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**BOMET COUNTY ASSEMBLY**

**THIRD ASSEMBLY: FIRST SESSION**

**THE SEVENTH REPORT OF THE COMMITTEE ON APPOINTMENTS ON  
THE VETTING OF THE NOMINEE FOR THE POSITION OF THE  
COUNTY EXECUTIVE COMMITTEE MEMBER IN CHARGE OF GENDER,  
CULTURE AND SOCIAL SERVICES**

**JOSPINE CHEPKOECH**

**NOVEMBER, 2022**

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## **LIST OF ABBREVIATION AND ACRONYMS**

CECM – County Executive Committee Member

OVCs - Orphans and Vulnerable Children

PWDs - Persons with Disability

GBV – Gender Based Violence

GMO – Genetically Modified Organisms

NCPWD- National Council for Persons with Disability

HIV – Human Immune Virus



## 1 PREFACE

### 1.1 Establishment and Mandate of the Committee

The Committee on Appointments is established pursuant to Standing Order 197(1). The Standing Order 197(4) mandates the Committee On Appointments to consider, for approval by the County Assembly, the appointments of County Executive Committee Members under Article 179(2) of the Constitution.

### 1.2 Committee Membership

The Committee on Appointments was constituted on 13<sup>th</sup> October, 2022 and comprises of the following members: -

<b>N o</b>	<b>NAME</b>	<b>POSITION</b>
1.	Hon. Cosmas Korir	Chairperson
2.	Hon. Leonard Rotich	Vice -Chairperson
3.	Hon. Paul Kipyegon Kirui	Member
4.	Hon. Stephen Changmorik	Member
5.	Hon. Kibet Ngetich	Member
6.	Hon. Rosaline Cheptoo	Member
7.	Hon. Eric Kirui	Member

### 1.3 Committee Secretariat

The secretariat comprises

<b>No</b>	<b>Name</b>	<b>Position</b>
1	Isaac Kitur	Clerk of the Assembly

2	Oscar Sang	General Counsel
3	Rashid Tonui	Director, Legislatives Services
4	Veronica Waweru	Principal Clerk Assistant
5	Edwin Makiche	Communications and media Relations
6	Kenneth Langat	Principal Clerk Assistant
7	Ronald Sang	Deputy Director Budget Office
8	Annebetty Koros	Assistant Director Committee Services
9	Josphat Koech	Chief Hansard Reporter
10	Edward Rop	Serjeant At Arms I
11	Janet Birech	Chief Administrative Officer
12.	Victor Mutai	Hansard Reporter



## **2 BACKGROUND**

### **2.1 Notification of Nomination**

Pursuant to Article 179(2)(b) of the constitution as read together with sections 30(2)(d) and 35 of the County Governments Act, 2012 and Section 6(1) of Public Appointments (County Assemblies Approval) Act, 2017, H.E. the Governor, submitted to the County Assembly, the name of nominee Josphine Chepkoech vide a letter dated **12<sup>th</sup> October, 2022** for vetting and approval by the County Assembly for appointment as the County Executive Committee Member for Gender, Culture and Social Services (Annexure 1). The notification contained the Curriculum Vitae and the testimonial of the nominee.

### **2.2 Notification to the Assembly and Referral to the Committee on Appointments**

Pursuant to the provisions of Standing Order 42(1), the Speaker, vide a Communication dated Thursday, 13<sup>th</sup> October, 2022, informed the Assembly of the Governor's message to the Assembly on nomination of County Executive Committee Members, for approval by the County Assembly.

Pursuant to section 7(1) of the Public Appointments (County Assemblies Approval) Act No 5 of 2017 and Standing Order 197(4), the names and curriculum vitae of the nominees were referred to the Committee on Appointments for approval hearings and reporting to the Assembly.

### **2.3 Notification to the Public**

The Constitution of Kenya, 2010 and the County Governments Act, 2012 obligate the County Assembly to facilitate public participation and

involvement in the legislative business and other business of Assembly and its Committees.

Section 7(5) of the of the Public Appointments (County Assemblies Approval) Act No, 2017 Act further provides that the Committee shall notify the public of the time and place for holding an approval hearing at least seven days prior to the hearings.

