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THE NATIONAL ASSEMBLY

THIRTEENTH PARLIAMENT- FIFTH SESSION - 2026

DIRECTORATE OF DEPARTMENTAL COMMITTEES

DEPARTMENTAL COMMITTEE ON LABOUR

**REPORT ON THE APPROVAL HEARING (VETTING) OF MS. FLORA NDUKU
MUTUA, NOMINEE FOR APPOINTMENT AS A MEMBER OF THE PUBLIC
SERVICE COMMISSION**

	
THE NATIONAL ASSEMBLY PAPERS LAID	
DATE: 18 AUG 2026 DAY: Tuesday	
TABLED BY:	Chair, Committee on Labour, Hon. Kiti Changa
CLERK-AT THE-TABLE:	Mado

**CLERK'S CHAMBERS
DIRECTORATE OF DEPARTMENTAL COMMITTEES
PARLIAMENT BUILDINGS
NAIROBI**

AUGUST, 2026



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LIST OF ABBREVIATIONS AND ACRONYMS

CBS	-	Chief of the Order of the Burning Spear
CUE	-	Council for University Education
DAP-K	-	Democratic Action Party Kenya
DCI	-	Directorate of Criminal Investigations
EACC	-	Ethics and Anti-Corruption Commission
FORD	-	Forum for the Restoration of Democracy
H.E.	-	His Excellency
HELB	-	Higher Education Loans Board
IHRM	-	Institute of Human Resource Management
KANU	-	Kenya African National Union
KRA	-	Kenya Revenue Authority
KSG	-	Kenya School of Government
MP	-	Member of Parliament
ODM	-	Orange Democratic Movement
ODPP	-	Office of the Director of Public Prosecutions
ORPP	-	Office of the Registrar of Political Parties
PSC	-	Public Service Commission
UDA	-	United Democratic Alliance

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CHAIRPERSON'S FOREWORD

This report contains the proceedings of the Departmental Committee on Labour during the approval hearing of the person nominated for appointment as a member of the Public Service Commission, as forwarded by the Selection Panel and communicated to the House by the Speaker of the National Assembly on Thursday, 30th July 2026.

Vide Gazette Notice No. 5051 of 10th April 2026 and pursuant to section 7(3) of the PSC Act, Cap. 185, H.E. The President convened a selection panel for the recruitment of a suitable candidate for appointment as Chairperson of the PSC. Guided by section 11(4) and (5) of the PSC Act, Cap. 185, the selection panel invited applications from the public, conducted interviews and shortlisted three (3) persons qualified for appointment as a member of the PSC. Consequently, the selection panel forwarded the names of the selected candidates to the President for nomination.

In exercise of powers conferred by Article 250(2)(c) of the Constitution and section 11(6) of the PSC Act, Cap. 185 as read together with sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F, H.E. The President nominated **Ms. Flora Nduku Mutua** for appointment as a member of the PSC.

On **Thursday, 30th July 2026**, the Rt Honourable Speaker of the National Assembly, vide Message No. 006 of 2026, conveyed the Message from H.E. the President to the House and referred the name and the *curriculum vitae* of the nominee to the Committee for an approval hearing, in accordance with section 4 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F and Standing Orders 42(3)(c) and 45(1) of the National Assembly Standing Orders. While referring the matter to the Committee, the Speaker directed that the Committee undertake the approval hearing and report to the House on **Tuesday, 18th August 2026**. The Rt. Hon. Speaker further directed the Clerk of the National Assembly to notify the nominee and the general public of the time and place of holding the approval hearing.

In fulfilment of the provisions of Article 118(1)(b) of the Constitution, Section 6(2), (3) and (4) of the Public Appointments (Parliamentary Approval) Act, Cap.7F and National Assembly Standing Order 45(3), the Clerk of the National Assembly on **Friday, 31st July 2026** placed an advertisement in the print media notifying the public on the date, time and place of the Approval Hearing.

In compliance with Section 6(9) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F, the Clerk of the National Assembly invited the public to submit memoranda by way of written statements on oath (*affidavits*) with supporting evidence contesting the suitability of the nominee. The Memoranda were to be received by **Monday, 10th August 2026 at 5.00 pm**. By the close of the deadline, the Committee had not received memoranda in contestation of the suitability of the nominee.

Further, on **Wednesday, 5th August 2026**, the Clerk of the National Assembly wrote to the nominee notifying her of the date, time and place of the Approval Hearing, which was scheduled to be conducted on **Thursday, 13th August 2026, in the Mini-Chamber, 1st Floor, County Hall at 10:00 am**.

The Clerk of the National Assembly on **Monday, 3rd August 2026** wrote to the Directorate of Criminal Investigations (DCI), Ethics and Anti-Corruption Commission (EACC), Higher Education Loans Board (HELB), Kenya Revenue Authority (KRA), Office of the Director or Public Prosecutions (ODPP) and Office of the Registrar of Political Parties (ORPP) seeking references and background checks relating to the suitability of the nominee.

The nominee appeared before the Committee on **Thursday, 13th August 2026** and was orally interviewed under Oath pursuant to Article 250(12) of the Constitution, the Public Appointments (Parliamentary Approval) Act (Cap.7F), the Public Service Commission Act, Cap. 185 and the National Assembly Standing Orders.

