama High School in 1981 and upon completion in 1985 he attained the Kenya Certificate of Education. He attended Chogoria Boys High School for A Levels which he completed in 1987.

He joined Kenyatta University in 1988 and graduated with a Bachelor of Education Science in Botany and Zoology in 1991.

He holds two Master's degrees; Master of Science degree in Agricultural Entomology from Kenyatta University obtained in 2004 and Master of Business Administration course in Global Business Management (MBA-GBM) from United States International University-Africa obtained in 2020.

He also holds a PhD in Agricultural Entomology from Kenyatta University obtained in 2011 and a Higher Diploma in Human Resource Management (HDHRM) from the Institute of Personnel Management in Nairobi.

He holds a Certificate in Volunteerism by Canadian Crossroads International on commitment to the elevation of the human experience, outstanding service and contribution in 2001.

**Work and Professional Experience**

He has a cumulative teaching experience of 21 years in high school. He served as a teacher, in Kathakwa Secondary School in Embu between 1991-1996, as Deputy Principal at Nguviu Boys High School from 1996 to 1999 and as Principal of St. Josephs M'tetu Secondary, Kavutiri Boys High School and Mbiruri High School between 2005 and 2012.

He has a further 10 years' teaching experience at the University of Embu.

He has also taught Meru University of Science & Technology and Swedish University of Agricultural Science as part time lecturer and as a lecturer at Kenyatta University from 2011 to 2021.

He served as County Executive Committee Member in Embu County for various Department including Education, Science & Technology, Lands, Water, Environment and Natural Resources, Health, Trade Tourism, Investment & Industrialization, Agriculture, Livestock, Fisheries & Cooperatives in 2020 where he is currently serving.

He is also serving as a lecturer in the Department of Biological Sciences at the University of Embu where he is on leave of absence since 2013 to 2021.

He is also involved in the coordination and supervision for Masters students from the Swedish University of Agricultural Science (SLU), Kenyatta University (KU) and University of Embu (UoEm) on Field Course Studies in 'Global Development, Natural Resources and Livelihoods'.

### **Honors and Awards**

In 2013-2017, He was a lead partner in Kenya in partnership with Prof. Mattias Johnson of Swedish University of Agricultural Sciences Applied Linneus-Pelma Program. The total cost of the grant was 17,110 Swedish Kroners per year.

He was awarded a travel and upkeep grant for an exchange programme to Edmonton Canada to participate in learning school management systems in Edmonton Canadian Schools.

### **Other Activities and Membership**

He is a member of the following professional associations:

- i. The Entomology Society of Kenya (ESK).
- ii. The Africa Association of Insect Scientists (AAIS).

### **Published Writing**

He has published in scientific peer reviewed journals: -

- i. *Peris W. N. Mattias, J., Esther, A, Mark, O., John J.M., and G.O. W. (2020), Combining Host Plant Resistance, Selective Insecticides, and Biological Control Agents for integrated Management of Tuta absoluta. Hindawi, Advances in Agriculture, Vol. 2020, 1-8*
- ii. *Ayuke, F.O., Lagerlof, J., Jorge, G, Soderlund, S., Muturi, J.J., Sarosh, J., and Meijer, J. (2017). Effects of biocontrol bacterial and earthworms on the severity of Alternaria Brassicae and the growth of oilseed rape plants. Applied Soil Ecology. 117-118, 63-69*
- iii. *Lagerlof, Jan, Maribie Crispus and Jamleck Muturi John (2017). Trophic interactions among soil arthropods in contrasting Land-Use systems in Kenya, studies with stable Isotopes. European Journal of Soil Biology, 79,31-39.*

### **Public Office, Political Activities and Affiliations**

He does not hold other positions in public offices apart from those highlighted under the section on work and professional experiences.

### **Potential Conflict of Interest**

He has no immediate associations that are likely to present potential conflict of interest when he assumes the position.

### **Sources of Income and Net-worth**

The nominee's sources of income during the calendar year preceding his nomination and the current calendar year comprise of salary income, income rentals and farming activities. He estimated his financial net worth at Kshs. twenty-nine million only (Kshs. 29,000,000 million).

### **Integrity**

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

He has also fully complied with the tax obligations to the State for the financial year immediately preceding his nomination for the appointment and has not been charged in a court of law in the past three years nor

has he been adversely been mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years.

**Response to questions posed by the Committee on specific topics**

He also responded to several questions during the vetting as follows: -

**On Nominee's family background, educational background and current engagement:**

Dr. Jamleck Muturi John, Ph.D. was born in Embu County. He is married. He attended Karau Primary school in Embu and proceeded to Kamama High School for his O' levels before proceeding to Chogoria Boys High School for 'A' levels which he completed in 1985. In 1988, He was admitted to Kenyatta University to pursue a Bachelor of Science degree in Botany and Zoology which he completed in 1991.

Over the years, he has risen through the ranks in the teaching profession from a high school teacher to Principal and eventually University Lecturer.

He served as a County Executive Committee Member (CECM) in a number of Departments in the County Government of Embu such as Health, Education, Science & Technology, Water, Environment & Natural Resources and Trade Tourism, Investment & Industrialization.

Some of his achievements as CECM include building a cancer center and installing several ICU beds in the facility; resolving issues pertaining to land, beautification of Embu town; enhancing vocational education through the introduction of bursary program ensure students complete vocational training and and free milk program to increase enrolment and and retention of learners in early childhood centres. He further stated that one of his achievements as a leader within the county government of Embu was development of a criteria to recruit ECD teachers in collaboration with TSC officials to promote transparency. .

**On Leadership and Integrity**

He emphasized that he will uphold leadership and integrity values in his position as Chairperson and he shall not engage in unethical practices such as nepotism and favoritism in the execution of his duties and that he will create channels for the public to make complaints on any likely unethical practices at the Commission.

**On confronting corruption**

Asked how he will confront corruption at the Teachers Service Commission if appointed as the Chair, He stated that in fighting corruption he will strongly advocate for strengthening internal audit systems to reduce the possibility of fraud, improve efficiency in operations and increasing financial integrity within the Commission. He would also engage and work closely with government agencies involved in fighting corruption.

In addition, he will ensure that all recruitment and promotional vacancies are advertised and filling of the posts is done in a transparent manner and in strict adherence to the Commission guidelines.

**On other gainful employment**

He informed the Committee that he is serving as County Executive Committee Member with the County Government of Embu. If his nomination is approved, he will resign immediately.

**On relationship between the Commission and government oversight institutions**

He stated that the Commission must be accountable and open to scrutiny and oversight by Parliament and other government oversight agencies such as the Auditor General. To achieve effective oversight of the Commission, if appointed to the position of Chairperson he will strengthen the working relationship between the Commission and oversight institutions and ensure that the Commission officers are be fully



accountable in the use of public resources and in case of breaches of the law, action can be taken against individuals responsible as per the measures provided in law.

#### **On response to parliamentary invitations/summons**

He stated that he would honour invitations/summons from Parliament, prepare adequately and appear in person before the Committee if required to do so.

#### **On conflict of interest**

He reiterated that he foresees no immediate associations that are likely to present potential conflict of interest when he assumes. He will be ready to declare any conflict of interest in case it arises.

#### **On capacity building of teachers**

He informed the committee that if appointed to the position of the Chairperson of TSC he will recommend for continuous post and in-service training of teachers to build their capacity and preparedness to deliver on the competency-based curriculum. He will recommend and lobby county governments with county governments to employ teachers registered by TSC to teach in early childhood centres.

#### **On Collective Bargaining Agreements (CBA)**

He noted that Collective Bargaining Agreement aims to improve the terms and conditions of employment of teachers and to reduce incidences of industrial action by teachers by establishing mechanisms to resolve labour disputes. To ensure that teachers realize the benefits of CBA, if appointed to the position of Chairperson he will advocate for negotiations of CBA in good faith with teacher unions. This is aimed at cultivating a harmonious working relationship between the Commission and the teachers.

#### **On his personal achievements in career**

He stated during his tenure as Principal he greatly improved the academic performance of schools, he headed by working closely with teachers, students and parents. As CECM in the county government of Embu he guided formulation of policies, Early Childhood Development Act and Vocational Training Act for the county government to streamline management and running of the learning institutions under the county government.

#### **On Delocalization of teachers**

He submitted that the policy of delocalization of teachers should be aimed at promoting national integration and cohesion and not to punish teachers or break teachers' family bonds. He underscored the importance of families and the crucial role they play within society. He further noted that any complaints on the policy should be handled on case-by-case basis.

If appointed to the office he will relook the policy with the other Commissioners with a view of addressing the grey areas.

#### **On enhancing working relationship between TSC and teachers' unions**

He informed the Committee that sound working relationship between TSC and teacher unions is of paramount importance for achieving a motivated teaching force. Further, teacher unions should be regarded as partners with the Commission and as such assist the Commission to achieve its mandate. If appointed to the position he will advocate for working sound relations between the Commission and teacher unions through democratic round table approaches.

#### **On expected deliverables during his term in office**

He outlined the following targets as his immediate deliverables if appointed to the as the Chairperson TSC;

Ensure full automation of teachers' data and Commission services;

Enhance consultations with Ministry of Education, teacher unions and other stakeholders to create harmony and sound relations;

Strengthen the research department to get proper data to guide in budgeting; and

Creation of Kenya School of Teachers to cater for teachers' needs.

### **On measures in creating an attractive teaching profession**

He envisions the creation of a School for Teachers with the specific mandate to organize and conduct post training courses for teachers and offer certification to teachers for post training programmes. In addition, He stated that he will strive to ensure that the Commission compensates teachers in accordance with job description and worth of the job and improve the terms and conditions of service.

### **On Quality Assurance for effective supervision**

In order to enhance quality assurance for effective supervision and education service delivery, He recommended that curriculum support officers should be adequately facilitated with requisite finances and resources as well as training on assessment techniques so as to provide informed advisory roles geared towards enhancement of teaching and learning outcomes in schools.

### **On synergy between the Ministry of Education and the Teachers Service Commission**

He noted that TSC is an independent Commission but cannot work in isolation. It has to collaborate with the Ministry of Education to effectively deliver on its mandate. The two should work together to complement each other.

## **II. Vetting of Mr. Timon Alfred Otieno Oyicho - Nominee for the position of Member, Teachers Service Commission**

### **Date of Birth and Citizenship Status**

He was born on 1<sup>st</sup> August, 1963 in the then Kisumu District. He is a Kenyan citizen with National Identity Card number 7019303. He does not hold dual citizenship. He is married

### **Educational background**

He began his basic education at Diemo Primary School in 1972 and later moved to Kocheke Boys' Primary School in 1977 where he sat for the Certificate of Primary Education (CPE) in 1978. He proceeded to St. Paul's Amukura High School in 1979 where he sat for Kenya Certificate of Secondary Education examinations (Ordinary level) in 1982 and Kenya Advanced Certificate of Education examinations (Advance level) in 1984.

Between 1985 and 1987, he attended Kenya Science Teachers College to train as a teacher where he graduated in 1987 with Diploma in Science Education majoring in Mathematics and Physics. In 2009, he joined the University of Nairobi to study Law and graduated with a Bachelor of Laws Degree (LLB) in 2013.

He holds a Master of Laws Degree (LLM) from the same University obtained in 2015. He holds a Post Graduate Diploma in Law from the Kenya School of Law, leading to admission onto the Roll of Advocates in 2014.

He is currently pursuing a Masters' Degree in Employment & Labour Relations at the University of Turin, Italy, in conjunction with the International Labour Organization (ILO).

He has undertaken other short trainings, workshops and conferences that include amongst others: -

- i. Training in Corporate Governance and Board Competence between 19<sup>th</sup> and 23<sup>rd</sup> October, 2019 in Naivasha;

- ii. 105<sup>th</sup>, 106<sup>th</sup>, 107<sup>th</sup> and 108<sup>th</sup> International Labour Organization (ILO) Conventions on Labour and Industrial Relations held in May 2016, June 2017, June 2018 and June 2019 in Geneva, Switzerland;
- iii. Workshop for Commissioners and Senior Management Staff on Change Management and Transformational Leadership Programme by East and South Africa Management Institute (ESAMI) between 3<sup>rd</sup> and 9<sup>th</sup> December, 2016 in Dar es Salaam, Tanzania;
- iv. Workshop on Effective Collective Bargaining Agreement Negotiations on 5<sup>th</sup> to 9<sup>th</sup> September 2016 at the Tom Mboya Labour College;
- v. Workshop on State Corporations Committee: Mwongozo Induction Programme for Boards of State Corporations between 1<sup>st</sup> to 3<sup>rd</sup> February, 2016 in Mombasa;
- vi. Workshop on Effective Performance Appraisal System for Supervisors.

### **Employment History & Experience**

He has a total of 34 years of service in the teaching profession that began in 1987 as highlighted below: -

- i. 13 years of classroom teaching in various secondary schools as a teacher of Physics and Mathematics namely Orando Secondary School (1987 -1989), Kapsengere High School (1989 -1991) and Kisumu Boys High School (1991-1999). He served as classroom teacher, head of Physics department and games teacher/trainer where he recorded remarkable success in performance of his duties.
- ii. 5 years as High School Principal at Ratta Mixed secondary School (2000 -2005). Under his headship the school registered the best improvement in 2002 in the entire Nyanza Province then.
- iii. 15 years as a senior officer at the Teachers Service Commission secretariat as District Staffing office (2006) Provincial Staffing Officer (2006-2008), Principal Discipline Officer (2008-2010), Assistant Deputy Director Discipline (2011-2012), Assistant Deputy Director Legal Services (2012-2019) as is currently serving as Director Legal, Labour and Industrial Relations directorate.

### **Honours and Awards given to the nominee**

He received a partial scholarship award in 2020 from *International Training Centre* of the International Labour Organization to study *Masters' in Industrial and Employment Relations* at in *Turin, Italy*.

### **Membership to professional organizations**

He is a member of the following professional associations:

- i. Kenya Law Society.
- ii. East African Law Society.
- iii. He was a Member the Kenya National Union of Teachers before prior to joining the Teachers Service Commission secretariat in 2006.

### **Published Writing**

The following are articles and reports authored by the nominee: -

- i. *Intellectual property rights in the identification of quality firewood among the Luo: A case of Seme midat*
- ii. *The Effectiveness of TSC disciplinary process as a deterrent of professional misconduct among Teachers in Kenya: A Case Study of Kisumu County (Research Project, 2013);*
- iii. *Access to Pensions, Gratuities and other related benefits for Teachers employed by the Teachers Service Commission, Kenya (Public interest paper).*

### **Public Office, Political Activities and Affiliations**

He does not hold any office in a political party or any other positions in public offices apart from his current position of Director for Legal, Labour Relations and Industrial Relations as declared in part 4.3 of this Report.



### **Integrity and whether He have been removed from office under Article 75 of the Constitution**

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

He has fully complied with the tax obligations to the State for the financial year immediately preceding his nomination for the appointment and has not been charged in a court of law in the past three years nor has he been adversely mentioned in an investigatory report of Parliament or any Commission of inquiry in the last three years.

### **Sources of Income and Net-worth**

The nominee's sources of income during the calendar year preceding his nomination and the current calendar year comprise of salary income of Kshs. 4,789,465 in the year 2020 and Kshs. 1,566,697 in the years 2021 (January to March).

His estimated financial net worth as at 8<sup>th</sup> April 2021 is Kenya shillings nineteen million nine hundred and eighty-three thousand five and fifty. (Kshs.19, 983,550). Other anticipated receipts from deferred income are pension of Kshs. 18,702,552 and gratuity of Kshs. 1,425,958 if he were to exit the Teachers Service Commission at April, 2021.

### **Response to Questions by Members**

#### **On relevance of the nominee's knowledge and experience to the position of Member TSC has been nominated to**

He informed the Committee that he has work experience spanning 34 years in matters relating to education specifically 13 years of classroom teaching in various secondary schools, 5 years as High School Principal and 15 years as a senior officer at the Teachers Service Commission secretariat rising from District Staffing to the current position of Director Legal, Labour R and Industrial Relations Directorate.

As a classroom teacher he attended to his duties with diligence, honesty, impartiality, care and attention and sought to achieve high standards of professionalism in the delivery of service to the students, school and his employer.

As high school principal, a position of public trust and authority, He informed the Committee that he carried out the duties vested in the office in the best interest of the learners, institution and members of the public. As the head of the institution, he ensured prudent management of public funds and institution resources, kept and maintained proper records and submitted returns to the Commission and financial records to the government auditor for audit as and when they were required. Further, he did not use his office to unlawfully or wrongfully enrich himself or any other person.