Further, section 7(10) of the Public Appointments (County Assemblies Approval) Act, 2017 Act 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"*.

Pursuant to section 7(10) of Public Appointments (County Assemblies Approval) Act, 2017, the Clerk of the County Assembly placed an advertisement in the print media (Daily Nation) on 15<sup>th</sup> October, 2022 (Annexure 2) inviting the public to submit memoranda by way of a written statement on oath (affidavit) on the suitability or otherwise of the nominee for the position to which she was nominated to serve. The advertisement indicated that the submissions were to be received by Friday, 21<sup>st</sup> October, 2022 at 5.00 pm.

#### **2.4 Notification to the Nominee**

On Saturday, 15<sup>th</sup> October, 2022, the Clerk of the County Assembly invited the nominees, in writing and through print media, for the approval hearings in accordance with Section 7(4) of the of the Public Appointments (County Assemblies Approval) Act, 2017 (Annexure 3). The nominee was required to



appear before the committee on appointments on Monday, 24<sup>th</sup> October, 2022 at 12.00 noon.

## **2.5 Clearance and Compliance Requirements**

On Friday, 14<sup>th</sup> October, 2022, the Clerk of the County Assembly wrote to the Ethics and Anti-Corruption Commission (EACC) requesting for reports with respect to the nominee on the ethics and integrity.

Further, the Clerk, in his notification to the nominee required her in writing to bring letters or certificates of compliance and clearance during the vetting exercise from:

1. Ethics and Anti-Corruption Commission (EACC),
2. Kenya Revenue Authority (KRA),
3. Directorate of Criminal Investigations (DCI),
4. The Higher Education Loans Board (HELB)
5. Any of the credit Reference Bureaus

## **2.6 Committee meetings**

The Committee held a total of seven meetings, and during one of the meetings on 24<sup>th</sup> October, 2022, the said nominee appeared before the committee on Appointments and was vetted in accordance with the Public Appointments (County Assemblies Approval) Act No 5 of 2017 for appointment as the County Executive Committee Member in Gender, Culture and Social Services.

In a meeting held on 13<sup>th</sup> October, 2022, the Committee resolved to invite the nominee for approval hearing at the County Assembly Mini Chamber on Monday 24<sup>th</sup> October 2022. In conducting the vetting exercise, the



Committee made reference to the Constitution, the County Governments Act, 2012, the Leadership and Integrity Act, the Public Appointments (County Assemblies Approval) Act No 5 of 2017 and the Standing Orders.

The Committee complied with the Constitutional and legal requirements in its procedure for vetting. It ensured that there was public participation, transparency and openness in carrying out the vetting exercise.

Notifications and invitation of the general public to submit memoranda were placed in the mainstream print media on Saturday 15<sup>th</sup> October, 2022 in line with the provision of sections 91 and 95 of the County Governments Act 2012. By close of Business on Friday, 21<sup>st</sup> October, 2022 no written memorandum had been submitted to the office of the Clerk of the County Assembly.

### 3 ACKNOWLEDGEMENT

The Committee on Appointments wishes to thank the Office of the Speaker, the Office of the Clerk and staff of the County Assembly for the logistical support accorded to it during the vetting exercise and execution of the committee's mandate.

The Committee thanks all its Members for their patience, sacrifice, endurance and commitment to serve the public under tight schedules which enabled it to complete the task within the stipulated period.

The Committee made a number of findings on the nominee during the vetting exercise. These findings guided the Committee in making its final recommendation. The Committee's final recommendations were based on the Constitution of Kenya, 2010, the County Governments Act 2012, the Leadership and Integrity Act 2012, the Public Appointments (County Assemblies Approval) Act, 2017 and the information supplied by the nominee during the proceedings of the Committee and the public hearing. The Committee report was adopted by members on Sunday, 30<sup>th</sup> October, 2022.

SIGNED..........DATE: 1<sup>ST</sup> NOVEMBER.....