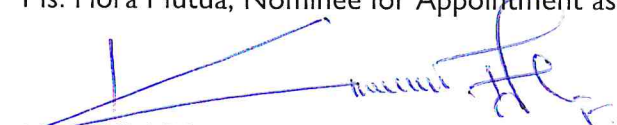
The Committee examined her suitability based on the criteria set out in section 7 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F, including the procedure used to arrive at the nominee, the constitutional and statutory requirements relating to the office in question and suitability of the nominee for the appointment proposed, having regard to whether the nominee's abilities, experience and qualities meet the needs of the office in question. Furthermore, the Committee examined the nominee's academic credentials, relevant professional training and experience, knowledge of sector issues and personal integrity in accordance with section 6(7) and (8) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F.

The Committee observed that the nominee demonstrated knowledge of topical, administrative and technical issues, the affairs of the Commission and the roles of a member of PSC. The nominee possesses requisite abilities, academic qualifications and professional experience to be approved for appointment as a Member of the Public Service Commission.

The Committee therefore recommends that this House **approves Ms. Flora Nduku Mutua** for appointment as **a Member of PSC**.

The Committee wishes to thank the Offices of the Speaker and of the Clerk of the National Assembly for the technical support accorded to it during the exercise. Finally, I acknowledge and appreciate the Honourable Members of the Committee for their input and valuable contributions towards the preparation and writing of this Report.

On behalf of the Departmental Committee on Labour and pursuant to Article 250(2) of the Constitution, Section 8(1) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F and the provisions of Standing Orders 45 and 199(6), it is now my duty and privilege to present to the House the Report of the Departmental Committee on Labour on the Approval Hearing of Ms. Flora Mutua, Nominee for Appointment as a Member of the Public Service Commission.



Hon. Kiti Richard Ken Chonga, MP
Chairperson

CHAPTER ONE

1.0 PREFACE

1.1 Establishment and Mandate of the Committee

1. The Departmental Committee on Labour is established under Standing Order 216 and is mandated to, among others, “vet and report on all appointments where the Constitution or any other law requires the National Assembly to approve, except those under Standing Order 204.”

1.2 Subject Matter

2. The subject matter of the Departmental Committee on Labour is stated in the Second Schedule of the National Assembly Standing Orders and includes, among others, “labour, human capital and remuneration, trade union relations and public service”.
3. In executing this mandate, the Committee oversees the following Ministries, Departments, and Agencies (MDAs):
 - i) The State Department for Public Service and Human Capital Development (Under the Ministry of Public Service, Human Capital Development and Special Programmes) and its Autonomous and Semi-Autonomous Government Agencies which include;
 - a) Kenya School of Government; and
 - b) Institute of Human Resource Management
 - ii) The State Department for Labour and Skills Development (Under the Ministry of Labour and Social Protection) and its Autonomous and Semi-Autonomous Government Agencies, which include;
 - a) National Industrial Training Authority (NITA);
 - b) National Productivity and Competitiveness Centre (NPCC);
 - c) Kenya National Labour Board and the Wages Council;
 - d) National Employment Authority (NEA);
 - iii) Public Service Commission; and
 - iv) Salaries and Remuneration Commission.