He submitted that as a staffing officer, he offered impartial advice on curriculum-based establishment in the institutions under his jurisdiction and applied staffing norms with impartiality to ensure fair distribution of teachers for the interest of the learners.

As a Discipline Officer at the Commission, He informed the Committee that he conducted disciplinary process according to the laid down disciplinary procedures by the Commission. He undertook his duties without discrimination on any grounds, bias, favouritism, soliciting for favours or engaging in any corrupt or unethical practices.

In current position as Director for Legal, Labour and Industrial Relations directorate, his responsibility is to offer sound legal advice to the Commission in exercise of its mandate in accordance with Article 257 of the Constitution, the Teachers Service Commission Act, 2012 and relevant regulations and to represent the

Commission in suits against it. In the performance of his duties, he averred he has carried out with diligence, impartiality and without bias.

On his experience, he concluded that his professional qualifications and experience as a teacher and senior secretariat staff with in-depth understanding of the Commission's mandate match the requirements of the position he has been nominated to.

#### **On Leadership and Integrity in his previous and current public office**

He informed the Committee that no integrity issues have ever been raised regarding his conduct in public office. That he carried out his duties in previous and current office with utmost professionalism, honesty and in an accountable manner. He has never been dismissed, removed or disqualified from holding any public office for contravention or compromising any public or official interest in favour of personal interest or demeaning the office he held.

#### **Strategy to combat corruption at the Teachers Service Commission**

He pointed out that the Teachers Service Commission was cited in a past report by Transparency International as among the most corrupt agencies in the country. According to him, the vice manifests itself at the point and period of contact between the TSC officers and teachers during recruitment, promotion, deployment and transfers of employees and teachers and members of the public during tendering for goods and services.

He noted that since then, the Commission has formulated TSC Integrity Policy aimed at curbing and mitigating unethical practices at the Commission

To further address corruption amongst Commission employees, the Commission procured a software to offer online services such as recruitment transfers and promotions of teachers except the interview part which is still face-to-face interaction. Offering service through online platform has reduced personal contact which usually creates room for engaging in corrupt activities. He observed that more structures and prevention measures need to be put to stem out the vice.

#### **On understanding of the principle of separation of powers by the nominee**

He responded that the Constitution of Kenya, 2010 provides the principle of separation of powers at the national level in terms of three arms of government; namely, the Executive, Legislature, and Judiciary. Each arm has its own powers and mandate which the other should not encroach. This is aimed at fostering good governance.

At the Teachers Service Commission, the principle of separation of powers is reflected in having the Commission and the Secretariat with distinct roles that complement each other. The Commission is to formulate policies, provide strategic direction, leadership and oversight to the Secretariat. On the other hand, the Secretariat facilitates, coordinates and implements decisions of the Commission. The two are distinct but still dependent on each other in running the Commission.

That if he is appointed to the position of Member of the Commission, he will uphold the principle of separation of powers in the Commission and would not interfere with the working of the secretariat on the basis of his past position in the secretariat.

#### **On the independence of the Teachers Service Commission**

He informed the Committee that the Teachers Service Commission is as an independent commission established under Article 237 of the Constitution. In his view, the independence of the Commission is not absolute as it relies on other government agencies to achieve its mandate and he always advised the Commission as such. The independence of the Commission flourishes well when the Commission collaborates and cooperates with the relevant government agencies.

His view is that for proper functioning of TSC it must work with all government agencies since it depends on them for instance the National Treasury where it gets its funds and the Parliament which plays the oversight role.

If appointed to the position, he will cultivate a harmonious working relationship with other institutions such as Parliament, Ethics and Anti-Corruption Commission, Office of the Auditor General and others.

#### **On response to Parliamentary invitations/summons**

He observed that Parliament is an oversight organ of the Executive and has constitutional mandate to address the concerns of Kenyans. If invited by Parliament to respond to such concerns that may arise, he will honour the invitations and avail himself as and when he is required.

#### **On actual conflict of interest**

He cited that he has no financial arrangements that are likely to present potential conflict of interest if he assumes the position. He however acknowledged that his family members, relatives and close associations who are teachers and serving under the Teachers Service Commission may be of potential conflict of interest if he is appointed to the position he was nominated to. In addition, his previous position as a senior member of the secretariat may present a potential conflict if appointed to be a Commissioner.

To address such conflict of interest if it were to arise from his family members, relatives and close associations including his spouse who is a teacher; He informed the Committee that if appointed to the position of Member of the Commission, he will perform his duties guided by law impartially and without favourism.

To address conflict of interest arising from his position having been a member of TSC secretariat, He submitted that he will resign from his position in the secretariat and perform duties of Member of the Commission objectively.

#### **On criteria of his nomination to the position**

Asked as to whether he was the most qualified among all other Commission employees and other applicants to be nominated to the position of Member of the Commission, He noted that he may not have been the most experienced or qualified applicant. He submitted that he followed the due process of recruitment and selection and believed that he was considered for nomination as a result of good performance in the interview. He added that he did not canvass for the position nor worked dishonestly against other applicants.

#### **On his view on stagnation of teachers**

He informed the Committee that promotion of teachers has always been dependent on the funded posts by Parliament and funding to the Commission which has never been adequate. The implementation of the Career Progression Guidelines (CPG) from July 2017 was meant to address the issue of stagnation of teachers and guide in career growth. With the implementation of the CPG, it would be unlikely to have teachers stagnating in one grade for long.

Implementation of the CPG and signing of the 2017-2021 CBA which placed emphasis on the worth of each job led to from unprecedented number of teachers promoted in the last 4 years. Currently the Commission is racing to promote more teachers before the lapse of the current CBA in July 2021.

If approved and appointed as a Commissioner, He assured the Committee that he will lobby the Commission to address the issues of stagnation of teachers through progressive CBAs.

#### **On plight of teachers with diploma qualifications**

He admitted that a category of teachers with diploma qualifications have stagnated in the same job group for over 10 years. He informed the Committee that Commission had embarked on the adoption of Career Progression Guidelines (CPG) as a guide to promote teachers in the employment of the Commission on 1<sup>st</sup>

July 2021 and about 4,000 teachers with diploma qualifications found themselves in the category of C3 and C4 and with no apparent salary increment and appear to have stagnated.

He added that in the last few years about 1,000 teachers in this category have been promoted and the remaining number will be promoted before the expiry of the current CBA in July 2021.

#### **On promotion and re-designation of teachers who attain higher qualifications**

He informed the Committee that teachers who had obtained higher qualifications and applied for promotion before 2014 were promoted on the concurrence of the Commission, the National Treasury and the teacher unions.

He further submitted that the 2017-2021 CBA signed between the Commission and teacher unions lent credence to the worth of the job. Despite this a number of teachers have gone back to institutions of higher learning to upgrade their qualifications with the hope of promotion and re-designation.

The Commission position is that when enough funds are appropriated, the Commission will re-designate the teachers who have obtained higher qualifications and promote them to higher grades.

If his nomination is approved and he is appointed to the position of Member of the Commission, he will advocate for recognition of higher qualifications obtained and promotion of teachers within budgetary allocation as shall have been appropriated by Parliament. He will further ensure that the job designations in the teaching service are maintained to a point they become relevant.

#### **On promoting sound industrial relations with teacher unions**

To promote sound industrial relations with the teachers' unions, He informed the Committee that if his nomination is approved, he will advocate for: -

- Open and robust social dialogue between the unions and the Commission including joint training as the two work for the welfare of teachers;

- Robust engagement between the Commission and the unions that will define future negotiations for progressive Collective Bargaining Agreement;

- Registering the Collective Bargaining Agreement in court of law so that no party can change the agreement without the concurrence of the other; and

- Timely implementation of CBA and ensure that no funds provided for implementation of CBA are returned to the National Treasury due its non-implementation.

#### **On promoting sound working relationship between the Commission and the Ministry of Education and teachers**

He informed the Committee that the Constitution establishes TSC as an independent body, but in his view such independence is not absolute. The Commission must collaborate with all stakeholders to effectively deliver its mandate. He alluded that unhealthy relationship between the Commission and the Ministry of Education is not in the best interest the country. That if his nomination is approved and subsequently appointed, he will ensure inter agency cooperation between TSC and the Ministry of Education and all stakeholders and address conflict that result from overlapping mandates.

He further submitted that the relationship between employee and employer is purely based on policies, and that if he becomes a Commissioner, he shall ensure that there are working policies to enhance harmonious working relationships.

#### **On promotion of teachers on the basis of mean grade**

He noted that there is dissatisfaction amongst teachers in the use of subject mean score by TSC in evaluation and promoting teachers in spite of the fact schools and students' entry behaviors are different. Since schools



are different in terms of student entries behaviour, student performance should not be used entirely as the basis of promoting teachers.

If appointed he will rally the Commission to ensure that promotion policy of should take into account the disparities in categories of schools and students entry behaviour rather than clustering teachers into one group and use school mean grade as a basis of promotion.

**On short-term, mid-term and long-term key deliverables**

He pointed out that if approved and appointed as a Commissioner he will:-

- (i) Ensure that progressive CBA is signed between the teachers and TSC as the current CBA is lapsing in 3 months' time.
- (ii) In the midterm he will advocate for formulation of policy to ensure teachers facing discipline cases do not stay away from work long just because there is an ongoing case. This is guided by the fact that there are less teachers in the service.
- (iii) That in the long-term if approved he will push for amendment of Commission policies and regulations that are not in tandem with the Constitution and current global trends in education.

**Committee Resolution**


The Committee resolved to conduct a report writing retreat to write and adopt report on the vetting of the two nominees.

**MIN. NO. EDUC/2021/079: ANY OTHER BUSINESS**

No other business arose.

**MIN. NO. EDUC/2021/080: ADJOURNMENT**

There being no other business, the meeting was adjourned at 3.00pm. The next meeting will be held on notice.

SIGN  DATE 20/4/2021  
HON. FLORENCE MUTUA, MP  
CHAIRPERSON, COMMITTEE ON EDUCATION AND RESEARCH

**MINUTES OF THE 18<sup>TH</sup> SITTING OF THE DEPARTMENTAL COMMITTEE  
EDUCATION AND RESEARCH HELD ON TUESDAY, 20<sup>TH</sup> APRIL 2021, IN HILTON  
GARDEN INN, HOTEL AT 9.30AM**

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**PRESENT**

1. Hon. Florence M. Mutua, MP – **Chairperson**
2. Hon. Wambugu Ngunjiri, MP - **Vice- Chairperson**
3. Hon. Geoffrey Odanga, MP
4. Hon. (Dr.) Pamela Ochieng, MP
5. Hon. (Prof.) Zadoc Ogutu, MP
6. Hon. (Dr.) Daniel Kamuren Tuitoek, MP
7. Hon. (Eng.) Nzambia Kithua, MP
8. Hon. Wilson Sossion, MP
9. Hon. Eve Obara, MBS, MP
10. Hon. Eric Muchangi, MP
11. Hon Joseph Tonui, MP
12. Hon. (Dr.) Wilson Kogo, MP
13. Hon. Omboko Milemba, MP
14. Hon. Gichuki Mugambi, MP
15. Hon. John Paul Mwirigi, MP

**ABSENT WITH APOLOGY**

1. Hon. Jackson Lekumontare, MP
2. Hon. Jerusha Momanyi, MP
3. Hon. Peter Lochakapong, MP

**NATIONAL ASSEMBLY SECRETARIAT**

- |                          |                               |
|--------------------------|-------------------------------|
| 1. Mr. Daniel Mutunga    | - Principal Clerk Assistant I |
| 2. Mr. Philip Lekarkar   | - Clerk Assistant II          |
| 3. Mr. Sidney Lugaga     | - Legal Counsel               |
| 4. Ms. Brigita Mati      | - Legal Counsel               |
| 5. Ms. Catherine Mukunyi | - Sergeant at Arms            |
| 6. Ms. Deborah Mupusi    | - Media Relations             |
| 7. Mr. Collins Mahamba   | - Audio Officer               |
| 8. Mr. Samuel Kimaru     | - Parliamentary Intern        |

**MIN. NO. EDUC/2021/085: PRELIMINARIES**

The meeting was called to order at 10.10 am. A word of prayer was said.

Agenda of the meeting was adopted having been proposed by Hon. Eve Obara, MP, and seconded by Hon. Dr. Daniel Kamuren Tuitoek, MP

**MIN. NO. EDUC/2021/086: CONFIRMATION OF MINUTES**

Confirmation of minutes was deferred to the next sitting

**MIN. NO. EDUC/2021/087: CONSIDERATION OF THE COMMITTEE REPORT ON THE VETTING OF DR. JAMLECK MUTURI JOHN, PHD. AND MR. TIMON ALFRED OTIENO OYUCHO FOR APPOINTMENT TO THE POSITIONS OF CHAIRPERSON AND MEMBER RESPECTIVELY, OF THE TEACHERS SERVICE COMMISSION.**

**COMMITTEE OBSERVATIONS**

The Committee made the following observations having considered the nominees' curriculum vitae, filled Questionnaire as provided for in the Schedule to the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) and the oral submissions during the approval hearing: -

**General observations**

1. THAT, Section 5 of the Teachers Service Commission Act (No. 20 of 2012), provides that the Commission shall consist of a Chairperson and eight (8) other members appointed in accordance with Article 250 of the Constitution. Currently the Teachers Service Commission has only two (2) serving Commissioners who were appointed in 2020 after the terms of the previous commissioners expired on various dates between 2019 and 2021. The two (2) Commissioners are from Central and Nairobi regions. It is apparent that at the moment, the Teachers Service Commission is not properly constituted.
2. THAT, the nominees being considered for approval or otherwise by the Committee are from Eastern and Nyanza Regions for the Chairperson member respectively. Coast, Western, Rift Valley and North Eastern Regions are unrepresented.
3. THAT, to fill the vacant positions, an advertisement was done by the Teachers Service Commission in March, 2020. However only two (2) vacancies were advertised; one (1) for Chairperson and the other for Member as opposed to advertising all the seven (7) vacant positions despite the fact that the terms of the seven (7) Commissioners had lapsed.
4. THAT, the procedure used to arrive at the nominees for the position of the Chairperson and Member of the Teachers Service Commission was adhered to by the Selection Panel in the identification and shortlisting of the applicants and forwarding three (3) names for each position to the President as provided for under Article 250(2)(a) as read with Section 8(6)(a)(b)(c) & (d) of the Teachers Service Commission Act (*No. 20 of 2012*).
5. THAT, out of the three (3) nominees presented to H.E. the President by the Selection Panel, the President nominated Dr. Jamleck Muturi John, PhD., for approval by the National Assembly and subsequent appointment as Chairperson, Teachers Service Commission, pursuant to Article 250(2)(b) & (c) of the Constitution; as read with Section 8(7), 8(8) & 8(9) of the Teachers Service Commission Act (*No. 20 of 2012*).
6. THAT, out of the three (3) nominees presented to H.E. the President by the Selection Panel, the President nominated Mr. Timon Alfred Otieno Oyuch, for approval by the National Assembly and subsequent appointment as member, Teachers Service Commission, in line with Article 250(2)(b) & (c) of the Constitution; as read with Section 8(7), 8(8) & 8(9) of the Teachers Service Commission Act (*No. 20 of 2012*).

## General Recommendations

1. In addition, the appointing authority, in making subsequent appointments towards attaining the full membership of the Teachers Service Commission, should adhere to the dictates of Section 8(16)(a) & (b) of the Teachers Service Commission Act (No. 20 of 2012); which provides that:

*(16) In nominating or appointing a person as a member of the Commission, the panel and the President shall—*

*(a) observe the principle of gender equity, ethnic and other diversities of the people of Kenya, and shall ensure equality of opportunity for persons with disabilities; and,*

*(b) take into account the national values and principles set out in Articles 10, 27 and 232 of the Constitution.*

2. Further, the appointing authority should place emphasis on age to ascertain whether the youth are represented as provided under Article 55(c) of the Constitution; and nationality to ensure the nomination is in compliance with Article 78 of the Constitution which provides that State Officers must be Kenyan citizens.