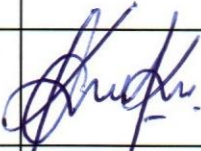
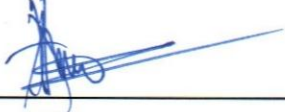

**Hon. Cosmas Korir**

**Speaker and the Chairperson**

**Committee on Appointments**

#### 4 OWNERSHIP OF THE REPORT

We, the members of Committee on Appointments, do append our signatures against our names in this report to affirm the correctness of the contents and support for the report

<b>N o</b>	<b>NAME</b>	<b>POSITION</b>	<b>SIGN</b>
1.	Hon. Cosmas Korir	Chairperson	
2.	Hon. Leonard Rotich	Member	
3.	Hon. Paul Kipyegon Kirui	Member	
4.	Hon. Stephen Changmorik	Member	
5.	Hon. Kibet Ngetich	Member	
6.	Hon. Rosaline Cheptoo	Member	
7.	Hon. Eric Kirui	Member	

**Dated this Sunday, 30<sup>th</sup> day of October, 2022**



## **5 APPROVAL HEARING OF THE NOMINEE**

### **5.1 Issues for Consideration**

The Committee held a sitting on Monday, 24<sup>th</sup> October, 2022 to deliberate on the approval hearings and noted the following —

1. THAT, the nominee had not notified the Clerk of the County Assembly of her withdrawal from the approval process as outlined under section 7(12) of the Public Appointments (County Assemblies Approval) Act, 2017.
2. THAT, Article 179(2) of the Constitution requires H.E. the Governor to nominate and with the approval of the County Assembly, appoint members of the County Executive Committee
3. THAT, Article 179(3) of the Constitution provides that the County Executive Committee Members appointed under clause (2) (b) shall not exceed one-third of the number of members of the County Assembly, if the Assembly has less than thirty members; or ten, if the Assembly has thirty or more members.

In this regard, it was notable that in compliance with the provisions of Article 179(3) of the Constitution, the Governor had nominated seven County Executive Committee Members.

4. Further, the committee required the nominee to submit the following documents; (Annex 4)
  - i. Questionnaire for vetting/approval of the Nominee for the CECM position

- ii. Curriculum Vitae, Personal Credentials and Academic Certificates
  - iii. Clearance Certificate from Higher Education Loans Board(HELB)
  - iv. Certificate of Good Conduct from the Criminal Investigation Department (CID)
  - v. Compliance Certificate from Kenya Revenue Authority (KRA)
  - vi. Sworn self- declaration form submitted to the Ethics and Anti-Corruption Commission (EACC)for 2018
  - vii. Clearance Certificate from Credit Reference Bureau
5. THAT, the Committee would therefore proceed with the approval hearings on Monday, 24<sup>th</sup> October, 2022; and
  6. THAT, the Committee would examine the nominee against the criteria set out in sections 7 and 8 of the Public Appointments (County Assemblies Approval) Act, 2017.

## **5.2 Submission of memoranda**

By close of business on 21<sup>st</sup> October, 2022, the Committee had not received any memoranda from the public.

## **5.3 Issues for consideration**

In conducting the approval hearing, the Committee was guided by Article 73 (2)(a)(b)(c) and (e) of the Constitution, Section 35 of the County Governments Act and the provisions of the Public Appointments (County Assemblies Approval) Act 2017.



**Article 73(2) of the Constitution** on leadership and Integrity provides as follows:

“That the guiding principles of leadership and integrity include;

- a. Selection on the basis of personal integrity, competence and suitability 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 services based solely on the public interest, demonstrated by:
  - i. Honesty in the execution of public duties
  - ii. The declaration of any personal interest that may conflict with public duties.
  - iii. Accountability to the public for decisions and actions; and
  - iv. Discipline and commitment of service to the people.

In conducting the vetting process, the Committee on Appointments examined the nominee against the following criteria, amongst others, in accordance with the Public Appointments (County Assemblies Approval) Act 2017.