1.3 Committee Membership

4. The Departmental Committee on Labour comprises the following Members:

Chairperson

Hon. Richard Kiti Chonga, MP
Kilifi South Constituency

ODM Party

Vice-Chairperson

Hon. Fabian Kyule Muli, CBS, MP
Kangundo Constituency

GDDP

Members

Hon. Omboko Milemba, CBS, MP
Emuhaya Constituency
ANC Party

Hon. Joseph Samal Lomwa, MP
Isiolo North Constituency
Jubilee Party

Hon. George Aladwa Omwera, MP
Makadara Constituency
ODM Party

Hon. Njoroge, Mary Wamaua MP
Maragua Constituency
UDA Party

Hon. Dorice Aburi Donya, MP
Kisii County
WDM-K

Hon. Wachira, Rahab Mukami, MP
Nyeri County
UDA Party

Hon. Lilian Chebet Siyoi, MP
Trans Nzoia County
UDA Party

Hon. James Onyango K'Oyoo, MP
Muhoroni Constituency
ODM Party

Hon. Ernest Ogesi Kivai Kagesi, MP
Vihiga Constituency
ANC Party

Hon. Catherine Wambiliaga, MP
Bungoma County
FORD-K

Hon. Amina Dika Abdullahi, MP
Tana River County
KANU

Hon. Patrick Simiyu Barasa, MP
Cherangany Constituency
DAP-K Party

Hon. Peter Irungu Kihungi, MP
Kangema Constituency
UDA Party

1.5 Committee Secretariat

5. The Committee Secretariat comprises the following technical staff:

Ms. Hellen Ekadeli
Senior Clerk Assistant / Head of Secretariat

Ms. Colletah Sigilai
Principal Legal Counsel

Mr. Joseph Ndirangu
Fiscal Analyst I

Ms. Jael Ayiego
Clerk Assistant III

Mr. Timothy Chiko
Research Officer III

Ms. Wambui Nyachae
Research Officer III

Ms. Mercy Mayende
Media Relations Officer III

Ms. Yasmin Hassan
Assistant Serjeant-At-Arms II

Ms. Gift Musenya
Audio Officer

CHAPTER TWO

2.0 BACKGROUND

2.1 Legal Framework

6. While conducting the approval hearing, the Committee was guided by statutes and articles of the Constitution of Kenya, including-
 - i) Article 10 of the Constitution on the national values and principles of governance;
 - ii) Chapter 6 of the Constitution on leadership and integrity;
 - iii) Article 77 of the Constitution on restriction on activities of State Officers;
 - iv) Article 78 of the Constitution on dual citizenship;
 - v) Article 118 of the Constitution on public participation;
 - vi) Article 124(4) of the Constitution on consideration of persons for appointment to public office;
 - vii) Article 232 of the Constitution on values and principles of public service;
 - viii) Article 233 of the Constitution on the Public Service Commission;
 - ix) Article 250(2) of the Constitution on the appointment process of the Chairperson and Members of a constitutional commission;
 - x) The Public Appointments (Parliamentary Approval) Act, Cap. 7F;
 - xi) The Ethics and Anti-Corruption Commission Act, Cap. 7H;
 - xii) The Leadership and Integrity Act, Cap. 185C;
 - xiii) The Public Service Commission Act, Cap 185

2.2 Notification of Nominations

7. Pursuant to Section 11(6) of the PSC Act, Cap. 185, as read together with sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, Cap.7F, H.E. the President, through the Head of Public Service, transmitted to the Rt. Hon. Speaker of the National Assembly, the Presidential Nomination Certificate No. 9 of 2026, the Report of the Selection Panel and the nominee's *curriculum vitae* vide letter referenced EOP/CAB.26/4A/VOL.VIII/(13) dated 2^{4th} July 2026 (Annexure 1).

2.3 Notification to the House and Referral to the Committee

8. Standing Order 42(2) of the National Assembly Standing Orders provides that:
"If a message is received from the President, at a time when the House is not in session, the Speaker shall forthwith cause the message to be transmitted to every Member and shall report the message to the House on the day the House next sits."
9. The Rt. Hon. Speaker of the National Assembly, vide Message No. 6 of 2026 date 30th July 2026 (Annexure 2), conveyed to the House the Message from H.E the President nominating Ms. Flora Mutua for appointment as a Member of PSC.

10. In addition, pursuant to the provisions of Standing Order 45, the Speaker referred the name and the *curriculum vitae* of the nominee to the Committee for approval, hearing and reporting to the House within twenty-one (21) days.

2.4 Notification to the Public

11. Article 118 of the Constitution provides that Parliament shall facilitate public participation and involvement in the legislative business and other business of Parliament and its Committees.
12. Section 6(4) of the Public Appointments (Parliamentary Approval) Act, Cap.7F provides that the Clerk shall notify the public of the time and place for holding approval hearings at least seven days prior to the hearings. Additionally, Section 6(9) of the Public Appointments (Parliamentary Approval) Act, Cap.7F provides that any person may, prior to the approval hearings and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated.
13. In compliance with the above provisions, the Clerk of the National Assembly on Friday, 31st July 2026 placed an advertisement in the print media, notifying the public of the time and place of holding the approval hearing and inviting the public to submit memoranda by way of written statements on oath (affidavit) on the suitability of the nominee.
14. The Memoranda were to be received by Monday, 10th Aug 2026, by 5.00 pm. By the close of the deadline, the Committee did not receive memoranda contesting the suitability of the nominee.

2.5 Notification to the Nominee

15. The Clerk of the National Assembly, vide a letter dated 5th August 2026 referenced NA/DDC/LAB/2026/031 (*Annexure 4*), invited the nominee for the approval hearing in accordance with section 6(3) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F.

2.6 Clearance and Compliance Requirements

16. Section 6(7) of the Public Appointments (Parliamentary Approval) Act, Cap.7F provides that an Approval Hearing shall focus on a candidate's academic credentials, professional training and experience, personal integrity and background.
17. Vide letters dated 3rd August 2026 and referenced NA/DDC/AIS/2026/ 069, 070, 071, 071, 072, 073, 074 and 076, the Clerk of the National Assembly wrote to the DCI, EACC, HELB, KRA, ODPP and ORPP (*Annexure 5*) requesting reports with respect to the nominee on the following matters:
- (a) criminal records;
 - (b) ethics and integrity;
 - (c) higher education loan repayment(s);

- (d) active criminal court proceedings;
- (e) political party affiliations; and
- (f) tax compliance

18. The following institutions wrote back to the National Assembly clearing the nominee: DCI vide letter referenced DCI/CRO/SEC/6/7/2/A/ VOL.XX/47 dated 11th August 2026; EACC vide letter referenced EACC7/10/5 VOL XXXVIII (8) dated 10th August 2026; ODPP vide letter referenced ODPP/CONF/5/50A dated 10th August 2026 and ORPP vide letter referenced ORPP/ORG/34 VOL. X (32) dated 6th August 2026. (Annexure 10)

19. At the time of the adoption of this Report, CUE, KRA and HELB had not responded.

20. In addition, the nominee availed the following documents:

- a) CRB certificate on her Credit report indicating no adverse listing;
- b) Certificate of clearance from the Higher Education Loans Board; and
- c) Certificate of compliance from the Kenya Revenue Authority

2.7 Criteria for Consideration during the Approval Hearings

21. In conducting the approval hearings, the Committee was guided by Section 6(7) and (8) of the Public Appointments (Parliamentary Approval) Act, Cap.7F, which provides that:

“(7) An approval hearing shall focus on a candidate’s academic credentials, professional training and experience, personal integrity and background.