## SPECIFIC OBSERVATIONS

Dr. Jamleck Muturi John, PhD – Nominee for the position of Chairperson, Teachers Service Commission

1. THAT, the nominee possesses a rich academic background. He holds a PhD qualification in Agricultural Entomology from Kenyatta University, two Masters' degrees namely a Master's degree in Agricultural Entomology from Kenyatta University and a Master of Business Administration in Global Business Management (MBA-GBM) from the United States International University, Bachelor's degree in Education (Science) from Kenyatta University. In addition, the nominee holds a Higher Diploma in Human Resource Management from the Institute of Personnel Management in Nairobi.
2. THAT, the nominee has wide experience of 32 years in educational management and training. He has served in various capacities of classroom teacher, high school principal, university lecturer and County Executive Committee Member in-charge of Education, Science and Technology in Embu County. He is currently working as the CECM in charge of Agriculture, Livestock, Fisheries and Cooperatives in Embu County government.
3. THAT, during the approval hearing, the nominee exhibited knowledge in matters relating to education and management, leadership skills and human resource management, qualities necessary for the position he is nominated to.
4. THAT, based on the oral submissions during the approval hearing, the nominee demonstrated abilities, knowledge, understanding and experience; qualities necessary for appointment as Chairperson, Teachers Service Commission, as is prescribed under Article 250(3) of the Constitution, Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (No. 20 of



2012) and Section 6(7) & 7(c) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*);

5. THAT, based on the evidence submitted during the approval hearing, the nominee met all the Constitutional and statutory requirements necessary for appointment as Chairperson, Teachers Service Commission as is provided for under Article 250(3) of the Constitution as read with Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 7(b) & (c) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*).

**Mr. Timon Alfred Otieno Oyicho - Nominee for the position of Member, Teachers Service Commission**

1. THAT, the nominee has rich academic background. He holds a Master of Laws Degree (LLM) and Bachelor of Laws Degree (LLB) both from the University of Nairobi. In addition, he holds a Post Graduate Diploma in Law from the Kenya School of Law and is a member of the Law Society of Kenya. The nominee also holds a Diploma in Science Education majoring in Mathematics and Physics. He has undertaken other short trainings, workshops and conferences on education, law and related fields. Currently the nominee is pursuing a Masters' Degree in Employment & Labour Relations at the University of Turin, Italy.
2. THAT, the nominee has 34 years' experience in matters relating to education, training and law. He served under the Teachers Service Commission for the entire period of his public service in different capacities rising from the level of assistant teacher to Director Legal, Labour and Industrial Relations directorate in the Commission.
3. THAT, his service under the Commission comprises 13 years of classroom teaching in various secondary schools as a teacher of Physics and Mathematics and 5 years as High School Principal. He served for 16 years at the Commission secretariat in the positions of District Staffing officer, Provincial Staffing Officer, Principal Discipline Officer, Assistant Deputy Director Discipline, Assistant Deputy Director Legal Services, to the current position of Director Legal, Labour and Industrial Relations Directorate.
4. THAT, during the approval hearing the nominee exhibited remarkable knowledge, understanding and interpretation of the mandate of the Teachers Service Commission, teaching service, law and government organization and operations, qualities necessary for the position he is nominated to.
5. THAT, in accordance with the provisions of Article 118(1)(b) of the Constitution, Section 6(9) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*) and National Assembly Standing Order No. 45(3), the Committee received two memoranda contesting the nomination of Mr. Timon Alfred Otieno Oyicho for appointment as Member, Teachers Service Commission. After consideration and deliberation on the memoranda, it was established that the statements had not been signed under oath as is stipulated under Section 6(9) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*) and were therefore inadmissible before the Committee.
6. THAT, based on the oral submissions during the approval hearing, the nominee demonstrated abilities, knowledge, understanding and experience; qualities necessary for appointment as member, Teachers Service Commission, as is prescribed under Article 250(3) of the Constitution, Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of*

2012) and Section 6(7) & 7(c) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011);

7. THAT, the nominee met all the Constitutional and statutory requirements necessary for appointment as member, Teachers Service Commission, as is provided for under Article 250(3) of the Constitution as read with Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (No. 20 of 2012) and Section 7(b) & (c) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011).

#### COMMITTEE RECOMMENDATIONS

Having conducted the approval hearings for the nominees pursuant to Article 250(2)(b) of the Constitution, as read with Section 8(8) of the Teachers Service Commission Act (No. 20 of 2012); Sections 3 and 8 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), the Committee recommends that this House: -

1. Approves the nomination of Dr. Jamleck Muturi John, PhD., for appointment to the position of Chairperson of the Teachers Service Commission.
2. Approves the nomination of Mr. Timon Alfred Otieno Oyuchio for appointment to the position of Member of the Teachers Service Commission.

The Report was adopted with amendments having been proposed by Hon. (Prof.) Zadoc Ogutu, MP and seconded by Hon. Dr. Wilson Kogo, MP.

#### Committee Resolution

The Committee resolve to meet the Teachers Service Commission and the Head of Public Service on Tuesday 27<sup>th</sup> April, 2021 to clarify the process of recruitment of TSC Commissioners.

#### MIN. NO. EDUC/2021/088: ANY OTHER BUSINESS

No other business arose.

#### MIN. NO. EDUC/2021/089: ADJOURNMENT


There being no other business, the meeting was adjourned at 3.00pm. The next meeting will be held on notice.

SIGN \_\_\_\_\_

DATE \_\_\_\_\_

HON. FLORENCE MUTUA, MP

CHAIRPERSON, COMMITTEE

 <b>THE NATIONAL ASSEMBLY</b> <b>PAPERS LAID</b>	
<b>DATE: 28 APR 2021</b>	
<b>DAY: _____</b>	
<b>TABLED BY:</b>	Chair Education Comm Hon. Florence Mutua
<b>CLERK-AT THE-TABLE:</b>	5





# ANNEXURE I

## EXECUTIVE OFFICE OF THE PRESIDENT HEAD OF THE PUBLIC SERVICE

Telegraphic Address  
Telephone: +254-20-2227436  
When replying please quote

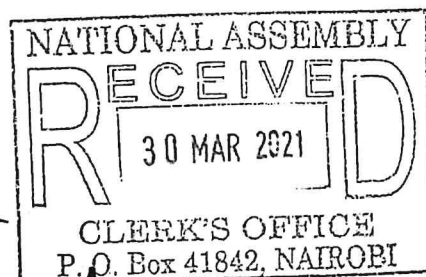
Ref. No. .... **OP/CAB.1/40A**  
and date

STATE HOUSE  
P.O. Box 40530-00100  
Nairobi, Kenya

..29<sup>th</sup> March, 2021.....

**Hon. Justin B. Muturi, EGH, MP,**  
Speaker  
The National Assembly  
Parliament Building  
Parliament Road  
**NAIROBI**

Dear



### **RE: NOMINEES FOR APPOINTMENT TO THE POSITIONS OF CHAIRPERSON AND MEMBER OF THE TEACHERS SERVICE COMMISSION**

We refer to the above subject matter.

In full discharge of the requirements set out under Article 250(2) (b) of the Constitution, as read with Section 8 (7) of the Teachers Service Commission Act [No. 20 of 2012] and Section 5 of the Public Appointments (Parliamentary Approval) Act [No. 33 of 2011]; we humbly convey to the National assembly for its consideration and approval of **His Excellency the President's** Nominees for appointment to the position of Chairperson and Member, Teachers Service Commission, namely:

STATE OFFICE	NOMINEE
Chairperson	Dr. Jamleck Muturi John, Ph.D
Member	Timon Alfred Otieno Oyucho

Enclosed herewith to aid the August House in its consideration and approval processes are the nominees Curriculum Vitae and Testimonials.

In recognition of the centrality of the role of Teachers Service Commission in facilitating delivery of Basic Education, it is our request that the National Assembly prioritizes the vetting and approval process with regard to the Presidential Action.

Yours

**JOSEPH K. KINYUA, EGH**  
**HEAD OF THE PUBLIC SERVICE**

Encls.

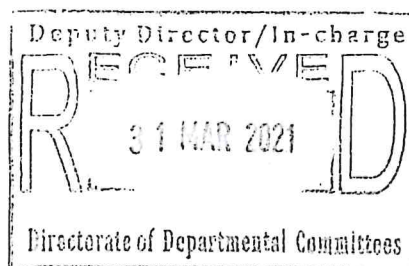
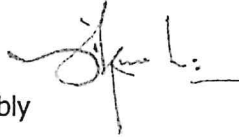




EXHIBIT 1

**Copy to: Hon. (Dr.) Amos M. Kimunya, EGH, MP**  
Leader of Majority Party  
The National Assembly  
Parliament Building  
Parliament Road  
**NAIROBI**

**Mr. Michael Sialai, CBS**  
Clerk of the National Assembly  
The National Assembly  
Parliament Building  
**NAIROBI**



**Mr. Kennedy W. Kihara, CBS**  
Principal Administrative Secretary &  
Assistant Secretary to the Cabinet  
Executive Office of the President  
Harambee House  
**NAIROBI**



## REPUBLIC OF KENYA

### **TWELFTH PARLIAMENT - (FIFTH SESSION)**

### **THE NATIONAL ASSEMBLY**

### **MESSAGES**

### **MESSAGE FROM THE PRESIDENT**

\_\_\_\_ (No. 03 of 2021) \_\_\_\_

### **ON THE NOMINATION OF PERSONS FOR APPOINTMENT AS CHAIRPERSON AND MEMBER OF THE TEACHERS SERVICE COMMISSION**

**Honourable Members,**

I wish to report to the House that I have received a Message from His Excellency the President conveying his nomination of **Dr. Jamleck Muturi John, Ph.D** and **Mr. Timon Alfred Otieno Oyicho** for appointment as a Chairperson and Member of the Teachers Service Commission, respectively. His Excellency the President, having exercised his powers under Article 250(2)(b) of the Constitution as read together with section 8(7) of the Teachers Service Commission Act, (No. 20 of 2012), is now seeking the approval of the National Assembly on the appointment of **Dr. Jamleck Muturi John, Ph.D** and **Mr. Timon Alfred Otieno Oyicho** as Chairperson and Member, respectively, of the Teachers Service Commission.

**Honourable Members,** Standing Order 45 requires that, upon receipt of notice of nomination for appointment of a person to such office, the nomination shall stand committed to the relevant Departmental Committee of the House for consideration. Further, section 8(8) of the Teachers Service Commission Act, (No.20 of 2012), requires the National Assembly to either approve or reject the nominees to the positions within **Twenty One (21) days** of its sittings.

II EXHIBIT 11

In this regard, **Honourable Members**, pursuant to the provisions of the said law and paragraph (3) of Standing Order 42 relating to *Messages from the President*, I hereby refer the Message, together with the Curriculum Vitae of the two nominees to the Departmental Committee on Education and Research for the Committee to undertake the necessary approval hearings.

The Committee should notify the nominees and the general public of the time and place for holding the approval hearings, and upon conclusion of the hearings, table their Report in the House in good time to enable the House to consider the matter within the stipulated timelines.

**I thank you!**

  
**THE HON. JUSTIN B.N. MUTURI, EGH, MP**  
**SPEAKER OF THE NATIONAL ASSEMBLY**

*Tuesday, March 30, 2021*

THURSDAY, APRIL 1, 2021 The Standard

## REPUBLIC OF KENYA

THE NATIONAL ASSEMBLY  
TWELFTH PARLIAMENT - FIFTH SESSION

In the Matter of the Approval by the National Assembly of Dr. Jamleck Muturi John, PhD and Mr. Timon Alfred Otieno Oyuch'o for appointment as Chairperson and Member of the Teachers Service Commission

## Notification of the General Public and Submission of Memoranda

## Notification of nominations

His Excellency the President through a notification to the Speaker dated 29th March, 2021 notified the National Assembly of the nomination of the following persons as Chairperson and Member of the Teachers Service Commission, namely:

STATE OFFICE	NOMINEE
Chairperson	Dr. Jamleck Muturi John, Ph.D
Member	Mr. Timon Alfred Otieno Oyuch'o

The nomination was done in accordance with the requirements of Article 250(2)(b) of the Constitution, as read with Section 8(7) of the Teachers Service Commission Act (No. 20 of 2012) and Section 5 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011).

## Commitment

The Hon. Speaker committed the matter to the Departmental Committee on Education and Research to conduct approval hearings of the nominees in accordance with the provisions of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) and the National Assembly Standing Order No. 45.

## Approval hearings

The Departmental Committee on Education and Research shall conduct approval hearings (vetting) of the nominees for appointment as Chairperson and Member of the Teachers Service Commission, on Thursday 8<sup>th</sup> April 2021 in the Mini Chamber, County Hall, Parliament Buildings at 10:00 am.

Each nominee shall bring his original Identity Card, academic and professional certificates, and other relevant testimonials. In addition, the nominees are required to obtain letters/certificates of clearance/compliance from the following institutions:

- (i) Ethics and Anti-Corruption Commission;
- (ii) Kenya Revenue Authority;
- (iii) Higher Education Loans Board;
- (iv) Directorate of Criminal Investigations; and,
- (v) Office of the Registrar of Political Parties.

## Public Participation and Submission of Memoranda

The Committee is required under Article 118(1)(b) of the Constitution of Kenya to involve the public in the approval hearings of the nominees. In addition, Section 6(9) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) provides that any person may, prior to the approval hearings, and by written statement on oath (*affidavit*), provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated.

Now therefore, in accordance with Article 118(1)(b) of the Constitution and Section 6(9) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), the Committee invites interested members of the public to submit any representations they may have, by way of written statements (*affidavits*) with supporting evidence on the suitability or otherwise of the nominees for appointment to the offices.

The representations may be forwarded to the Clerk of the National Assembly, P.O. Box 41842-00100, Nairobi; hand-delivered to the Office of the Clerk, Main Parliament Buildings, Nairobi; or emailed to [clerk@parliament.go.ke](mailto:clerk@parliament.go.ke); to be received on or before Wednesday 7<sup>th</sup> April, 2021 at 5.00 pm.

MICHAEL R. SIALAI, CBS  
CLERK OF THE NATIONAL ASSEMBLY  
31<sup>st</sup> March, 2021



ANNEXES III / IV

## REPUBLIC OF KENYA

Telegraphic Address  
Bunge, Nairobi  
Telephone 2221291  
Fax: 2243694  
Email: [clerk@parliament.go.ke](mailto:clerk@parliament.go.ke)  
Website: [www.parliament.go.ke](http://www.parliament.go.ke)  
When replying please quote



Clerks Chambers  
National Assembly  
Parliament Buildings  
P. O. Box 41842-00100  
NAIROBI, KENYA

## THE NATIONAL ASSEMBLY

Ref: NA/DC/EDUC/2021/024

31<sup>st</sup> March, 2021

Dr. Jamleck Muturi John, PhD  
Embu County Government  
P. O. Box 36 – 60100  
EMBU  
Email: [jjamkenya@yahoo.com](mailto:jjamkenya@yahoo.com),  
[jamleckmithara@gmail.com](mailto:jamleckmithara@gmail.com)

Dear Sir,

RE: INVITATION FOR VETTING BY THE DEPARTMENTAL COMMITTEE ON  
EDUCATION AND RESEARCH

---

Following your nomination by His Excellency the President for appointment as Chairperson Teachers Service Commission, the Departmental Committee on Education and Research hereby invites you for vetting pursuant to provisions of Section 6(3) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011). The approval hearing will be held in the Mini Chamber, County Hall, Parliament Buildings on Thursday, 8<sup>th</sup> April, 2021 at 10:00 am.

Kindly fill the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) and return it on or before Tuesday, 6<sup>th</sup> April, 2021 at 5:00 pm.

You are required to appear for vetting with your original national identity card, academic and professional certificates and other relevant testimonials. In addition, you should appear with letters/certificates of clearance/compliance from the following:

- (i) Directorate of Criminal Investigations (DCI).
- (ii) Ethics and Anti-Corruption Commission (EACC);
- (iii) Kenya Revenue Authority (KRA);
- (iv) Higher Education Loans Board (HELB); and,
- (v) Office of the Registrar of Political Parties

The Liaison officers for this activity are Mr. Daniel Mutunga, Tel. No. 0707754498 or email address [dmutunga2008@gmail.com](mailto:dmutunga2008@gmail.com) and/or Mr. Philip Lekarkar, Tel. No. 0720843000 or email address [philiplekarkar@gmail.com](mailto:philiplekarkar@gmail.com).