- (i) Academic Qualification
- (ii) Employment Record
- (iii) Knowledge of the relevant subject/ role of CECM Gender, Culture and Social Services

- (iv) Appreciation of the Constitution of Kenya 2010, Acts of Parliament and Devolution
- (v) Overall Suitability for the Position
- (vi) Compliance and Integrity

The Committee considered the provisions of section 35(2) of the **County Governments Act, 2012** which states as follows: -

*"The County Assembly shall not approve nominations that do not take into account*

- a. Not more than two thirds of either gender;*
- b. Representation of the minorities, marginalized groups and communities; and*
- c. Community and cultural diversity within the county.*

*(3) A person may be appointed as a member of the executive committee if that person-*

- 1. Is a Kenyan citizen;*
- 2. Is a holder of at least a first degree from a university recognized in Kenya;*
- 3. Satisfies the requirement of chapter six of the Constitution; and*
- 4. Has knowledge, experience and distinguished career of not less than five years in the field relevant to the portfolio of the department to which the person is being appointed.*

*(4) A member of the County Executive committee shall not hold any other State or Public office.*



## **6 ORAL SUBMISSION FROM JOSPHINE CHEPKOECH**

During its sittings held on Tuesday 25<sup>th</sup> October 2022 at County Assembly Mini Chambers, the Committee orally interviewed the nominee. The Minutes of the vetting proceedings are attached (Annex 5).

Josphine Chepkoech, the nominee to the Office of the County Executive Committee Member for Gender, Culture and Social Services, appeared before the Committee on Tuesday 24<sup>th</sup> October, 2022 at 2.30 pm and was vetted under oath pursuant to Article 179(2)(a) of the Constitution, the Public Appointments (County Assemblies Approvals) Act, 2017 and the Standing Orders of the County Assembly. The Committee noted the following:

### **6.1 Introduction**

#### **6.1.1 Date and Place of Birth**

The nominee is a female Kenyan born in 1983 in Bomet County, Gelegele Sub- Location, Ndanai/Abosi Ward. The nominee confirmed that she is a Kenyan citizen and did not hold any other citizenship. The nominee confirmed to the committee that she was in possession of all the original clearance documents and certificates as required by Chapter Six of the Constitution of Kenya.

#### **6.1.2 Academic and Professional Qualifications**

She studied at Gelegele primary school and St. Mary's Primary School and did her KCPE in 1997. She joined Moi Tea Girls High School and later joined Egerton University for her bachelor's degree of Science Library and Information Studies which she completed in 2007. She holds a Master's Degree in Business Administration from Kenyatta University.

### **6.1.3 Employment Record**

She worked in International Livestock Research Institute (ILRI) an NGO as an Information Assistant for one year and later joined Kenya Power & Lighting Company LTD as a librarian, for one year. In 2011 she joined National Biosafety Authority where she rose through the ranks from a junior Records Officer to a Senior Management Records Officer and resigned in 2021 to pursue other interests.

### **6.1.4 Income and Net Worth**

The nominee estimated her net worth to be Kshs. 4.3 Million being a parcel of land, a car, shares and an online business.

### **6.1.5 General and Sector Specific Questions to Josphine Chepkoech**

The Committee posed several questions to the nominee on her knowledge on the Public Service. The nominee responded as follows:

#### **6.1.6 On Relevance of experience and academic qualification to the portfolio**

The nominee informed the committee that she had done short courses on disability and gender mainstreaming. That she's a ToT on Disability issues and gender mainstreaming, Drug and Substance Abuse and HIV prevention.

That she has mentored youths and school going pupils and students and therefore suitable to hold the position if approved.

The nominee assured the committee that given an opportunity she would steer the department to greater heights. That from her previous employment, she performed various roles and responsibilities one of them being a champion for persons with disability and gender mainstreaming, that she developed policies on gender mainstreaming, doing quarterly reports to



the National Council for Persons with Disability and Commission for Gender, developing work plans and implemented the plans and she doubled up as the chairperson and the secretary to the Committee on Gender mainstreaming and Disability at the National Biosafety Authority.

The nominee further submitted that she worked as a librarian which has cultural and library department which she is qualified to handle. Further, her educational background is relevant for the docket she was being vetted for. The nominee also informed the committee that she championed for gender mainstreaming issues, been trained on the same thus has enough skills if appointed to serve in the docket.