(8) The criteria specified in the Schedule shall be used by a Committee during an approval hearing for the purposes of vetting a candidate.”

22. Additionally, Section 7 of the Act provides that the issues for consideration by the relevant House of Parliament in relation to any nomination shall be:

- (a) *“the procedure used to arrive at the nominee;*
- (b) *any constitutional or statutory requirements relating to the office in question; and*
- (c) *the suitability of the nominee for the appointment proposed having regard to whether the nominee’s abilities, experience, and qualities meet the needs of the body to which nomination is being made.”*

2.7.1 Procedure for Nomination

24. Article 250 of the Constitution provides that:

“Composition, appointment and terms of Office.

(1) Each commission shall consist of at least three, but not more than nine, members.

(2) The chairperson and each member of a commission, and the holder of an independent office, shall be—

- (a) identified and recommended for appointment in a manner prescribed by national legislation;*
- (b) approved by the National Assembly; and*

- (c) appointed by the President.
 - (3) To be appointed, a person shall have the specific qualifications required by this Constitution or national legislation.
 - (4) Appointments to commissions and independent offices shall take into account the national values referred to in Article 10, and the principle that the composition of the commissions and offices, taken as a whole, shall reflect the regional and ethnic diversity of the people of Kenya.
 - (5) The chairperson and each member of a commission, and the holder of an independent office, shall be—
 - (a) identified and recommended for appointment in a manner prescribed by **national legislation**;
 - (b) approved by the National Assembly; and
 - (c) appointed by the President.”
25. Section 11(1) and Paragraph 1(1) of the First Schedule of the PSC Act, Cap. 185 provides that:
- “(1) Where a vacancy occurs in the office of the chairperson, vice-chairperson or member, the appointment procedure provided for in the Constitution and the First Schedule shall apply.
- (2) Whenever a vacancy arises, the President shall, within fourteen days by notice in the Government Gazette, declare vacancies in the Commission and constitute a selection panel comprising of the following—
- (i) a representative from the Office of the President;
 - (ii) a representative from the office of the Attorney-General;
 - (iii) a representative from the Ministry responsible for the Public Service;
 - (iv) a representative from the Institute of Certified Public Accountants of Kenya;
 - (v) a representative from the Institute of Human Resource Management who should be knowledgeable in human resource practices;
 - (vi) a representative from the Federation of Kenya Employers who should be knowledgeable in labour relations; and
 - (vii) a representative from the National Council for Persons with Disabilities.
26. In exercise of his powers in Article 250(2)(c) of the Constitution and in accordance with section 11(1) and Paragraph 1(1) of the First Schedule of the PSC Act, Cap. 185, H.E. The President, vide Gazette Notice No. 5051 of 10th April 2026 (Annexure 7), convened a selection panel for the recruitment of a suitable candidate for appointment as a Member of PSC.
27. In accordance with the aforementioned provisions, the Selection Panel advertised, shortlisted and interviewed the applicants and selected three (3) persons qualified for appointment as a Member of PSC and subsequently forwarded the names of the selected candidates to H.E. the President for nomination.
28. Accordingly, H.E. the President, through the Head of Public Service, forwarded to the National Assembly the name of Ms. Flora Mutua for approval for appointment as a Member

of PSC in accordance with Article 250(2)(b) of the Constitution and section 3 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F.

2.7.2 Constitutional and Statutory Requirements

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

(a) National Values and Principles of Governance

30. Article 10 of the Constitution provides for the national values and principles of governance which State officers should abide by in discharging their mandate. They include: patriotism; national unity; sharing and devolution of power; the rule of law; democracy and participation of the people; human dignity; equity; social justice; inclusiveness; equality; human rights; non-discrimination and protection of the marginalized; good governance; integrity; transparency and accountability; and sustainable development.

(b) Conduct of State Officers

31. Article 75 of the Constitution requires a State Officer, whether in public or private life, to behave in a manner that avoids conflict between personal interest and public official duties. The Article further prohibits a State officer who has been dismissed or otherwise removed from office for contravention of the provisions of Chapter Six of the Constitution from holding any other State office.
32. Article 77 of the Constitution outlines that a full-time State officer must not participate in any other gainful employment and that any appointed State officer must not hold office in a political party.
33. Moreover, the Constitution under Article 78 further stipulates that a State officer must not hold dual citizenship but instead shall be a citizen of Kenya only.
34. Article 232 provides for the values and principles of public service as high standards of professional ethics; efficient, effective and economic use of resources; responsive, prompt, effective, impartial and equitable provision of services; involvement of the people in the process of policy-making; accountability for administrative acts; transparency and provision to the public of timely, accurate information; fair competition and merit as the basis of appointments and promotions; representation of Kenya's diverse communities; and affording adequate and equal opportunities for appointment, training and advancement, at all levels of the public service of men and women, members of all ethnic groups and persons with disabilities.