Yours Sincerely,

SERAH KIOKO

For: CLERK OF THE NATIONAL ASSEMBLY

YHNDXRE 10

## REPUBLIC OF KENYA

Telegraphic Address  
Bunge, Nairobi  
Telephone 2221291  
Fax: 2243694  
Email: [clerk@parliament.go.ke](mailto:clerk@parliament.go.ke)  
Website: [www.parliament.go.ke](http://www.parliament.go.ke)  
When replying please quote



Clerks Chambers  
National Assembly  
Parliament Buildings  
P. O. Box 41842-00100  
NAIROBI, KENYA

## THE NATIONAL ASSEMBLY

Ref: NA/DC/EDUC/2021/025

31<sup>st</sup> March, 2021

Mr. Timon Alfred Otieno Oyicho  
Teachers Service Commission  
Private Bag – 00100  
**NAIROBI**  
Email address: [okiljapuonji@gmail.com](mailto:okiljapuonji@gmail.com)

Dear Sir,

### **RE: INVITATION FOR VETTING BY THE DEPARTMENTAL COMMITTEE ON EDUCATION AND RESEARCH**

---

Following your nomination by His Excellency the President for appointment as a Member, Teachers Service Commission, the Departmental Committee on Education and Research hereby invites you for vetting pursuant to provisions of Section 6(3) of the Public Appointments (Parliamentary) Approval Act (*No. 33 of 2011*). The approval hearing will be held in the **Mini Chamber, County Hall, Parliament Buildings on Thursday, 8<sup>th</sup> April, 2021 at 11:30 am.**

Kindly fill the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*) and return it on or before **Tuesday, 6<sup>th</sup> April, 2021 at 5:00 pm.**

You are required to appear for vetting with your original national identity card, academic and professional certificates and other relevant testimonials. In addition, you should appear with letters/certificates of clearance/compliance from the following:

- (i) Directorate of Criminal Investigations (DCI).
- (ii) Ethics and Anti-Corruption Commission (EACC);
- (iii) Kenya Revenue Authority (KRA);
- (iv) Higher Education Loans Board (HELB); and,
- (v) Office of the Registrar of Political Parties

The Liaison officers for this exercise are **Mr. Daniel Mutunga**, Tel. No. **0707754498** or email address [dmutunga2008@gmail.com](mailto:dmutunga2008@gmail.com) and/or **Mr. Philip Lekarkar**, Tel. No. **0720843000** or email address [philiplekarkar@gmail.com](mailto:philiplekarkar@gmail.com).

Yours Sincerely

**SERAH KIOKO**  
**For: CLERK OF THE NATIONAL ASSEMBLY**



EXHIBIT A.P.

# ANNEXURE VIa

## REPUBLIC OF KENYA



Telegraphic Address  
'Bunge', Nairobi  
Telephone +254 20 2221291  
Fax: +254 20 2243694  
E-mail: clerk@parliament.go.ke

CLERK'S CHAMBERS  
National Assembly  
Parliament Buildings  
P. O Box 41842-00100  
NAIROBI, Kenya

## THE NATIONAL ASSEMBLY

RE: NA/DC/EDUC/2021/022

31<sup>st</sup> March, 2021

Major (Rtd.) Twalib A. Mbarak  
Chief Executive Officer/Secretary  
Ethics and Anti- Corruption Commission  
Integrity Centre  
Valley Road/Milimani Road Junction  
**NAIROBI**

Dear Sir,

**RE: VETTING OF NOMINEES TO THE POSITIONS OF CHAIRPERSON AND  
MEMBER OF THE TEACHERS SERVICE COMMISSION**

Article 124(4) of the Constitution provides that, "when a House of Parliament considers any appointment for which its approval is required under this Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the relevant House".

The Committee on Education and Research of the National Assembly shall conduct vetting of nominees submitted by H.E the President for appointment to the position of Chairperson and Member, Teachers Service Commission on **Thursday 8<sup>th</sup> April, 2021**, prior to approval by the National Assembly. The nominees are: -

	Nominee	National Identity Card Number	KRA PIN	Position
1.	Dr. Jamleck Muturi John, PhD	10058124	A001623238Z	Chairperson
2.	Mr. Timon Alfred Oyucho Otieno	7019303	A001918360G	Member

Pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), the Committee is required to consider whether the nominees meet all the constitutional and statutory requirements relating to the offices in question.

Further, pursuant to Section 6(7) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), the Committee is to consider, among other issues the personal integrity and background of the nominees in terms of compliance with the principles of leadership and integrity as set out in Chapter six of the Constitution.

ANNEXURE 1/10

This is to request you to provide any adverse information touching on the integrity of the nominees as set out in Chapter six of the Constitution that may be in the possession of the Commission. Such information will assist the Committee undertake its mandate more effectively.

Kindly forward the information to the Clerk of the National Assembly on or before **Tuesday 6<sup>th</sup> April, 2021** by **5:00 pm**.

Yours *Sincerely,*



**SERAH KIOKO**

**For: CLERK OF THE NATIONAL ASSEMBLY**

## REPUBLIC OF KENYA



Telegraphic Address  
'Bunge', Nairobi  
Telephone +254 20 2221291  
Fax: +254 20 2243694  
E-mail: clerk@parliament.go.ke

CLERK'S CHAMBERS  
National Assembly  
Parliament Buildings  
P. O Box 41842-00100  
NAIROBI, Kenya

## THE NATIONAL ASSEMBLY

RE: NA/DC/EDUC/2021/021

31<sup>st</sup> March, 2021

Mr. James Mburu  
Commissioner General  
Kenya Revenue Authority  
Times Towers  
Haile Selassie Avenue  
**NAIROBI**

Dear Sir,

**RE: VETTING OF NOMINEES TO THE POSITIONS OF CHAIRPERSON AND MEMBER OF THE TEACHERS SERVICE COMMISSION**

Article 124(4) of the Constitution provides that, "when a House of Parliament considers any appointment for which its approval is required under this Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the relevant House".

The Committee on Education and Research of the National Assembly shall conduct vetting of nominees submitted by H.E the President for appointment to the position of Chairperson and Member, Teachers Service Commission on Thursday 8<sup>th</sup> April, 2021, prior to approval by the National Assembly. The nominees are: -

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1.	Dr. Jamleck Muturi John, PhD	10058124	A001623238Z	Chairperson
2.	Mr. Timon Alfred Oyucho Otieno	7019303	A001918360G	Member

Pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), the Committee is required to consider whether the nominees meet all the constitutional and statutory requirements relating to the offices in question.

Further, pursuant to Section 6 (7) of the Public Appointments (Parliamentary Approval) Act, (No. 33 of 2011), the Committee is to consider, among other issues the personal integrity and background of the nominees in terms of compliance with the principles of leadership and integrity as set out in Chapter six of the Constitution.



ANNEXURE A/P

This is to request you to provide a report on tax compliance by the nominees. Such information will assist the Committee undertake its mandate more effectively.

Kindly forward the information to the Clerk of the National Assembly on or before **Tuesday 6<sup>th</sup> April, 2021** by **5:00 pm**.

Yours *Sincerely*



SERAH KIOKO

For: CLERK OF THE NATIONAL ASSEMBLY

# ANNEXURE VIc

## REPUBLIC OF KENYA

Telegraphic Address  
'Bunge', Nairobi  
Telephone +254 20 2221291  
Fax: +254 20 2243694  
E-mail: clerk@parliament.go.ke



## THE NATIONAL ASSEMBLY

CLERK'S CHAMBERS  
National Assembly  
Parliament Buildings  
P. O Box 41842-00100  
NAIROBI, Kenya

RE: NA/DC/EDUC/2021/019

31<sup>st</sup> March, 2021

**Mr. George Kinoti**  
Director  
Directorate of Criminal Investigations  
Mazigira Complex  
Kiambu Road  
**NAIROBI**

Dear Sir,

**RE: VETTING OF NOMINEES TO THE POSITIONS OF CHAIRPERSON AND MEMBER OF THE TEACHERS SERVICE COMMISSION**

Article 124(4) of the Constitution provides that, "*when a House of Parliament considers any appointment for which its approval is required under this Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the relevant House*".

The Committee on Education and Research of the National Assembly shall conduct vetting of nominees submitted by H.E the President for appointment to the position of Chairperson and Member, Teachers Service Commission, on **Thursday 8<sup>th</sup> April, 2021**, prior to approval by the National Assembly. The nominees are: -

	Nominee	National Identity Card Number	KRA PIN	Position
1.	Dr. Jamleck Muturi John, PhD	10058124	A001623238Z	Chairperson
2.	Mr. Timon Alfred Oyucho Otieno	7019303	A001918360G	Member

Pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*), the Committee is required to consider whether the nominees meet all the constitutional and statutory requirements relating to the offices in question.

Further, pursuant to Section 6(7) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*), the Committee is to consider, among other issues the personal integrity and background of the nominees in terms of compliance with the principles of leadership and integrity as set out in Chapter six of the Constitution.

01/04/2021  
ANNEXURE A

This is to request you to provide any information on whether the nominees have been adversely mentioned in any investigation carried out by the Directorate in discharging its mandate. Such information will assist the Committee undertake its mandate more effectively.

Kindly forward the information to the Clerk of the National Assembly on or before Tuesday 6<sup>th</sup> April, 2021 by 5:00 pm.

Yours Sincerely,

  
SERAH KIOKO

For: CLERK OF THE NATIONAL ASSEMBLY

## REPUBLIC OF KENYA

Telegraphic Address  
'Bunge', Nairobi  
Telephone +254 20 2221291  
Fax: +254 20 2243694  
E-mail: clerk@parliament.go.ke



## THE NATIONAL ASSEMBLY

CLERK'S CHAMBERS  
National Assembly  
Parliament Buildings  
P. O Box 41842-00100  
NAIROBI, Kenya

RE: NA/DC/EDUC/2021/020

31<sup>st</sup> March, 2021

**Mr. Charles M. Ringera**  
Chief Executive  
Higher Education Loans Board  
Anniversary Towers, 18th Floor  
University way  
**NAIROBI**

Dear Sir,

**RE: VETTING OF NOMINEES TO THE POSITIONS OF CHAIRPERSON AND  
MEMBER OF THE TEACHERS SERVICE COMMISSION**

---

Article 124(4) of the Constitution provides that, "*when a House of Parliament considers any appointment for which its approval is required under this Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the relevant House*".

The Committee on Education and Research of the National Assembly shall conduct vetting of nominees submitted by H.E the President for appointment to the position of Chairperson and Member, Teachers Service Commission on **Thursday 8<sup>th</sup> April, 2021**, prior to approval by the National Assembly. The nominees are: -

	Nominee	National Identity Card Number	KRA PIN	Position
1.	Dr. Jamleck Muturi John, PhD	10058124	A001623238Z	Chairperson
2.	Mr. Timon Alfred Oyucho Otieno	7019303	A001918360G	Member

Pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*), the Committee is required to consider whether the nominees meet all the constitutional and statutory requirements relating to the offices in question.

Further, pursuant to Section 6(7) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*), the Committee is to consider, among other issues the personal integrity and background of the nominees in terms of compliance with the principles of leadership and integrity as set out in Chapter six of the Constitution.



614 374X444

This is to request you to provide a report on repayment of any loans that may have been advanced by the Board to the said nominees. Such information will assist the Committee undertake its mandate more effectively.

Kindly forward the information to the Clerk of the National Assembly on or before **Tuesday 6<sup>th</sup> April, 2021** by 5:00 pm.

Yours *Sincerely,*



**SERAH KIOKO**

**For: CLERK OF THE NATIONAL ASSEMBLY**

## REPUBLIC OF KENYA



Telegraphic Address  
'Bunge', Nairobi  
Telephone +254 20 2221291  
Fax: +254 20 2243694  
E-mail: clerk@parliament.go.ke

CLERK'S CHAMBERS  
National Assembly  
Parliament Buildings  
P. O Box 41842-00100  
NAIROBI, Kenya

## THE NATIONAL ASSEMBLY

RE: NA/DC/EDUC/2021/023

31<sup>st</sup> March, 2021

Ms. Ann Njeri Nderitu  
Registrar of Political Parties  
Office of the Registrar of Political Parties  
Lion's Place, 1st Floor  
Karuna Close, Waiyaki Way  
**NAIROBI**

Dear *Madam*,

**RE: VETTING OF NOMINEES TO THE POSITIONS OF CHAIRPERSON AND  
MEMBER OF THE TEACHERS SERVICE COMMISSION**

Article 124(4) of the Constitution provides that, "*when a House of Parliament considers any appointment for which its approval is required under this Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the relevant House*".

The Committee on Education and Research of the National Assembly shall conduct vetting of nominees submitted by H.E the President for appointment to the position of Chairperson and Member, Teachers Service Commission on **Thursday 8<sup>th</sup> April, 2021**, prior to approval by the National Assembly. The nominees are: -

	Nominee	National Identity Card Number	KRA PIN	Position
1.	Dr. Jamleck Muturi John, PhD	10058124	A001623238Z	Chairperson
2.	Mr. Timon Alfred Oyucho Otieno	7019303	A001918360G	Member

Pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*), the Committee is required to consider whether the nominees meet all the constitutional and statutory requirements relating to the offices in question.

Further, pursuant to Section 6 (7) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*), the Committee is to consider, among other issues the personal integrity and background of the nominees in terms of compliance with the principles of leadership and integrity as set out in Chapter six of the Constitution.

914 240344A

Article 77(2) prohibits an appointee to a State Office from holding office in a political party. This is therefore to request you to provide information on whether the nominees hold an office in any political party. The information will assist the Committee undertake its mandate more effectively.

Kindly forward the information to the Clerk of the National Assembly on or before **Tuesday 6<sup>th</sup> March, 2021 by 5:00 pm.**

Yours *sincerely,*



**SERAH KIOKO**

**For: CLERK OF THE NATIONAL ASSEMBLY**



# ANNEXURE VII

## ETHICS AND ANTI-CORRUPTION COMMISSION

INTEGRITY CENTRE (Jakaya Kikwete/Valley Road Junction) P.O. Box 61130 – 00200, NAIROBI, Kenya

TEL.: 254 (020) 4997000, MOBILE: 0709 781000; 0730 997000

FAX: 254 (020) 2240954 EMAIL: [eacc@integrity.go.ke](mailto:eacc@integrity.go.ke) WEBSITE: [www.eacc.go.ke](http://www.eacc.go.ke)

When replying please quote:

Our Ref: EACC.7/10/5 VOL. XVII (101)

6<sup>th</sup> April, 2021

**Clerk of the National Assembly**

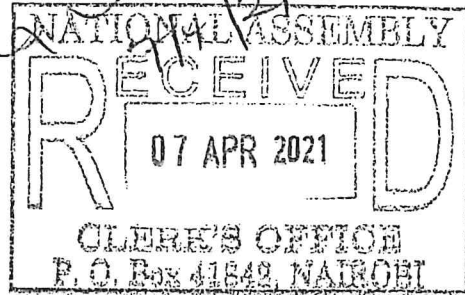
Clerk's Chambers

Parliament Buildings

P O Box 41842-00100

**NAIROBI**

(Attn: Serah Kioko)



**RE: VETTING OF NOMINEES TO THE POSITIONS OF CHAIRPERSON AND MEMBER OF THE TEACHERS SERVICE COMMISSION**

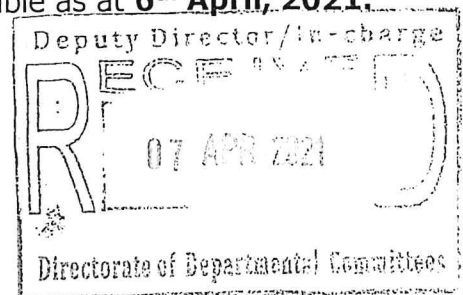
Your letter referenced NA/DC/EDUC/2021/022 dated 31<sup>st</sup> March, 2021 on the above subject matter refers.

We confirm that the Commission has not undertaken any investigations where the following nominees have been found culpable.

S/No	Name	ID Number	Position
1.	Dr. Jamleck Muturi John, PhD	10058124	Chairperson
2.	Mr. Timon Alfred Oyucho Otieno	7019303	Member

The information provided herein is based on records available as at **6<sup>th</sup> April, 2021.**

  
**LUCY KINUTHIA, MBS**  
**FOR: SECRETARY/CHIEF EXECUTIVE OFFICER**  
LCK/ek





ALL RIGHTS RESERVED

KENYA REVENUE  
AUTHORITY

ISO 9001:2015 CERTIFIED

Office of the Commissioner General

KRA/5/1002/5(5438)

7<sup>th</sup> April 2021

Mr. Michael Sialai, EBS  
Clerk of the National Assembly  
Parliament Buildings  
P. O. Box 41842-00100  
Nairobi

*Daniel Muthiga*  
*Pls facilitate Consideration*  
*9/4/21*  
*8 104/21*

Dear *Mr. Sialai EBS,*

**VETTING OF NOMINEES TO THE POSITION OF CHAIRPERSON AND MEMBER  
OF THE TEACHERS SERVICE COMMISSION**

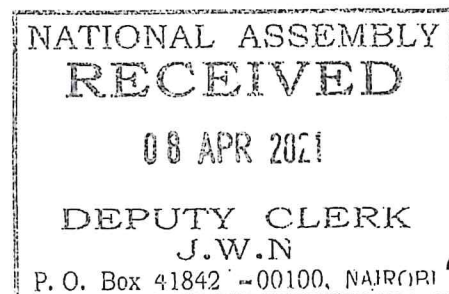
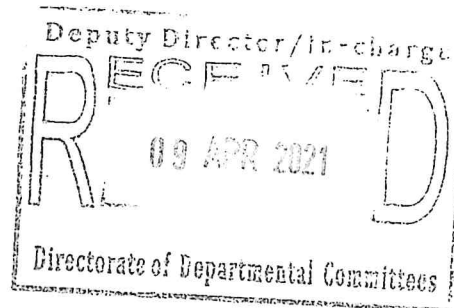
We refer to your letter Ref: NA/DC/EDUC/2021/021 dated 31<sup>st</sup> March 2021 on the above subject matter.