The nominee pledged to start by identifying areas that are of concern and activities that need to be done, planning and delegating work, implementation, monitoring and evaluation as well as analysis and coming up with recommendations for areas of improvement. The nominee assured the committee that she was well equipped to serve as CECM for Gender, Culture and Social Services given her work, track record and education experience. Further, based on her good interpersonal skills and communication prowess she would work seamlessly with everyone in the society.

(Achievements that she did present part of her achievements in the CV but she had documentations with her.)

#### **6.1.7 Functions of the Department**

The nominee assured the committee that she would give equal attention to all three sub sectors save for emergency issues. That she will identify areas of concerns in each sector and prioritize and come up with a work plan and

distribute the activities over a period of time so as to perform and achieve the deliverables and monitor progress of activities.

**Gender** – The nominee acknowledged that there are programs that are already running especially those for empowering women and that there is a policy in place on Gender Based Violence that has been submitted to County Assembly for approval. That her first business if approved, would be to push for approval of the said policy by the Assembly for effective implementation. The nominee submitted that she'll ensure that women will participate in all levels of decision making on matters economy development, start up some programs and enhance the already existing policies and push for enactment of laws that will be hard on the sexual offenders so as to create a safe environment for the girl child and the society at large.

Champion for the Social Welfare Fund for the Kenyan women working abroad

Who face hostilities like GBV so that after they come back they will have a fall back.

**Libraries** – The nominee noted that the county has established public libraries but lack the necessary facilities that if given the opportunity she will out source for financial and material support to supplement what the County has already allocated to ensure that they reach to the lowest level in the county e.g schools to enhance the reading culture.

**Cultural Activities** - the nominee noted that the county has several cultural and tourists' sites that require rehabilitation and maintenance. The nominee gave an example of Iria-Maina water fall in Konoin. That the art industry for



example music such as those sung by the late Kipchamba ought to be preserved for future reference.

**Social Services** – On the issues touching on the Vulnerable groups, person with disability, elderly and orphans she indicated that she would establish programs to empower them by working closely with NCPD because some functions are not fully devolved.

#### **6.1.8 Gender Based Violence (GBV)**

The nominee acknowledged that GBV has been on rise in the county but has not had opportunity to visit the victims' family and wishes that it would not happen to anyone in the county. The nominee indicated that she would put in place mentorship program for the boys and empowerment programs for the girls to enable them identify red flags and defence mechanisms.

The nominee submitted that parents/guardians should be discouraged from out of court settlements. That in cases where institutions are compromised the issues should be escalated to higher offices.

#### **6.1.9 Social Security for the Elderly**

The nominee noted that the County has a work plan on monthly stipend for the elderly persons in the County. She acknowledged that there were challenges in implementation of this program as at times there were delays in disbursement of funds.

That there was a compassionate Assistance program for the vulnerable groups in the county in terms of food stuff, housing and clothes and the Universal Health Program rolled out by the county.

She alluded that it was unfair to scrap the stipends for the elderly persons, if approved the nominee informed the committee that she will push for further allocation of resources to cushion the elderly.

#### **6.1.10 Safe House**

The nominee described a safe house as a place where victims for GBV and sexual harassment are provided with safety thus important for the County to have them in place. That there will be a work plan for implementation of this program within a given time frame.

#### **6.1.11 Teen Pregnancy in the County**

That this should be curbed at the lowest level yearly by promoting mentorship programs on early pregnancies.

#### **6.1.12 Governor's Plans in the sector for 2022-2027**

The nominee highlighted that during his speech, the Governor mentioned that services should be accessible to all, inclusive of accessibility of services by persons with disability. The work plans and policies she'll prepare will be as set out in the Governor's manifesto.

#### **6.1.13 HIV Prevalence Rate**

The nominee agreed with the committee that indeed HIV prevalence is high especially among the youths, she promised to develop a yearly mentorship program for pre-teens, teens and youths between the age of 8 years and 24 years. Enrol those infected on ARVs and teach them how to take care of themselves and most likely the infection rate will drop.

She further submitted that she would encourage sensitization and educative programs to stop the spread of HIV/ AIDs. The nominee acknowledged



existence of several non-governmental organizations to partner with if approved as CECM.