(c) Qualifications for Appointment as Chairperson of the PSC

35. Article 250(2)(a) of the Constitution contemplates that the PSC Act, Cap. 185 shall prescribe the manner in which a Member of PSC shall be appointed.
36. Section 8 (1) of the PSC Act, Cap. 71 provides for the qualifications of a Member of the PSC as follows:

“Subject to Article 233(3) of the Constitution, a person shall be qualified for appointment as the chairperson or vice-chairperson of the Commission if that person—

- (a) is a citizen of Kenya;*
- (b) holds a degree from a university recognized in Kenya;*
- (c) has at least ten years’ experience in their respective profession;*
- (d) has at least six years’ experience in a managerial position either in the public or private sector; and*
- (e) meets the requirements of leadership and integrity in Chapter Six of the Constitution.*

(d) Leadership and Integrity

37. The Committee, in determining the suitability of the nominee, 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.*

38. In addition, the Committee considered section 10 of the Leadership and Integrity Act, Cap. 185C in particular, which provides that:

“A State officer shall, to the best of their ability—

- (a) carry out the duties of the office efficiently and honestly;*
- (b) carry out the duties in a transparent and accountable manner;*
- (c) keep accurate records and documents relating to the functions of the office; and*
- (d) report truthfully on all matters of the organization which they represent.”*

2.7.3 Suitability of the nominee for the proposed appointment having regard to whether the nominee's abilities, experience and qualities meet the needs of the office to which nomination is being made

39. The suitability of the nominee was assessed after scrutiny of her academic credentials, professional training and experience, personal integrity, background and qualities as well as her performance during the approval hearing conducted on 13th August 2026.

CHAPTER THREE

3.0 APPROVAL HEARING OF THE NOMINEE

40. The Committee held a sitting on Thursday, 13th August 2026 to deliberate on the approval hearing and noted the following—
- 1) The nominee had not notified the Clerk of the National Assembly of their withdrawal from the approval process as outlined in section 6(10) of the Public Appointments (Parliamentary Approval) Act, Cap 7F.
 - 2) The Committee examined the nominee against the criteria set out in section 6(7), 6(8) and 7 of the Public Appointments (Parliamentary Approval) Act, Cap 7F.

3.1 Ms. Flora Nduku Mutua – Nominee for appointment as a Member of PSC

54. The nominee appeared before the Committee on Thursday, 13th August 2026 and was vetted under oath to examine her suitability. The Committee noted the following:

3.2 Questions from the Questionnaire

Citizenship, Date and Place of Birth

55. The nominee is a Kenyan citizen with ID Number 7405886 and was born in Machakos County in 1967.

Academic and Professional Qualifications

56. The nominee holds a Master's in Business Administration in Human Resource Management from Kenyatta University, a Higher Diploma in Human Resource Management from the Kenya Polytechnic, Nairobi and a Bachelor of Arts Degree in Anthropology from the University of Nairobi.

57. She also indicated that she has undertaken the following trainings;

- (a) Capacity Building for Development of a Human Resource Development (HRD) Legal Framework for Kenya's Public Service
- (b) Certified Human Resource Consultant – IHRM
- (c) Strategic Leadership Development Programme – KSG
- (d) Senior Management Course – GTI
- (e) Consultancy Skills – KIM
- (f) Project and Programme Management at RIPA International, London
- (g) Management Programme by University of Witwatersrand, Johannesburg

Employment Record and Work Experience

58. The nominee has worked in the following capacities:

- (a) August 2025 - to date: Director, Management Consultancy Services at the State Department for Public Service
- (b) June 2016 – June 2021: Assistant Director, Management Consultancy Services at the State Department for Public Service

- (c) June 2009 – June 2016: Principal Management Analyst at the State Department for Public Service
- (d) March 2005 – June 2009: Chief Management Analyst at the State Department for Public Service
- (e) July 2001 – March 2005: Management Analyst I at the State Department for Public Service
- (f) March 1996 – July 2001: Personnel Officer at the Ministry of Home Affairs and National Heritage
- (g) 1994 – March 1996: Social Worker at Mbiuni Family Helper Project
- (h) 1990 – 1992: Teacher at Matheini Secondary School

Published Writings

59. The nominee has published the following;

Workload Analysis for the Staff of Kenya Electricity Generating Company (Kengen); Human Resource Planning and Succession Management Plan for Kenya National Bureau of Statistics; and Skills Audit for Nakuru County Assembly.

Public Office, Political Activities and Affiliations

60. The nominee indicated that she is currently the Director, Management Consultancy Services at the State Department for Public Service.

Integrity

61. The nominee submitted that she has neither been charged in a court of law nor adversely mentioned in any investigatory report produced by Parliament or a Commission of Inquiry within the past three years. In addition, the nominee stated that she has never been dismissed or removed from office for violating the provisions outlined in Article 75 of the Constitution.