The compliance status of the nominees is as follows:

No.	Name	ID Number	PIN	Compliance Status
1.	Jamleck Muturi John (PhD)	10058124	A001623238Z	Compliant
2.	Timon Alfred Oyucho Otieno	7019303	A001918360G	Compliant

Yours sincerely,

CS P. M. Matuku  
AG. COMMISSIONER GENERAL



УНХЕХЕ 2117

D/Dept Coms

ANNEXURE VII

Please deal

16/04/21

## NATIONAL POLICE SERVICE

Telegrams: "IDENT CRIMINAL", Nairobi  
Telephone: 020-8512089/98  
Fax: 020-2606149  
E-mail: [identsnbi@gmail.com](mailto:identsnbi@gmail.com)  
When replying please quote ref No. and date



CRIMINAL RECORDS OFFICE,  
P.O. Box 30460 – 00100 GPO,  
NAIROBI.

### DIRECTORATE OF CRIMINAL INVESTIGATIONS

CID/CRO/SEC/6/7/A/VOL.IX/132

7th March, 2021

#### Clerk of the National Assembly

Clerk's Chambers  
National Assembly, Parliament Building  
P O Box 41842-00100

NAIROBI

*Daniel Mwangi*  
*pls process*  
*19.4.21*

**RE: VETTING OF THE NOMINEES TO THE POSITIONS OF  
CHAIRPERSON AND MEMBER OF THE TEACHERS SERVICE  
COMMISSION**

We are in receipt of your correspondence Ref. NA/DC/EDUC/2021/019 and dated 31<sup>st</sup> March, 2021 on the above subject matter.

The below mentioned persons were issued with a Police Clearance Certificates by this office as indicated.

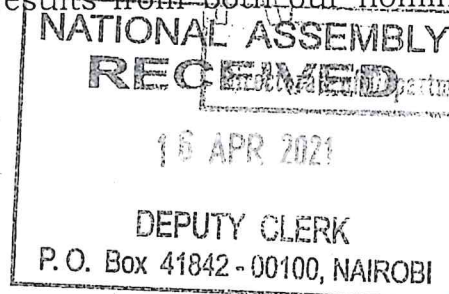
No.	Name	ID NO.	CERT NO	DATE GENERATED
1.	Dr. Jamleck Muturi John, PhD	10058124	PCC67T3OQ7	04/11/2020
2.	Mr. Timon Alfred Oyicho Otieno	7019303	PCCPOTBAEJ8	26/02/2021

It's deemed that as at the date of issuance of the Police Clearance Certificate to the applicants, there were negative results from both our nominal index and criminal data base.

Kind regards.

*P. M. Onyango*  
**P. M. ONYANGO**

**FOR: DIRECTOR OF CRIMINAL INVESTIGATIONS**





2114 2204 2304 2404



# ANNEXURE VII d

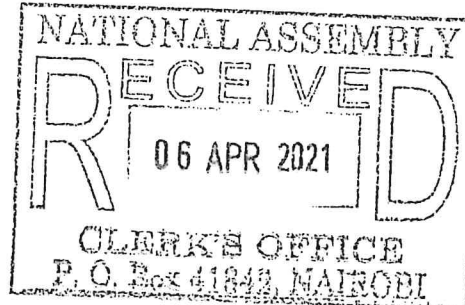
## HIGHER EDUCATION LOANS BOARD

Tel: 0711052000  
E-mail: contactcentre@helb.co.ke  
Website: www.helb.co.ke

Anniversary Towers  
University Way  
P.O Box 69489-00400  
Nairobi, Kenya

HELB/RR/112009/96

**Mr. Michael R. Sialai, EBS**  
Clerk of National Assembly  
Parliament Buildings  
P.O Box 41842-00100  
**NAIROBI.**



2nd April 2021

Dear  Sir,

### **VETTING OF NOMINEES TO THE POSITIONS OF CHAIRPERSON AND MEMBER OF THE TEACHERS SERVICE COMMISSION.**

We acknowledge with thanks the receipt of your letter Ref No. **NA/DC/EDUC/2021/020** dated 31<sup>st</sup> March 2021 requesting HELB to provide information on repayment of any loans that may have been advanced to the nominees submitted by H.E The President for appointment to the position of Chairperson and Member, Teachers Service Commission.

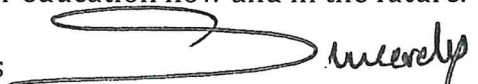
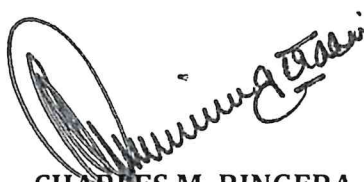
Please find on the table below information confirming the loan status of the nominees with the Board.

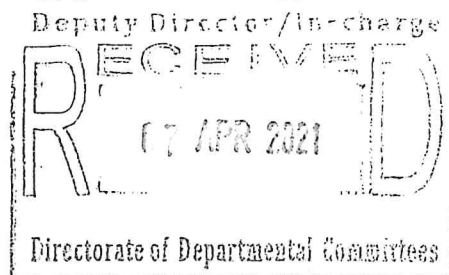
	<b>Names</b>	<b>ID NO.</b>	<b>STATUS</b>	<b>YEAR</b>
1.	Dr. Jamleck Muturi John, PhD	10058124	Cleared	15 <sup>th</sup> July 2010
2.	Mr. Timon Alfred O. Otieno	7019303	Not a beneficiary	N/A

We kindly urge you to continue encouraging applicants to seek their compliance certificate from HELB as part of testimonials and conformity to Chapter Six of the constitution of Kenya.

We wish to thank you most sincerely for allowing us to provide you this information as this kind of collaboration goes a long way in assisting HELB finance needy Kenyans pursuing higher education now and in the future.

Yours

  
  
**CHARLES M. RINGERA**  
**CHIEF EXECUTIVE OFFICER**



ISO 9001:2015 Certified.



WHITE 1111

# ANNEXURE VII e



Telephone: +254(0)204022000  
Email: [registrar@orpp.or.ke](mailto:registrar@orpp.or.ke)  
Website: [www.orpp.or.ke](http://www.orpp.or.ke)  
When replying please quote

REF: RPP/ORG/34 Vol. IV (60)



Lion Place, 1<sup>st</sup> Floor  
Off Waiyaki Way  
P.O Box 1131-00606  
Sarit Centre, Nairobi.

DATE: 1<sup>st</sup> April, 2021

Clerk of the National Assembly,  
Clerks Chambers, National Assembly,  
Parliament Buildings,  
P.O. Box 41842-00100,  
**NAIROBI.**



*Daniel Mutong'*  
*pls deal*  
*7/4/21*

Dear Sir,

**RE: VETTING OF NOMINEES TO THE POSITIONS OF CHAIRPERSON AND MEMBER OF THE TEACHERS SERVICE COMMISSION**

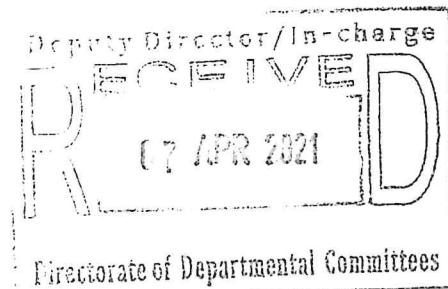
Reference is made to letter Ref. NA/DCS/EDUC/2021/023 dated 31<sup>st</sup> March, 2021 on the above subject matter.

According to the records held by this office as at 1<sup>st</sup> April, 2021, the nominees tabulated herein below are not officials of any registered political party.

No.	Candidate's Name	ID No.	Position
1.	Dr. Jamleck Muturi John, PhD	10058124	Chairperson
2.	Mr. Timon Alfred Oyucho Otieno	7019303	Member

Yours faithfully,

**CPA Florence Birya- ARPP**  
For: Registrar of Political Parties



Office of the Registrar of Political Parties-ORPP



@ORPPKenya



VH/EX/05 111

# ANNEXURE VIII

REPUBLIC OF KENYA



**KENYA NATIONAL ASSEMBLY  
COMMITTEE ON APPOINTMENTS  
CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR  
APPOINTMENT TO PUBLIC OFFICE BY PARLIAMENT  
QUESTIONNAIRE**

**Notes:**

- This questionnaire applies to appointments to public office arising by or under the Constitution or any other law where parliamentary approval is required.
- The questionnaire shall be used by the relevant parliamentary committee to vet a nominee appearing before the committee in the process of parliamentary approval.
- The questionnaire shall be filled and submitted by the nominee to the relevant parliamentary committee through the Clerk of the relevant House of Parliament on or before a date set by the committee.
- The submission of false information in the questionnaire is an offence and may result in prosecution.
- Any form of canvassing by a nominee shall lead to disqualification.
- The nominee must answer all the questions.

1. **Name:** (State full name)  
DR. JAMLECK MUTURI JOHN, PhD

2. **Position:** (State office to which you have been nominated).

CHAIRPERSON OF TEACHERS SERVICE COMMISSION

3. **Sex**

MAL

4. **Date of Birth:** (State year and place of birth)  
14/09/1967

5. **Marital Status:**  
MARRIED

6. **Daytime phone number:**  
0720 369707

7. **Mobile phone number:**  
0720 369707

8. Email jsamkenya@yahoo.com; Address:  
jamieck.mithara@gmail.com

9. ID 10058124 Number:

10. PIN 40016232382 Number:

11. Nationality: KENYAN

12. Postal P.O. Box 36-60000 or 793-60000 BMBU Address:

13. Town/City: BMBU

14. Knowledge of Languages: (Specify Languages):  
ENGLISH, KISIU

15. Education: (List, in reverse chronological order, each university, college, or any other institution of higher education attended and indicate, in respect of each, the dates of attendance, academic award obtained, whether a degree was awarded, and the dates on which each such degree was awarded).

2019-2020- Master of Business Administration - Global  
Business Management (MBA-GBM) - United States  
State International University - Africa (USIU-Africa)  
2006-2011- Ph.D. in Agricultural Entomology - Kenyatta Univ (K.U.)  
2000-2005- Higher Diploma in Human Resource Management  
(H.D.HRM) - Institute of Personal Management Studies - Kenya  
2001-2000- Master of Science in Agricultural Entomology  
Kenyatta University - 15/12/2004  
1989-1991- Bachelor of Education Science, in  
Botany and Zoology, Kenyatta University 06/09/1991  
1986-1987- Advanced Certificate of Education - ACE - 1987  
1981-1985- Kenya Certificate of Education - KCSE - 1985

Employment Record: (List in reverse chronological order all government agencies, business or professional corporations, companies, firms or other enterprises with which you have been affiliated as an officer, director, partner, proprietor, employee or consultant)

KAJEB INVESTMENT LIMITED

N/A

16. **Honours and Awards:** (List any scholarships, fellowships, honorary degrees, academic or professional honours, honorary society memberships, military awards and any other special recognition for outstanding service or achievement and in respect of each, state the date of award and the institution or organization that made the award).

Certificate in Volunteerism by Canadian  
Crocenade International on commitment  
to the elevation of the human experience,  
outstanding service and contribution (09/06/2001)

17. **Professional Association** (where applicable): (List all professional associations of which you are or have a member and give any positions held and the respective dates when each such position was held).

2003 - Member of Entomology Society of Kenya  
2004 - Member of the Africa Association of  
Insect Scientists

18. **Memberships:** (List all professional, business, fraternal, scholarly, civic, and charitable or other organizations, (other than those listed in response to Question 16) to which you belong or have belonged).

N/A



## 19. Published Writings:

(a) List the titles, publishers and dates of books, articles, reports, letters to the editor, editorial pieces or other published materials you have authored or edited.

1. Peris, W.N; Muttiah, T. Peter A. Mark O. John J. Mutun and Go W. (2020) - Combining Host Plant Resistance, Coleline Insecticides, and Biological Control Agents 7 Integrated Management of Tuta absoluta Hindawi, Adv. Agr. vol 2020-8
2. Adenito W.P. Aringo R, Muttiah, T. Otiemo M.; John J. Mutun 2020. Evaluation of tomato varieties for resistance to tomato leaf miner Tuta absoluta in Kiringaga County, Kenya. African Journal of Horticultural Science 17-19-30
3. Adenito W.P., Mutun, T.T.; Mark O. Peter, A. Johnson et al. 2018 - Tomato leaf miner (Tuta absoluta) (Lepidoptera: Gelechiidae) prevalence and farmer management practices in Kiringaga County, Kenya. Journal of Entomology and Nematology, 10(6), 42-49

(b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.

## 20. Public Office, Political Activities and Affiliations:

(a) List chronologically any public offices you have held or are currently holding, including the terms of service and whether such positions were elected or appointed.

June 2020 to date - County Executive, Member (Cereal) committee, Agricultural Livestock, Fisheries and Cooperatives - Baringo County, Contract and Appointed  
2013 - To date - Appointed Lecturer University of Baringo (permanent) on leave of Absence.  
2013 - 2017 - Appointed on 5 yrs contract - County Executive Committee member for Education Science and Technology - Baringo County.

(b) List all memberships and offices held in and services rendered, whether compensated or not, to any political party or election committee. If you have ever held a position or played a role in a political campaign, identify the particulars of the campaign, including the candidate, dates of the campaign, your title and responsibilities. Also include any linkage you have to a political party at present.

N/A

(c) Have you ever been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution?

N/A

(d) Have you ever been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duties?

N/A

21. **Deferred Income/Future Benefits:** (List the sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock, options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services, firm memberships, etc).

N/A

22. **Outside commitment during service in office:** (Do you have any plans, commitments or agreements to pursue outside employment with or without compensation during your service in office? If so explain).

N/A

23. **Sources of Income:** (List sources and amounts of all income received during the calendar year preceding your nomination and in the current calendar year).

2020 - Salary	-	4,200,000.00
2021 -	-	700,000.00
2020 - House Rent	-	2,184,000.00
2020 - Farming	-	480,000.00
2021 - House Rent	=	364,000.00
2021 - Farming	-	80,000.00

24. **Tax Status:** (State whether you have fully complied with your tax obligations to the State up to the end of the financial year immediately preceding the nomination for appointment).

Yes

25. **Statement of Net Worth:** (State your financial net worth)

29, million Kenya shillings

26. **Potential Conflict of Interest:**

(a) Identity the family members or other persons, parties, categories of litigation or financial arrangements that are likely to present potential conflicts-of-interest when you first assume the position to which you have been nominated. Explain how you would address any such conflict if it were to rise.

NA

(b) Explain how you will resolve any potential conflict of interest, including the procedure you will follow in determining these areas of concern.

If there will be any potential conflict of interest I will ensure a I follow the Constitution to handle issues.

27. **Pro-Bono/Charity Work/donation to charity:** (Describe what you have done by way of pro bono or charity work, listing specific instances, the amount contributed and the amount of time devoted to each).

Participated in building and Equipping Albaron Aek Church, about KES 300,000.00 over 10 years

28. Have you ever been charged in a court or law in the last three years? If so, specify the nature of the charge, where the matter is ongoing, the present status of the

matter, or where the matter is concluded, the judgment of the court, or otherwise, how the case was concluded.

N/A

29. Have you ever been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years?

N/A

30. Have you any objection to the making of enquiries with your present employer/referees in the course of consideration of your nomination?

I have no objection.

**31. References:**

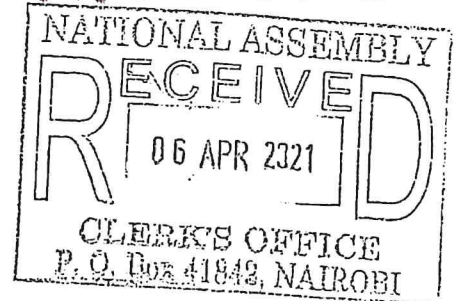
(List three persons who are not your relatives who are familiar with your character, qualification and work).