Income and Net worth

62. The nominee estimated her net worth to Kshs. 41.5 million, comprising immovable property, motor vehicles and cash in bank. She indicated her current sources of income to include salary from employment and farm income.

Potential Conflict of Interest

63. The nominee declared that she is currently not associated with any persons or matters that would present a potential conflict of interest should she assume the position of a member of PSC. If a conflict of interest were to arise, she stated that she would resolve it according to Article 75 of the Constitution.

Pro-bono/Charity Work/Donation to Charity

64. The nominee has volunteered in capacity-building activities for church projects and supporting education for needy children and persons.

3.3 General and Sector-Specific Questions to the Nominee

65. In order to assess the nominee's overall suitability for the position, the Committee posed questions to the nominee, and she responded as recorded hereunder:

On persistent challenges in the public service sector and long-term reforms to improve public service delivery;

66. The nominee submitted that public service continues to grapple with various challenges however she emphasised that there is a need to engage stakeholders in dialogue and embrace collaboration. It was her view that embracing collaborative approaches, would be critical in reforming and modernising public service delivery on a sustainable, long-term basis.

On the major setbacks facing the Commission;

67. The nominee observed that the Commission continues to face persistent challenges, key among them being inadequate funding, which constrains its capacity to implement planned programmes and meet its performance targets. She proposed the need to embrace technology in the institution to enhance efficiency and reduce operational costs, and called upon increasing the allocation of enough resources to enable the Commission to fully discharge its constitutional mandate.

On aligning operations of the Commission with Kenya's Beyond 2030 Vision and other national development goals;

68. The nominee submitted that PSC has made tremendous efforts towards realisation of the Vision 2030, particularly in areas of public service reform and institutional capacity building. However, she noted that with the Vision 2030 period drawing to a close, it is an opportune time for the Commission to undertake a comprehensive evaluation of its achievements, identify shortcomings in implementation, and determine the areas requiring improvement. She stated that the evaluation would inform the Commission's strategic priorities and ensure alignment with Kenya's Vision Beyond 2030.

On PSC being the sole employer of all public servants in Kenya;

69. The nominee asserted that the Constitution establishes several independent Commissions, including PSC. She stated that other Commissions, such as the Teachers Service Commission and the Judicial Service Commission, are similarly empowered to manage their respective human resource functions. The nominee emphasised that each Commission exercises its mandate independently and in accordance with the Constitution.

On how she will restore public confidence and trust in the Commission;

70. The nominee stated that restoring public confidence in the Commission requires comprehensive stakeholder engagements, effective communication and timely resolution of underlying issues.

On fair representation in the mainstream public service;

71. The nominee stated that if appointed, she will prioritise targeted recruitment drives aimed at enhancing the representation of women, persons with disabilities and members of marginalised communities within the Commission

On ghost workers;

72. The nominee submitted that the matter primarily lies with the Human Resource department and payroll administrators across government institutions, who ought to exercise diligence, integrity and accountability in the management of payroll records.

On her understanding of the distinction between State officers and public officers

73. The nominee highlighted that State officers hold constitutional offices defined under Article 260 of the Constitution, while public officers are employees in the public service employed in various government institutions.

On decentralizing the Commission;

74. The nominee highlighted the need for the Commission to embrace Artificial Intelligence and further develop a hybrid system that will allow citizens all over the country access certain services that can be decentralised.

On the call for harmonised salaries across the public service;

75. The nominee informed the Committee that SRC harmonised subsistence allowances across the public service, and that the harmonisation of salaries ought to be the logical next step.

On the mandatory retirement age in the public service;

76. The nominee expressed confidence in her ability to leverage her wealth of experience to effectively discharge responsibilities associated with the position if appointed. She highlighted that her, nearing the age of retirement, should not be a subject of concern, but rather the Committee should consider her institutional knowledge and track record she brings to the role having served in the State Department for Public Service. She further stated that her added value to the Commission, if appointed, should not be measured by the length of time she would serve, but by the quality, impact and lasting institutional benefit of her service.

On her vast experience in public service and the added advantage she offers the Commission;

77. The nominee noted major challenges affecting the Commission and the need to address them if her nomination is approved. She highlighted challenges such as wrong methodology used to establish offices, stagnation of officers in different scales of service and lack of awareness on career guidelines, noting that she will seek to have a justifiable methodology to establish staff numbers, schemes of service and create awareness on career guidelines.

CHAPTER FOUR

4.0 COMMITTEE OBSERVATIONS ON THE SUITABILITY OF THE NOMINEE

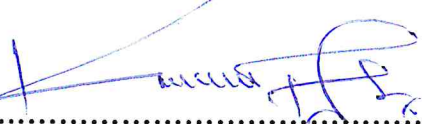
78. The Committee, having considered the nominee's filled questionnaire pursuant to Section 6(8) of the Public Appointments (Parliamentary Approval) Act, CAP.7F, the *curriculum vitae* and having heard her oral submissions during the approval hearing, observed as follows:

- i. The nominee is a Kenyan citizen and does not hold any other citizenship and therefore meets the requirement of Article 78(1) of the Constitution and section 8(1)(a) of the PSC Act, Cap. 185.
- ii. The nominee possesses a Bachelor of Arts Degree in Anthropology from the University of Nairobi and therefore meets the requirements of section 8(1)(b) of the PSC Act, Cap 185.
- iii. The nominee has over ten years' proven experience at management level, having served in different managerial capacities at the State Department for Public Service. The nominee, therefore, meets the requirements of section 8(1)(d) of the PSC Act, Cap 185.
- iv. The nominee demonstrated knowledge and understanding of the mandate of a member of PSC. She identified various challenges and displayed problem-solving ways of improving the operations of the Commission.
- v. The nominee, having been cleared by DCI, EACC, ODPP and ORPP, and provided a clearance certificate from HELB and a tax compliance certificate from KRA meets the statutory requirements for appointment as a member of PSC.
- vi. The recruitment process and subsequent recommendation for appointment as detailed in the report of the Selection Panel of the nominee is in compliance with the Constitution, the PSC Act, Cap. 185 and the Public Appointments (Parliamentary Approval) Act (Cap.7F).

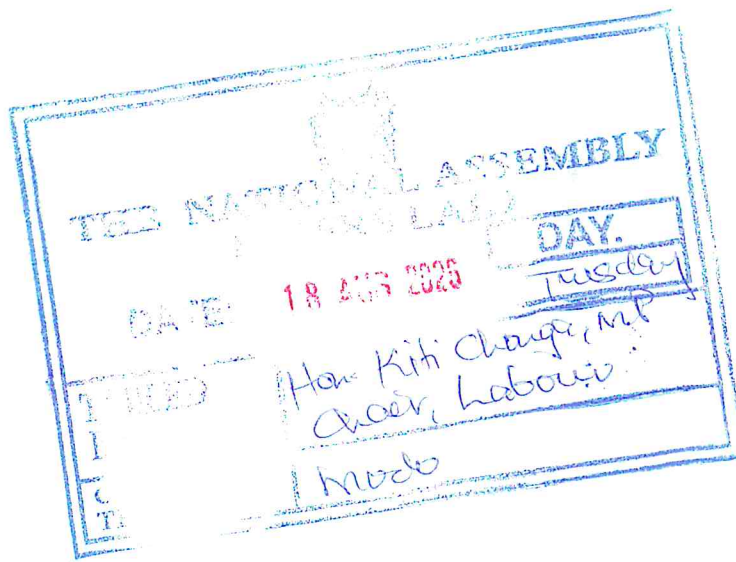
CHAPTER FIVE

5.0 COMMITTEE RECOMMENDATION

79. Having conducted the approval hearings pursuant to Article 233(2) of the Constitution; Sections 3 and 8 of the Public Appointments (Parliamentary Approval) Act, Cap 7F; Section 11 of the PSC Act, Cap. 185 and Standing Order 216 (5) (f), the Committee recommends that the House **Approves** the appointment of **Ms. Flora Nduku Mutua** as a Member of the Public Service Commission.

SIGNED:  DATE: 18/08/2026

HON. KITI RICHARD KEN CHONGA, MP
CHAIRPERSON, DEPARTMENTAL COMMITTEE ON LABOUR





THE NATIONAL ASSEMBLY
THIRTEENTH PARLIAMENT - FIFTH SESSION-2026
DIRECTORATE OF DEPARTMENTAL COMMITTEES
DEPARTMENTAL COMMITTEE ON LABOUR

**MINUTES OF THE 42ND SITTING OF THE DEPARTMENTAL COMMITTEE ON
LABOUR HELD AT EKA HOTEL ON FRIDAY, 14TH AUGUST 2026 AT 2:00PM**

PRESENT

1. Hon. Kiti Richard Ken Chonga, MP - *Chairperson*
2. Hon. Muli Fabian Kyule, CBS, MP - *Vice Chairperson*
3. Hon. Omboko Milemba, CBS, MP
4. Hon. K'Oyoo, James Onyango, MP
5. Hon. Aburi Donya Dorice, MP
6. Hon. Wambilianga, Catherine Nanjala, MP
7. Hon. Wachira Rahab Mukami, MP
8. Hon. Barasa, Patrick Simiyu, MP
9. Hon. Siyoi, Lillian Chebet, MP
10. Hon. Kihungi Peter Irungu, MP

APOLOGIES

1. Hon. Kagesi Kivai Ernest Ogesi, MP
2. Hon. Lomwa, Joseph Samal, MP
3. Hon. Omwera, George Aladwa, MP
4. Hon. Amina Dika, MP
5. Hon. Njoroge Mary Wamaua, MP

COMMITTEE SECRETARIAT

- | | | |
|-------------------------|---|--|
| 1. Ms. Hellen Ekadeli | - | Senior Clerk Assistant I/Head of Secretariat |
| 2. Ms. Jael Kilaka | - | Clerk Assistant III |
| 3. Ms. Elssy Cherop | - | Legal Counsel |
| 4. Mr. Timothy Chiko | - | Research Officer III |
| 5. Ms. Gift Musenya | - | Audio Officer III |
| 6. Mr. Jared Onyancha | - | Public Communications/Protocol Officer |
| 7. Ms. Christine Sabdio | - | Office Assistant |