1. Prof. Eucharist Kenya, Deputy Vice-Chancellor (Planning Administration and Finance) University of Nairobi.  
P.O. Box 6-60100 - Nairobi mobile - 0722-7721435  
email: docpap@embuni.ac.ke or Kenya.eucharist@embuni.ac.ke
2. Mr. Johnson N. Nyaga, County Secretary  
Nairobi County Government  
P.O. Box 36-60100 - Nairobi  
mobile: 0726-474222  
Email: jasonnyaga@gmail.com
3. Prof. John Wangai Kimenju  
Department Plant Sciences and Crop Protection  
University of Nairobi  
P.O. Box 30197-00100 - Nairobi  
email: - wkimenju@yahoo.com  
Mobile - 0722-499094





REPUBLIC OF KENYA



**KENYA NATIONAL ASSEMBLY  
COMMITTEE ON APPOINTMENTS  
CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR  
APPOINTMENT TO PUBLIC OFFICE BY PARLIAMENT  
QUESTIONNAIRE**

**Notes:**

- a) This questionnaire applies to appointments to public office arising by or under the Constitution or any other law where parliamentary approval is required.
- b) The questionnaire shall be used by the relevant parliamentary committee to vet a nominee appearing before the committee in the process of parliamentary approval.
- c) The questionnaire shall be filled and submitted by the nominee to the relevant parliamentary committee through the Clerk of the relevant House of Parliament on or before a date set by the committee.
- d) The submission of false information in the questionnaire is an offence and may result in prosecution.
- e) Any form of canvassing by a nominee shall lead to disqualification.
- f) The nominee must answer all the questions.

1. Name: (State full name) TIMON ALFRED OTIENO OYUCHO
2. Position: (State office to which you have been nominated): MEMBER,  
TEACHERS SERVICE COMMISSION
3. Sex MALE
4. Date of Birth: (State year and place of birth) 1ST AUGUST, 1963
5. Marital Status: MARRIED
6. Daytime phone number: 0722 860 301
7. Mobile phone number: 0722 860 301
8. Email Address: okiljapuong@gmail.com
9. ID Number: 7019303
10. PIN Number: ACC1918360G
11. Nationality: KENYAN
12. Postal Address: P.O. Box 22-40102 KOMBWA

13. Town/City: KOMBEWA

14. Knowledge of Languages: (Specify Languages): LUO, ENGLISH & KISWAHILI

15. **Education:** (List, in reverse chronological order, each university, college, or any other institution of higher education attended and indicate, in respect of each, the dates of attendance, academic award obtained, whether a degree was awarded, and the dates on which each such degree was awarded).

1. UNIVERSITY OF NAIROBI (2013-2015):  
MASTER OF LAWS (4/12/2015).

2. UNIVERSITY OF NAIROBI (2009-2013):  
BACHELOR OF LAWS (6/12/2013).

3. KENYA SCIENCE TEACHERS COLLEGE (1985-1987):  
DIPLOMA IN SCIENCE EDUCATION

**Employment Record:** (List in reverse chronological order all government agencies, business or professional corporations, companies, firms or other enterprises with which you have been affiliated as an officer, director, partner, proprietor, employee or consultant)

TEACHERS SERVICE COMMISSION

16. **Honours and Awards:** (List any scholarships, fellowships, honorary degrees, academic or professional honours, honorary society memberships, military awards and any other special recognition for outstanding service or achievement and in respect of each, state the date of award and the institution or organization that made the award).

PARTIAL SCHOLARSHIP:

INTERNATIONAL TRAINING CENTRE (ITC) OF THE INTERNATIONAL  
LABOUR ORGANIZATION (ILO) — MASTER IN INDUSTRIAL  
AND EMPLOYMENT RELATIONS.

17. **Professional Association** (where applicable): (List all professional associations of which you are or have a member and give any positions held and the respective dates when each such position was held).

1. LAW SOCIETY OF KENYA — MEMBER

2. EAST AFRICAN LAW SOCIETY — MEMBER.

18. **Memberships:** (List all professional, business, fraternal, scholarly, civic, and charitable or other organizations, (other than those listed in response to Question 16) to which you belong or have belonged).

1. KENYA NATIONAL UNION OF TEACHERS

2. KENYA NATIONAL ASSOCIATION OF PHYSICISTS

19. **Published Writings:**

(a) List the titles, publishers and dates of books, articles, reports, letters to the editor, editorial pieces or other published materials you have authored or edited.

1. INTELLECTUAL PROPERTY RIGHTS IN THE IDENTIFICATION OF QUALITY FIREWOOD AMONG THE LUD: A CASE OF SEME MIDAT (LLM THESIS, UNIVERSITY OF NAIROBI, 2014)

2. THE EFFECTIVENESS OF TSC DISCIPLINARY PROCESS AS DETERRENCE OF PROFESSIONAL MISCONDUCT AMONG TEACHERS IN KENYA: A CASE STUDY OF KISUMU COUNTY (RESEARCH PROJECT, JULY 2013)

3. ACCESS TO PENSIONS, GRATUITIES & OTHER RELATED BENEFITS TEACHERS EMPLOYED BY TSC KENYA (PUBLIC INTEREST PAPER)

4. ACCESS TO JUSTICE WITHIN PROVISIONS OF DISCIPLINARY PROCESS OF TEACHERS: KENYA

✓(b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.

20. **Public Office, Political Activities and Affiliations:**

(a) List chronologically any public offices you have held or are currently holding, including the terms of service and whether such positions were elected or appointed.

1. DIRECTOR (LEGAL, LABOUR & INDUSTRIAL RELATIONS): CONTRACT

2. ASSISTANT DIRECTOR (LEGAL SERVICES): CONTRACT

3. ASSISTANT DEPUTY DIRECTOR (DISCIPLINE): PERMANENT & PENSIONABLE

4. PRINCIPAL OFFICER (DISCIPLINE): PERMANENT & PENSIONABLE

5. PROVINCIAL STAFFING OFFICER (WESTERN PROVINCE): P & P



6. DISTRICT STAFFING OFFICER (KILIFI DISTRICT): P & P  
 7. SCHOOL PRINCIPAL - RATA MIXED SCHOOL: P & P  
 8. TEACHER: PERMANENT & PENSIONABLE

(b) List all memberships and offices held in and services rendered, whether compensated or not, to any political party or election committee. If you have ever held a position or played a role in a political campaign, identify the particulars of the campaign, including the candidate, dates of the campaign, your title and responsibilities. Also include any linkage you have to a political party at present.

N/A

(c) Have you ever been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution?

NO.

(d) Have you ever been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duties?

NO.

21. **Deferred Income/Future Benefits:** (List the sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock, options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services, firm memberships, etc.).

1. PENSION: KSHS 18,702,552.33 DUE IF I LEFT TSC NOW  
 2. GRATUITY: KSHS 1,425,958.45 DUE IF I LET TSC NOW

22. **Outside commitment during service in office:** (Do you have any plans, commitments or agreements to pursue outside employment with or without compensation during your service in office? If so explain).

NO.

23. **Sources of Income:** (List sources and mounts of all income received during the calendar year preceding your nomination and in the current calendar year).

1. SALARY (2020): KSHS 4,789,465

(2021): KSHS 1,566,697

2. SACCO LOAN (OCT, 2020): KSHS. 1.5M

24. **Tax Status:** (State whether you have fully complied with your tax obligations to the State up to the end of the financial year immediately preceding the nomination for appointment).

YES.

25. **Statement of Net Worth:** (State your financial net worth)

RESIDENTIAL HOME: APPROX. KSHS: 10M

LAND (TWO PARCELS): APPROX KSHS 5M

SHARES (SACCO) KSHS 913,550

CARS (TWO) KSHS 4,070,00

TOTAL NET WORTH KSHS. 19,983,550

26. **Potential Conflict of Interest:**

(a) Identity the family members or other persons, parties, categories of litigation or financial arrangements that are likely to present potential conflicts-of-interest when you first assume the position to which you have been nominated. Explain how you would address any such conflict if it were to rise.

NONE

(b) Explain how you will resolve any potential conflict of interest, including the procedure you will follow in determining these areas of concern.

1. I SHALL DECLARE THE INTEREST AS PER SECTION 5 OF THE SECOND SCHEDULE TO THE TEACHERS SERVICE COMMISSION ACT (2012)

2. I SHALL NOT DEAL IN ANY TRADE WITH THE TEACHERS SERVICE COMMISSION

27. Pro-Bono/Charity Work/donation to charity: (Describe what you have done by way of pro bono or charity work, listing specific instances, the amount contributed and the amount of time devoted to each).

1. DONATED A TOTAL OF 336 FULL SCHOOL UNIFORMS TO NEEDY PUPILS AT DIEMO PRI. SCHOOL IN SENE SUB COUNTY, KISUMU COUNTY OVER THE LAST 3 YEARS EXCLUDING 2020 AT A TOTAL COST OF KSHS 134,400

2. SUPPORTED LUNCH PROGRAMME FOR STD 8 CANDIDATES AT DIEMO PRI. SCHOOL IN THE LAST 4 YEARS @ KSH 65,000 TOTTALLING TO KSH 260,000.

28. Have you ever been charged in a court or law in the last three years? If so, specify the nature of the charge, where the matter is ongoing, the present status of the matter, or where the matter is concluded, the judgment of the court, or otherwise, how the case was concluded.

NO

29. Have you ever been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years?

NO

30. Have you any objection to the making of enquiries with your present employer/referees in the course of consideration of your nomination?

NO

31. References:

(List three persons who are not your relatives who are familiar with your character, qualification and work).

1. PROF. ALBERT MUMMA, SNR ADVOCATE : 0722 378 323.

2. DR. MARK OUCHE OBONYO : 0723 983 032.

3. CHARLES ONYANGO OKEYO : 0722 631 653



**REPUBLIC OF KENYA**

**MINISTRY OF PUBLIC SERVICE AND GENDER**

**REPORT OF THE SELECTION PANEL FOR SELECTION OF NOMINEES FOR  
APPOINTMENT AS THE CHAIRPERSON AND ONE MEMBER OF THE  
TEACHERS SERVICE COMMISSION**

**SUBMITTED  
TO  
HIS EXCELLENCY HON. UHURU KENYATTA, CGH  
PRESIDENT AND COMMANDER-IN-CHIEF OF THE  
DEFENCE FORCES OF THE REPUBLIC OF KENYA**

**ON**

**26<sup>th</sup> MARCH 2021**



VI 370344A

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## Executive Summary

Pursuant to the provisions of Article 237(1)(2)(3) of the Constitution of Kenya, 2010 and Section 8 (5) of the Teachers Service Commission Act, No. 20 of 2012 His Excellency the President, through Gazette Notice No.1712 of 24<sup>th</sup> February, 2021 appointed a Panel for the selection of nominees to be considered for appointment as chairperson and one member of the Teachers Service Commission.

The membership of the Selection Panel comprised the following:-

- |    |                          |   |             |
|----|--------------------------|---|-------------|
| 1. | Mr. Thomas Koyier        | - | Chairperson |
| 2. | Dr. Mary Gaturu, HSC     | - | Member      |
| 3. | Mr. Charles Mutinda      | - | Member      |
| 4. | Ms. Njoki Kahiga, OGW    | - | Member      |
| 5. | Ms. Margaret Lilian Geno | - | Member      |
| 6. | Mr. Richard Kibagendi    | - | Member      |
| 7. | Dr. Hellen Hazel Miseda  | - | Member      |
| 8. | Ms. Eva Naputuni Nyoike  | - | Member      |
| 9. | Prof. Stanley Waudu      | - | Member      |

The Terms of Reference for the Panel were to select nominees to be considered for appointment as chairperson and one member of the Teachers Service Commission and to forward the names to His Excellency Hon. Uhuru Kenyatta, C.G.H. President and Commander- in- Chief of the Defence Forces of the Republic of Kenya.

The Panel convened and developed a work plan and selection guidelines in line with the criteria specified in the Teachers Service Commission Act, No. 20 of 2012.

The Panel advertised for positions of chairperson and one member of the Teachers Service Commission on 5<sup>th</sup> March, 2021 and received a total of one hundred and fifty three (153) applications. Out of the one hundred and fifty three (153) applications received, thirty (30) were for the position of chairperson and one hundred and twenty three (123) were for the position of one member. The Panel considered the applications and shortlisted seven (7) applicants for the position of chairperson and nine (9) applicants for the position of one member of the Teachers Service Commission guided by the shortlisting criteria.

The shortlisted applicants were interviewed on 24<sup>th</sup> March, 2021 for the position of chairperson of the Teachers Service Commission and on the 25<sup>th</sup> March 2021 for the position of one member of the Teachers Service Commission. The Panel scored and selected the applicants based on academic and professional qualifications, competencies, experience in the relevant field, suitability for the position and



interview performance. The Panel also considered gender equity, ethnic and regional representation in line with the provisions of the Constitution of Kenya 2010.

Pursuant to Section 8(6) (d), of the Teachers Service Commission Act No. 20 of 2012, the Panel submits the following three (3) names of qualified applicants as shown in table 1 for consideration for nomination and appointment as the chairperson of the Teachers Service Commission.

**Table 1: Selected applicants for the position of chairperson of the Teachers Service Commission**

S/No	Name	ID. No	Age	Gender	County	Ethnicity	% Score
1.	Dr. Jamleck Muturi John	10058124	54	M	Embu	Mbeere	85.13
2.	Mr. Samuel Gitonga Maina	7323004	54	M	Nyeri	Kikuyu	68.88
3.	Dr. Lonah Mutoro Mumelo, PhD (HSC)	6096629	64	F	Bungoma	Luhya	68.38

A brief profile on each of the three (3) applicants is in table 2: -

**Table 2: Academic/Professional Qualifications and Experience  
for qualified applicants of Chairperson, TSC**

S/No.	Name	Academic/Professional Qualifications	Experience
1.	Dr. Jamleck Muturi John	<ul style="list-style-type: none"> <li>Ph.D in Agricultural Entomology</li> <li>Master of Business Administration</li> <li>Master of Science in Agricultural Entomology</li> <li>Bachelor of Education (Science)</li> </ul>	Dr. Muturi has thirty two (32) years' experience in the Public Sector and twenty-three (23) of which have been in education. He is currently working as the County Executive Committee Member in Embu County Government.
2.	Mr. Samuel Gitonga Maina	<ul style="list-style-type: none"> <li>Masters degree in Education - Educational Psychology</li> <li>Bachelors degree in Education (Arts)</li> </ul>	Mr. Gitonga has thirty (30) years experience in education. He is currently serving as a Chief Principal at Utumishi Academy.
3.	Dr. Lonah Mutoro Mumelo, PhD (HSC)	<ul style="list-style-type: none"> <li>Ph.D in Conflict Studies</li> <li>Master of Arts (Community Pastoral Care and HIV/AIDS)</li> <li>Bachelor of Education (Science)</li> </ul>	Dr. Mumelo has thirty six (36) years experience in public service of which thirty (30) have been education. She is currently retired.

The Panel submits the following three (3) applicants as shown in table 3 for consideration for nomination and appointment as one member of the Teachers Service Commission.

**Table 3: Selected applicants for the position of one member of the Teachers Service Commission**

S/No	Name	ID. No	Age	Gender	County	Ethnicity	% Score
1.	Timon Alfred Otieno Oyucho	7019303	57	M	Kisumu	Luo	83.13
2.	Dr. Christopher Kibet Yegon	8548158	53	M	Bomet	Kalenjin	73.50
3.	Margaret Iyasi Lesuuda	5953773	57	F	Laikipia	Ndorobo	72.00

A brief profile on each of the three (3) applicants is in table 4.

**Table 4: Academic/Professional Qualifications of applicants for the position of one member of the Teachers Service Commission**

S/No.	Name	Academic/Professional Qualifications	Experience
1.	Timon Alfred Otieno Oyucho	<ul style="list-style-type: none"> <li>• Master of Laws (LL.M)</li> <li>• Bachelors of Laws (LLB)</li> </ul>	<p>Mr. Oyucho has thirty four (34) years experience in the public sector and currently a Director of Legal Services at the Teachers Service Commission.</p> <p>He has nineteen (19) years teaching experience.</p>
2.	Dr. Christopher Kibet Yegon	<ul style="list-style-type: none"> <li>• Doctor of Philosophy (Business Administration)</li> <li>• Master of Business Administration</li> <li>• Bachelor of Business Management (Accounting and Finance)</li> </ul>	<p>Dr. Yegon has twenty seven (27) years in the public service. He is currently serving as a Deputy Director of Education, University Education and Research.</p>
3.	Margaret Iyasi Lesuuda	<ul style="list-style-type: none"> <li>• Master of Education (Educational Administration)</li> <li>• Master of Arts (Peace Building)</li> <li>• Bachelor of Education (Arts)</li> </ul>	<p>Ms. Lesuuda has thirty five (35) years experience in the public service. She is currently the Regional Director of Education in Central.</p>

### **Conclusion**

In line with the Teachers Service Commission Act, No. 20 of 2012, it is the considered opinion of the Panel that the six (6) applicants possess the requisite qualifications and experience to be considered for appointment as chairperson and one member of the Teachers Service Commission.



## CHAPTER ONE: INTRODUCTION

### 1.1 Preamble

This Chapter covers the Legal Framework for the selection of nominees for appointment as chairperson and one member of the Teachers Service Commission.

The Chapter also includes the Terms of Reference for the Panel members and Secretariat and the process that the Panel used to undertake the selection.

The Teachers Service Commission is a Constitutional Commission established under Article 237 of the Constitution of Kenya, 2010. Article 237 (1) (2) (3) of the Constitution of Kenya, 2010 and Section 8(5) of the Teachers Service Commission Act No. 20 of 2012 stipulate the process to be followed in the appointment of chairperson and one member of the Teachers Service Commission.

Pursuant to this provision, H.E the President through Gazette Notice No.1712 of 24<sup>th</sup> February, 2021 appointed a Selection Panel for the Selection of nominees to be considered for appointment to the position of chairperson and one member of the Teachers Service Commission as indicated below and in *appendix I*.

**Table 5: Membership of the Selection Panel**

S/No.	Name	Position
1.	Mr. Thomas Koyier	Chairperson
2.	Dr. Mary Gaturu, HSC	Member
3.	Mr. Charles Mutinda	Member
4.	Ms. Njoki Kahiga, OGW	Member
5.	Ms. Margaret Lilian Geno	Member
6.	Mr. Richard Kibagendi	Member
7.	Dr. Hellen Hazel Miseda	Member
8.	Ms. Eva Naputuni Nyoike	Member
9.	Prof. Stanley Waudo	Member

Section 8 (15) of the TSC Act, No. 20 of 2012 stipulates that the Ministry responsible for Public Service shall provide support to the panel as it may require for discharge of its functions. Consequently, the Principal Secretary, State Department for Public Service appointed officers listed below to provide secretarial services to the Panel.

**Table 6: Members of the Secretariat**

S/No.	Name	Position
1.	Mr. Benrodgers M. Milaih	Secretary to the Panel and Head of Secretariat
2.	Ms. Margaret Githaiga	Member
3.	Ms. Faith Ikiara	Member
4.	Ms. Lillian Okong'o	Member

### **1.2 Introductory meeting and Inauguration of the Panel**

A meeting for the inauguration of the Selection Panel was held on 1<sup>st</sup> March, 2021 at the Public Service Commission boardroom at 11.00 a.m. which was followed by the Panel's first meeting on the same day at 1.00 p.m. at the same venue. The Selection Panel agreed on the following rules and procedures in conducting their business: -

- i. That two thirds (2/3) threshold would form the quorum for the conduct of meetings;
- ii. That in the absence of the Chairperson, members would nominate one of them to Chair the meeting;
- iii. That the decisions would be by consensus; and
- iv. That the Members would develop and follow a work plan which would cover time and frequency of meetings and other activities as attached in ***Appendix II.***

### **1.3 Terms of Reference for the Panel and the Secretariat**

#### **Panel Members**

The Terms of Reference for the Panel were to select nominees for appointment as chairperson and one member of the Teachers Service Commission and forward names for consideration to H.E. the President.

Specifically, the Terms of Reference for the Selection Panel were as follows:

- i. Development and publication of the Indent;
- ii. Development of Data Capture Tool and Shortlisting Criteria;
- iii. Longlisting and shortlisting of the applicants
- iv. Interviewing of the Applicants ;
- v. Selection of nominees for submission to H.E. the President for consideration for appointment for the positions of chairperson and one member of the Teachers Service Commission; and
- vi. Preparation and submission of the Report to H.E. the President.

### **Secretariat**

The Panel agreed on the following Terms of Reference for the Secretariat: -

- i. Facilitate convening of meetings of the Panel;
- ii. Facilitate logistical arrangements of the Panel's meetings;
- iii. Record proceedings of the Panel's meetings;
- iv. Facilitate placement of advertisements in two daily newspapers of national circulation as required by the law;
- v. Any other duties as may be assigned.

### **1.4 Methodology**

The Panel adopted a systematic approach in carrying out the assignment and was guided by the Constitution of Kenya, 2010 and the Teachers Service Commission Act, No. 20 of 2012. The Panel developed an indent as well as the necessary recruitment tools (**Appendices III to VIII**) listed below:

- i) Data Capture Tool;
- ii) Shortlisting Criteria;
- iii) Applicants ' profile form;
- iv) Interview score sheet;
- v) Interview invitation letters; and
- vi) Letters on background checks on the applicants .

## **CHAPTER TWO: RECRUITMENT AND SELECTION PROCESS**

### **2.1 Preamble**

This Chapter contains information on the advertisement, selection and interview results. It also contains three (3) names of qualified applicants for the position of the chairperson and three (3) names of qualified applicants for the position of one member of the Teachers Service Commission for consideration.

### **2.2 Development of the Indent and advertisement**

The Panel developed an indent for advertisement for two (2) vacant positions of the chairperson and one member of the Teachers Service Commission as indicated in **Appendix IX** inviting applications from suitably qualified persons to be considered for selection.

The advertisement was published in two (2) daily newspapers namely; the Daily Nation and the Standard, on Friday, 5<sup>th</sup> March, 2021. The same was uploaded on the Ministry of Public Service and Gender website. The deadline for submission of applications was Friday, 19<sup>th</sup> March, 2021 at 5.00 p.m.

### **2.3 Shortlisting and Interview of Applicants**

The Panel received a total of one hundred and fifty three (153) applications for the positions of chairperson and one member of the Teachers Service Commission. Out of the one hundred and fifty three (153) applications received, thirty (30) were for the position of chairperson and one hundred and twenty three (123) were for the position of one member.

The shortlisted applicants were published in the print media including the date and time of the interview as indicated in **Appendix X**. The shortlisted applicants were interviewed on 24<sup>th</sup> March, 2021 for the position of chairperson of the Teachers Service Commission and 25<sup>th</sup> March, 2021 for the position of one member of the Teachers Service Commission. This was in accordance with Section 5 and 6 of the Teachers Service Commission Act, No. 20 of 2012.

### **2.4 Verification and Authentication of Certificates**

The Panel submitted copies of academic/professional certificates of the shortlisted applicants to the Kenya National Qualifications Authority and the Kenya National Examination Council for verification and authentication.

In addition, the Panel forwarded the list of shortlisted applicants to the National Intelligence Service and Ethics and Anti-Corruption Commission for background



checks of the applicants . The Panel also requested the Office of Registrar of Political Parties to confirm whether any of the shortlisted applicants was a serving member of a governing body of a political party.

## **2.5 Public Participation**

The Panel published the list of applicants in the Daily Newspapers and invited members of the public to submit memoranda (if any) on the shortlisted applicants to the Chairperson, Selection Panel for the selection of nominees for appointment as chairperson and one member of the Teachers Service Commission not later **than 23<sup>rd</sup> March, 2021**. On expiry of the set deadline, no Memorandum was received on any of the shortlisted applicants. However, The Panel received a memorandum from the Secretary General of the Kenya National Union of Teachers with respect to one of the applicants, **Mr. Timon Alfred Otieno Oyucho** which was time barred. The Panel resolved not to consider the memorandum but drew the attention of the applicant on the same.

## **CHAPTER THREE: RANKING OF APPLICANTS, RECOMMENDATIONS AND CONCLUSION**

### **3.1 Preamble**

This Chapter contains information on ranking of applicants, recommendations and conclusion. The interviews for the positions of chairperson and one member of the Teachers Service Commission were conducted at **Harambee House, 12<sup>th</sup> floor boardroom** on the 24<sup>th</sup> and 25<sup>th</sup> March, 2021 respectively.

Seven (7) applicants were interviewed for the position of chairperson and nine (9) applicants for the position of one member. Sixteen (16) applicants were therefore interviewed for the two (2) positions.

### **3.2 Ranking Process**

The shortlisted applicants in tables 7 and 8 were interviewed, scored and ranked based on qualifications, competencies and suitability as per the job requirements in the areas identified below:-

- i. Presentation and Communication Skills/Academic and Professional Qualifications - 8 marks
- ii. Experience in the relevant field – 2 marks
- iii. Technical Knowledge included:- Understanding and Interpretation of the Commission mandate; Human Resource Management; Public Finance & Procurement; and Education Sector and relevant Reforms – 60 marks
- iv. Leadership and Integrity – 16 marks
- v. Government Organization, Functions and Operations – 10 marks
- vi. General Knowledge – 4 marks

The marks allocated in the seven (7) areas stated above added to 100 marks.

### 3.2.1 Ranking of the Applicants Interviewed for the position of chairperson

The results and ranking of the applicants interviewed for the position of chairperson of the Teachers Service Commission are shown in table 7:

**Table 7: Ranking of the Applicants Interviewed for the position of Chairperson**

S/No.	Applicant's Name	Total score	Average%	Ranking
1.	Dr. Joash Okello Aloo	550	68.75	3
2.	Dr. Jamleck John Muturi	681	85.13	1
3.	Mr. Samuel Gitonga Maina	551	68.88	2
4.	Dr. Lucy Mugambi	519	64.88	6
5.	David Koech (Hon.)	479	59.88	7
6.	Dr. Lonah Mutoro Mumelo	547	68.38	4
7.	Mr. David K. Njoroge	540	67.50	5

### 3.2.2 Ranking of applicants for the position of one member of the Teachers Service Commission

The results and ranking of the applicants interviewed for the position of one member of the Teachers Service Commission are shown in table 8:-

**Table 8: Ranking of the Applicants Interviewed for the position of one member of the Teachers Service Commission**

S/No.	Applicant's Name	Total Score	Average Score	Ranking
1.	Timon Alfred Otieno Oyucho	665	83.13	1
2.	Christopher Khaemba	548	68.50	5
3.	Dr. Rukiya H. Swaleh	382	47.75	9

4.	Murshid Abdalla Mohamed	586	73.25	3
5.	Margaret Iyasi Lesuuda	576	72.00	4
6.	Dr. Raymond Nyeris, PhD	532	66.50	6
7.	Dr. Florence Wanjiku Njau	529	66.13	7
8.	Dr. Maingi M'Inoti	499	62.38	8
9.	Dr. Christopher Kibet Yegon	588	73.50	2

### 3.3 Recommendations

In line with the provisions of Section 8, Subsection 6 (a) (b) (c) (d) of the Teachers Service Commission Act, No.20 of 2012, as read with Article 232 of the Constitution of Kenya, 2010, the Panel submits names of three (3) qualified applicants for the position of chairperson and three (3) names of qualified applicants for the position of a member of the Teachers Service Commission.

The Panel considered the provisions of the Constitution with regard to gender, ethnicity and regional consideration in submitting the names of three nominees for consideration for appointment to the position of the chairperson, Teachers Service Commission. On the basis of these requirements the Panel replaced Dr. Joash Okello Aloo who was ranked position three (3) with Dr. Lonah Mutoro Mumelo who was ranked position four (4) to cater for gender requirements. The Panel therefore resolved to present the names of applicants listed in table 9.

**Table 9: Names of qualified applicants for consideration for appointment to the position of chairperson of the Teachers Service Commission**

S/No	Name	ID. No	Age	Gender	County	Ethnicity	% Score
1.	Dr. Jamleck Muturi John	10058124	54	M	Embu	Mbeere	85.13
2.	Mr. Samuel Gitonga Maina	7323004	54	M	Nyeri	Kikuyu	68.88
3.	Dr. Lonah Mutoro Mumelo, PhD (HSC)	6096629	64	F	Bungoma	Luhya	68.38



The Panel considered the provisions of the Constitution with regard to gender, ethnicity and regional consideration in submitting the names of three nominees for consideration for appointment to the position of one member of the Teachers Service Commission. On the basis of these requirements the Panel replaced Mr. Murshid Abdalla Mohamed who was ranked position three (3) with Margaret Iyasi Lesuuda who was ranked position four (4) to cater for gender requirements. The Panel therefore resolved to present the names of applicants listed in table 10.

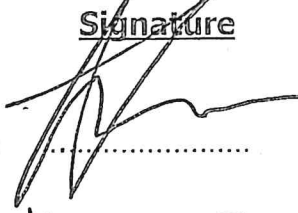
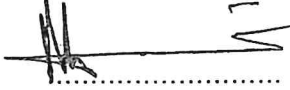
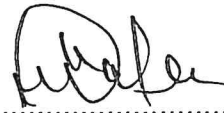

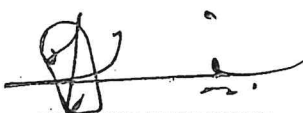


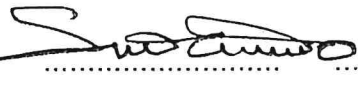
**Table 10: Names of qualified applicants for consideration for appointment to the position of one member of the Teachers Service Commission**

S/No	Name	ID. No	Age	Gender	County	Ethnicity	% Score
1.	Timon Alfred Otieno Oyucho	7019303	57	M	Kisumu	Luo	83.13
2.	Dr. Christopher Kibet Yegon	8548158	53	M	Bomet	Kalenjin	73.50
3.	Margaret Iyasi Lesuuda	5953773	57	F	Laikipia	Ndorobo	72.00

### 3.4 Conclusion

The Panel wishes to confirm that the selection process was conducted in accordance with the Constitution and the Teachers Service Commission Act No.20 of 2012, and with the highest level of integrity and professionalism.

Submitted

<u>Name</u>	<u>Position</u>	<u>Signature</u>	<u>Date</u>
1. Mr. Thomas Koyier	Chairperson		26/03/2021
2. Dr. Mary Gaturu, HSC	Member		26/03/2021
3. Mr. Charles Mutinda	Member		26/03/2021
4. Ms. Njoki Kahiga, OGW	Member		26/03/2021
5. Ms. Margaret Lilian Geno	Member	(hospitalized)	
6. Mr. Richard Kibagendi	Member		26/03/2021
7. Dr. Heilen Hazel Miseda	Member		26/03/2021
8. Ms. Eva Naputuni Nyoike	Member		26/03/2021
9. Prof. Stanley Waudu	Member		26/03/2021

## ***Appendices***

<i>Appendix I</i>	-	<i>Gazette notice on appointment of Panel Members</i>
<i>Appendix II</i>	-	<i>Workplan</i>
<i>Appendix III to VIII</i>	-	<i>Selection Tools for Recruitment of Nominees for appointment as chairperson and member of the Teachers Service Commission as follows:</i>
<i>Appendix III</i>	-	<i>Data Capture Tool;</i>
<i>Appendix IV</i>	-	<i>Shortlisting Criteria;</i>
<i>Appendix V</i>	-	<i>Applicants ' profile form;</i>
<i>Appendix VI</i>	-	<i>Interview score sheet;</i>
<i>Appendix VII</i>	-	<i>Interview invitation letters; and</i>
<i>Appendix VIII</i>	-	<i>Letters on background checks on the applicants.</i>
<i>Appendix IX</i>	-	<i>Advertisement for the positions of chairperson and one member of the Teachers Service Commission</i>
<i>Appendix X</i>	-	<i>List of Shortlisted Applicants with interview dates and time</i>

## CURRICULUM VITAE DR. JAMLECK MUTURI JOHN, PhD

### PERSONAL DETAILS

Name: Jamleck Muturi John  
Address: Embu County Government  
P.O. Box 36-60100 - Embu, Kenya  
Mobile: +254-0720-369707  
Email: jjamkenya@yahoo.com; jamleckmithara@gmail.com; cecalfc@gmail.com

### PERSONAL PROFILE

I am a God-fearing person of high integrity, proactive, conscientious, team player with excellent interpersonal skills and works under minimum supervision.