AGENDA

1. Prayers
2. Preliminaries
3. Confirmation of Minutes/Matters arising

4. **Adoption of the Report on the Approval Hearing of Ms. Flora Nduku Mutua, Nominee for Appointment as a Member of the Public Service Commission**
5. Any Other Business
6. Adjournment / Date of the Next Meeting

MIN. NO. DDC/LAB/181/2026: PRELIMINARIES

The meeting was called to order at thirty minutes past two o'clock by the Chairperson followed by a word of prayer and thereafter Members of the Committee introduced themselves. The agenda was adopted having been proposed by Hon. Muli, Fabian Kyule, CBS, MP and seconded by Hon. Wachira Rahab Mukami, MP

MIN. NO. DDC/LAB/182/2026: CONFIRMATION OF MINUTES OF THE PREVIOUS SITTING

The agenda was deferred.

MIN. NO. DDC/LAB/183/2026: ADOPTION OF THE REPORT ON THE APPROVAL HEARING OF MS. FLORA NDUKU MUTUA, NOMINEE FOR APPOINTMENT AS A MEMBER OF THE PUBLIC SERVICE COMMISSION

Committee Observations

The Committee, having considered the nominee's filled questionnaire pursuant to Section 6(8) of the Public Appointments (Parliamentary Approval) Act, CAP.7F, the *curriculum vitae* and having heard her oral submissions during the approval hearing, observed as follows:

- i. The nominee is a Kenyan citizen and does not hold any other citizenship and therefore meets the requirement of Article 78(1) of the Constitution and section 8(1)(a) of the PSC Act, Cap. 185.
- ii. The nominee possesses a Bachelor of Arts Degree in Anthropology from the University of Nairobi and therefore meets the requirements of section 8(1)(b) of the PSC Act, Cap 185.
- iii. The nominee has over twenty years' proven experience at management level having served in different managerial capacities at the State Department for Public Service. The nominee, therefore, meets the requirements of section 8(1)(d) of the PSC Act, Cap 185.
- iv. The nominee, having been cleared by EACC, ODPP and ORPP meets the statutory requirements for appointment as a member of PSC.
- v. The recruitment process and subsequent recommendation for appointment as detailed in report of the Selection Panel of the nominee is in compliance with the Constitution, the PSC Act, Cap. 185 and the Public Appointments (Parliamentary Approval) Act (Cap.7F).

Committee Recommendation

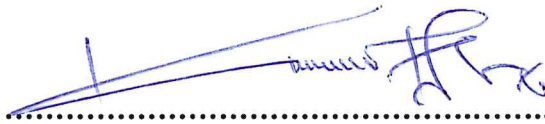
Having conducted the approval hearings pursuant to Article 233(2) of the Constitution; Sections 3 and 8 of the Public Appointments (Parliamentary Approval) Act, Cap 7F; Section 11 of PSC Act, Cap. 185 and Standing Order 216 (5) (f), the Committee recommends that the House **approves** the appointment of Ms. Flora Nduku Mutua as a Member of the Public Service Commission.

Adoption or Report

The Committee Report was adopted having been proposed by Hon. Kihungi Kihungi Peter Irungu, MP and seconded by Hon. Wambilianga, Catherine Nanjala, MP

MIN. NO. DDC/LAB/184/2026:**ADJOURNMENT**

There being no other business, the meeting was adjourned at half past three o'clock. The next meeting will be held on notice.

SIGNED:**DATE:**18/08/2026**(CHAIRPERSON HON. KITI RICHARD KEN CHONGA, MP)**



REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY
13TH PARLIAMENT - FIFTH SESSION – 2026
DEPARTMENTAL COMMITTEE ON LABOUR
MEMBERS ATTENDANCE SCHEDULE

We, the Members of the Departmental Committee on Labour, pursuant to Standing Order 199, adopted this Report of the Committee on its Pre-Publication Scrutiny of the Public Service Commission (Amendment) Bill 2025 sponsored by Hon. Fredrick Ikana, MP and affixed our signatures to affirm our approval and confirm its accuracy, validity and authenticity

NO.	NAME	SIGNATURE
1.	Hon. Kiti, Richard Ken Chonga, MP - <i>Chairperson</i>	
2.	Hon. Muli, Fabian Kyule, CBS, MP - <i>Vice Chairperson</i>	
3.	Hon. Omboko Milemba, CBS, MP	
4.	Hon. K'Oyoo, James Onyango, MP	
5.	Hon. Kagesi Kivai Ernest Ogesi, MP	
6.	Hon. Lomwa, Joseph Samal, MP	
7.	Hon. Omwera, George Aladwa, MP	
8.	Hon. Wambilianga, Catherine Nanjala, MP	
9.	Hon. Amina Dika, MP	
10.	Hon. Aburi Donya Dorice, MP	
11.	Hon. Njoroge Mary Wamaua, MP	
12.	Hon. Wachira, Rahab Mukami, MP	
13.	Hon. Barasa, Patrick Simiyu, MP	
14.	Hon. Kihungi, Peter Irungu, MP	
15.	Hon. Siyoi, Lillian Chebet, MP	