### EDUCATION BACKGROUND

2019 - 2020 Master of Business Administration - Global Business Management (MBA-GBM):  
United States International University - Africa (USIU-AFRICA)  
2006 - 2011 Ph.D. in Agricultural Entomology: Kenyatta University (KENYA)  
2004 - 2005 Higher Diploma in Human Resource Management (HDHRM): Institute of Personnel  
Management Nairobi (IPM - KENYA)  
2001 - 2004 Masters of Science in Agricultural Entomology: Kenyatta University (KENYA)  
1989 - 1991 Bachelor of Education Science in Botany and Zoology: Kenyatta University (KENYA)

### CURRENT POSITION

June 2020 - To Date County Executive Committee Member (CECM): Agriculture, Livestock,  
Fisheries and Cooperatives  
2013 - To Date Lecturer: Department of Biological Sciences, University of Embu  
(On leave of Absence)

### POSITIONS HELD

June 2019 - June 2020 CECM: Trade, Tourism, Investment and Industrialization  
Oct 2017 - May 2019 CECM: Health  
Aug 2015 - Oct 2017 CECM: Education Science and Technology  
Feb 2015 - Aug. 2015 CECM: Lands, Water, Environment and Natural Resources  
July 2013 - Feb 2015 CECM: Education Science and Technology and ICT  
Apr - July 2013 Chairman: Publicity and Vice Chairman: Procurement - University of Embu  
2012 - 2013 Lecturer: Kenyatta University  
2011 - To date Swedish University of Agricultural Science (Part-time Lecturer)  
April 2011 - 2017 University of Nairobi (Part-time Lecturer)  
2011 Meru University of Science and Technology (Part-time Lecturer)  
2011 - To date Coordination and supervision for Masters students from  
Swedish University of Agricultural Science (SLU), Kenyatta University  
(KU) and University of Embu (UoEm) on Field Course studies in "Global  
Development, Natural Resources and Livelihoods"  
✗ 2008 - 2012 Principal, Mbiruri High School (Embu)  
✗ 2005 - 2008 Principal, Kavutiri Boys High School (Embu)  
2003 - 2005 Biology Teacher, Huruma Girls (Nairobi)



- X 34 34 44
- \*1999 - 2001 Principal, St. Josephs M'tetu Secondary School (Embu)
  - 1996 - 1999 Deputy Principal, Nguviu Boys High Secondary School (Embu)
  - 1991 - 1996 Biology Teacher, St. Peters Kathakwa Secondary School (Embu)

#### RELEVANT SPECIAL APPOINTMENTS

- May 2019 to date Chairman, Board of Management, ACK Kamuthatha Boarding Primary School in Embu County
- 2014 - 2017 Member of Embu County Education Board
- 2013 - To date Chairman, Formal Committee on Education, ACK Diocese of Embu
- 2010 - 2012 Vice-Secretary, Kenya Secondary Schools Heads Association (Eastern, Branch)
- 2009 - 2012 Chairman, Kenya Secondary Schools Heads Association (Embu East, Branch)
- 2008 - 2012 Chairman, ACK Secondary Heads Schools (ACK Diocese of Embu)

#### GRANT AND AWARDS

2013 - 2017: As a lead partner in Kenya in partnership with Prof. Mattias Johnsson of Swedish University of Agricultural Sciences (SLU) Applied Linneus-Pelma Program. The total cost of the program was 17,110 Swedish Kroners per year.

#### Travel grant from September 1997-1998

Awarded a travel and upkeep grant for an exchange program to Edmonton Canada where I participated in learning school management systems in Edmonton Canadian schools.

#### Membership of Professional Bodies

- 2003 - To date; Member of Entomology Society of Kenya (ESK)
- 2004 - To date; Member of the Africa Association of Insect Scientists (AAIS)

#### OTHER PROFESSIONAL TRAINING AND SKILLS

- 2009 School Administration: KESI, Nairobi
- 2001 Computer literacy, Ms-Word, Ms-Excel, Ms-Power Point: Kenyatta University
- 2002 SPSS: Emmanex College, Nairobi
- 1997 Introduction to Computers: St. Cathrines College Ontario, Canada

#### SPECIAL EXPERT ENGAGEMENT

February 2014, August 2015 and February 2016

Participated in teaching, supervision of students, as well as organizing and planning for the Linnaeus-Palme, teacher-teacher and student-student exchange program in Swedish University of Agricultural Sciences (SLU) Uppsala, Sweden

#### COURSES, CONFERENCES, WORKSHOPS ATTENDED

- 2010 (August) Trained on Bee Biology and Pollination Ecology at the National Museums of Kenya
- 2010 (March) Presented a poster in the 11<sup>th</sup> Student Conference on Conservation Science Cambridge University, Cambridge, U.K
- 2009 (August) Presented a paper in the 12<sup>th</sup> PhD Student Nordic Conference in Estonia
- 2008 (March) Trained on Collembola Taxonomy at Stellenbosch University, South Africa

## PAPER PUBLISHED IN SCIENTIFIC PEER REVIEWED JOURNALS

- 1 Peris W. N., Mattias, J., Esther, A., Mark, O., John J. M, and G. O. W. (2020). Combining Host Plant Resistance, Selective Insecticides, and Biological Control Agents for Integrated Management of *Tuta absoluta*. Hindawi. Advances in Agriculture Vol.2020, 1-8
- 2 Nderitu Wangari Peris<sup>1</sup>, Arunga Esther, Mattias Jonsson Otieno Mark, John Jamleck Muturi (2020). Evaluation of tomato varieties for resistance to tomato leafminer (*Tuta absoluta*) in Kirinyaga County, Kenya. *African Journal Horticultural Science*. 17:19-30
- 3 Nderito, W. P., Muturi, J.J., Mark, O., Esther, A., Johsson M (2018). Tomato leaf Miner (*Tuta absoluta*) (Meyrick) (Lepidoptera: Gelechiidae) Prevalence and farmer management practices in Kirinyaga County, Kenya. *Journal of Entomology and Nematology*, 106, 43-49
- 4 Ayuke, F.O., Lagerlöf, J., Jorge, G., Soderlund, S., Muturi, J.J., Sarosh, J. and Meijer, J. (2017). Effects of biocontrol bacteria and earthworms on the severity of *Alternaria Brassicae* and the growth of oilseed rape plants (*Brassica napus*). *Applied Soil Ecology*, 117-118, 63-69
- 5 Lagerlöf, Jan, Maribie Crispus and Jamleck Muturi John (2017) Trophic interactions among soil arthropods in contrasting Land-Use systems in Kenya, studied with stable Isotopes. *European Journal of Soil Biology*, 79, 31-39

## STUDENTS SUPERVISED

**Dr. Peris W. Nderitu PhD (2020)** - Integrated management of Tomato Leaf miner (*Tuta absoluta*) on tomato in Kirinyaga County, Kenya (University of Embu)

**Chomba Titua Muchangi (2016) MBA** - Influence of farmers' characteristics, Agricultural Extension and Technology specific factors on adoption of organic farming technologies in Embu West Sub-County, Embu - Kenya (University of Nairobi).


## POST GRADUATE STUDENTS UNDER SUPERVISION

**Kiriamburi Joseph Mwaniki** - Efficacy of commercial disinfectants Virkon-s and beehive sterilizer on *Paenibacillus larvae* spores - UoEm Registered in 2018

## REFEREES

1. **Prof. Eucharia Kenya**  
Deputy Vice-Chancellor (Planning, Administration and Finance)  
University of Embu  
P.O. Box 6- 60100 - Embu  
Mobile: 0722-721435  
Email: kenya.eucharia@embuni.ac.ke, dvc.paf.@embuni.ac.ke
2. **Mr. Johnson N. Nyaga**  
County Secretary  
Embu County Government  
P.O. Box 36-60100 - Embu  
Mobile: 0726474222  
Email: jasonnyaga@gmail.com



S/NO.	PARTICULARS																																				
A.	BIO DATA																																				
	<p> NAME: OTIENO OYUCHO  TIMON ALFRED  SEX: MALE  MARITAL STATUS: MARRIED  DATE OF BIRTH: 1<sup>ST</sup> AUGUST, 1963  PERMANENT ADDRESS: P.O. BOX 22 - 40102  KOMBEWA-KISUMU  CURRENT ADDRESS: C/O TEACHERS SERVICE COMMISSION  PRIVATE BAG – 00100,  NAIROBI (KENYA)  MOBILE PHONE NO.: 0722 860 301  EMAIL ADDRESSES: &lt;okiljapuonj@gmail.com&gt; </p> 																																				
B.	OVERVIEW																																				
	<p> ❖ 34 years of impeccable service as herein below highlighted: <ul style="list-style-type: none"> <li>✦ 13 years of classroom teaching (Physics &amp; Mathematics)</li> <li>✦ 6 years as High School Principal</li> <li>✦ 15 years as a Senior Officer of the TSC Secretariat rising to the status of Director (Legal, Labour and Industrial Relations Directorate).</li> </ul> </p> <p> ❖ As Director (Legal, Labour and Industrial Relations Directorate), I have a duty to proffer sound legal advice to the Commission Secretary/Chief Executive Officer on the Commission's exercise of its mandate under the Constitution, the law and relevant regulations. </p>																																				
C.	CHRONOLOGY OF WORK EXPERIENCE																																				
	<table border="1"> <thead> <tr> <th></th><th>DATE</th><th>INSTITUTION</th><th>CAPACITY</th></tr> </thead> <tbody> <tr> <td>1.</td><td>2019 to Date</td><td>TSC Secretariat</td><td>Director, Legal, Labour &amp; Industrial Relations Directorate.</td></tr> <tr> <td>2.</td><td>2012 to 2019</td><td>TSC Secretariat.</td><td>Assistant Deputy Director, Legal Services.</td></tr> <tr> <td>3.</td><td>2011 to 2012</td><td>TSC Secretariat</td><td>Assistant Deputy Director, Discipline.</td></tr> <tr> <td>4.</td><td>2008 to 2010</td><td>TSC Secretariat.</td><td>Principal Discipline Officer.</td></tr> <tr> <td>5.</td><td>2006 to 2008</td><td>TSC Secretariat</td><td>Provincial Staffing Officer (Western Prov.)</td></tr> <tr> <td>6.</td><td>2006</td><td>TSC Secretariat.</td><td>District Staffing Officer (Kilifi District).</td></tr> <tr> <td>7.</td><td>2000 to 2005</td><td>Ratta Mixed S.S</td><td>Principal.</td></tr> <tr> <td>8.</td><td>1991 to 1999</td><td>Kisumu Boys' H.S.</td><td>Head of Physics Department, Sports Secretary, Classroom teacher, Sports Secretary, Coach (Basketball, Handball, Swimming &amp; Table Tennis).</td></tr> </tbody> </table>		DATE	INSTITUTION	CAPACITY	1.	2019 to Date	TSC Secretariat	Director, Legal, Labour & Industrial Relations Directorate.	2.	2012 to 2019	TSC Secretariat.	Assistant Deputy Director, Legal Services.	3.	2011 to 2012	TSC Secretariat	Assistant Deputy Director, Discipline.	4.	2008 to 2010	TSC Secretariat.	Principal Discipline Officer.	5.	2006 to 2008	TSC Secretariat	Provincial Staffing Officer (Western Prov.)	6.	2006	TSC Secretariat.	District Staffing Officer (Kilifi District).	7.	2000 to 2005	Ratta Mixed S.S	Principal.	8.	1991 to 1999	Kisumu Boys' H.S.	Head of Physics Department, Sports Secretary, Classroom teacher, Sports Secretary, Coach (Basketball, Handball, Swimming & Table Tennis).
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6.	2006	TSC Secretariat.	District Staffing Officer (Kilifi District).																																		
7.	2000 to 2005	Ratta Mixed S.S	Principal.																																		
8.	1991 to 1999	Kisumu Boys' H.S.	Head of Physics Department, Sports Secretary, Classroom teacher, Sports Secretary, Coach (Basketball, Handball, Swimming & Table Tennis).																																		



9.	1989 -1991	Kapsengere H.S.	Classroom teacher, Games Master, Coach (Basketball & Table Tennis).
10.	1987-1989	Orando S.S.	Classroom teacher.
<b>D.</b>	<b>EDUCATION BACKGROUND</b>		
	<b>DATE</b>	<b>INSTITUTION</b>	<b>CERTIFICATE</b>
1.	2013 to 2015	University of Nairobi.	Master of Laws (LL.M): Master of Intellectual Property Law.
2.	2014	Kenya School of Law.	Advocates' Training Program: Post Graduate Diploma in Law.
3.	2009 to 2013	University of Nairobi.	Bachelor of Laws (LL. B): 2 <sup>nd</sup> Class Hons - Upper Division.
4.	1985 to 1987	KSTC	Diploma in Science Education: (Mathematics and Physics).
5.	1983 to 1984	St. Paul's Amukura High School.	Kenya Advanced Certificate of Education (KACE)
6.	1979 to 1982	St. Paul's Amukura High School.	Kenya Certificate of Secondary Education (KCSE)
7.	1977 to 1978	Kochek Boys' Primary School.	Certificate of Primary Education (CPE)
8.	1972 to 1977	Diemo Primary School.	Standard 1- 6.
<b>E.</b>	<b>OTHER TRAININGS/WORKSHOPS/CONFERENCES</b>		
1.	19 <sup>th</sup> to 23 <sup>rd</sup> Oct, 2020	Naivasha, Kenya	Corporate Governance & Board Competence.
2.	10 <sup>th</sup> to 21 <sup>st</sup> June, 2019	UN/ILO: Geneva, Switzerland	International Labour Organization (ILO): 108 <sup>th</sup> Convention on Labour and Industrial Relations (Centenary Celebrations).
3.	28 <sup>th</sup> May to 8 <sup>th</sup> June, 2018	UN/ILO: Geneva, Switzerland	ILO: 107 <sup>th</sup> Convention on Labour and Industrial Relations
4.	5 <sup>th</sup> to 16 <sup>th</sup> June, 2017	UN/ILO: Geneva, Switzerland	ILO: 106 <sup>th</sup> Convention on Labour and Industrial Relations.
5.	3 <sup>rd</sup> to 9 <sup>th</sup> Dec. 2016	Dar-es-Salaam, Tanzania	East & Southern Africa Management Institute (ESAMI): Workshop for Commissioners and Senior Management Staff on Change Management & Transformational Leadership Programme.
6.	10 <sup>th</sup> to 14 <sup>th</sup> Oct. 2016	Simba Lodge, Naivasha	Federation of Kenya Employers (FKE): Workshop on Effective CBA Negotiations TSC for Commissioners & Senior Staff of TSC.
7.	5 <sup>th</sup> to 9 <sup>th</sup> Sept. 2016	Tom Mboya Labour College, Kisumu	FKE: Workshop on Effective CBA Negotiations TSC Technical Team on Negotiations & KUPPET National Officials.
8.	29 <sup>th</sup> May to 12 <sup>th</sup> June 2016	UN/ILO Geneva, Switzerland	ILO: 105 <sup>th</sup> Convention on Labour and Industrial Relations.
9.	5 <sup>th</sup> to 7 <sup>th</sup> May 2016	Enashipai Resort, Naivasha.	ILO: 1 <sup>st</sup> Africa's Employers' Summit (2016).



10.	1 <sup>st</sup> to 3 <sup>rd</sup> Feb. 2016	Continental Hotel, Mombasa	State Corporations Advisory Committee: Mwongozo Induction Programme for Boards of State Corporations.
11.	19 <sup>th</sup> to 21 <sup>st</sup> October 2009	Kenya Institute of Education	TSC: Workshop on Effective Performance Appraisal System for Supervisors
12.	24 <sup>th</sup> April to 12 <sup>th</sup> May 2008	Galilee College, Israel.	Diploma in Community Based Prevention, Management & Treatment HIV/AIDS.
13.	2005	SMASTEIA, Nairobi.	Science and Mathematics for Secondary School Education (SMASSE) Second Phase In-Service Training: District Trainer in Physics.
14.	2004	Tabor Hill Centre, Nyahururu.	SMASSE First Phase In-Service Training: District Trainer in Physics.
15.	17 <sup>th</sup> to 20 <sup>th</sup> Nov. 2003	Ukweli Pastoral Center, Kisumu	Kisumu District Secondary Schools Heads Association (KDSSHA): Effective Performance Management.
16.	11 <sup>th</sup> to 12 <sup>th</sup> March 2002	Kenya Institute of Professional Counseling (KIPC).	Counseling Skills in Trauma, Disaster and Conflict Management.
17.	3 <sup>rd</sup> to 6 <sup>th</sup> July 2001	Onjiko Boys High School	Kenya Secondary Schools Heads Association (KSSHA) & Nyanza Secondary Schools Heads Association (NSSHA): Financial Management for High School Principals.
18.	14 <sup>th</sup> to 24 <sup>th</sup> April & 16 <sup>th</sup> to 17 <sup>th</sup> May, 1998	Maseno University	Maseno University: Handball & Sports Science Sandwich Course.
19.	22 <sup>nd</sup> to 28 <sup>th</sup> Sept. 1997	Maseno University	Kenya Armature Handball Association (KAHA): Coaching and Referees Course in Handball.
20.	23 <sup>rd</sup> to 27 <sup>th</sup> Sep., 1996	(IOC): Kenya	Sports Leaders: Olympic Solidarity Itinerary Administration School.
F.	LANGUAGE PROFICIENCIES		
	Spoken and written Luo, Kiswahili and English Languages		
G.	REFEREES		
	Prof. Albert Mumma (Advocate), University of Nairobi, School of Law P.O. BOX 30 197 - 00100 Nairobi. Mobile: 0722 378 323		
H.	POST APPLIED FOR:		
	Member, Teachers Service Commission		