#### **6.1.14 Female Genital Mutilation (FGM)**

The nominee submitted that programs to do with FGM are already in place both at the County and National level but there should be a crusade on anti FGM practices. If approved, the nominee submitted that she would ensure that the county will benefit from the fund on anti FGM practices through the anti FGM board that will benefit both men and women whether married or not.

The nominee acknowledged that she was aware that FGM was happening in the County and that from 2014 she started a mentorship program against FGM. That she managed to visit 14 schools from her ward among other mentorship programs.

#### **6.1.15 Poverty Index in the County**

The nominee noted that measures should be put in place including economic empowerment to women as most households in Bomet are held by women to reduced poverty index to almost zero.

#### **6.1.16 Library Services**

The nominee submitted that she would encourage having libraries at community level for school going children to access reading materials and encourage a reading culture. The county should collaborate with the national government.

#### **6.1.17 Chapter IV of the Constitution on the Bill of Rights**



The nominee informed the committee that these are economic rights. A person living with disability shouldn't be discriminated against due to his/her disability as well as gender identity

Gender mainstreaming means inclusivity of both men and women in terms of sharing resources, employment and decision making in all levels in the society.

#### **6.1.18 Persons Living with Disability**

The nominee noted that they face challenges on registrations therefore miss out on the programs established by the county. If approved, she'll run a program on awareness and have them registered.

The nominee submitted that no child should be disadvantaged on education as they should all benefit from the bursary fund, in addition, she will solicit for funds to supplement the budget allocated by the department to enable the department roll out these activities.

#### **6.1.19 Rights of Persons with Disability**

That she'll push for 5% allocation to employment opportunities for PWDs and ensure that in the 30% youth, women and PWDs get their share, that currently the department is already implementing the award of procurement to youth, women and persons with disability.

She further added that she would engage stakeholders in delivering her mandates through collaborating with the office of the Women Representative, the National Government and other state agencies.

When asked what measures she would put in place for boy child, she alluded that there will be mentorship program of the boy child.

#### **6.1.20 Genetically Modified Organisms (GMO)**

The nominee averred that she worked at Bio Safety Authority for 9 years, a state agency mandated to regulate GMOs and has capacity and expertise to regulate GMOs in the county.

She assured the committee that all GMOs allowed by the agency are fit for human consumption. That all the vaccines and drugs taken by diabetic people are GMOs and no alarm has ever been raised thus in her opinion the lift of the ban was timely. She further went on to educate the committee how GMO products are created.

## 7 COMMITTEE'S OBSERVATIONS ON INTEGRITY AND OTHER KEY AREAS OF VETTING.

After the vetting exercise, the committee made the following observations regarding the nominee;

### 7.1 Integrity of the Nominee

The Committee observed the following with regards to documents submitted by the nominee:

SNO	Documents	Remarks
1.	National Identification Card/passport	The nominee submitted her National ID card No 23207970 confirming that she is a Kenyan citizen.
2.	KRA compliance	During the vetting, the nominee submitted valid <b>KRA tax compliance certificate.</b>
3.	Higher Education Loans Board (HELB)	The nominee submitted valid <b>HELB compliance certificate</b> issued on 10 <sup>th</sup> December, 2012 a Certificate Sr. No 471298 indicating that she was not a beneficiary of the University Loans Scheme.
4.	Clearance from EACC	The nominee submitted a sworn self-declaration form to EACC as required under the Leadership and Integrity Act received by the EACC on 14 <sup>th</sup> October, 2022.



5.	Police Clearance Certificate. C24A	The nominee submitted a valid police clearance certificate (Certificate of good Conduct) dated 21 <sup>st</sup> October, 2022 indicating that she does not have any criminal records.
6.	Clearance from Credit Reference Bureau	The nominee submitted a valid CRB clearance dated 14 <sup>th</sup> October, 2022 from Metropol Credit Reference Bureau Ltd indicating the nominee Credit Report with No Default status
7.	County Assembly vetting questionnaire	The nominee submitted a duly filled questionnaire received by the office of the Clerk on 21 <sup>st</sup> October, 2022 indicating that she is Kenyan and her place of permanent and current residence is Bomet.

## 7.2 Other key Areas on Vetting of the Nominee

The Committee observed the following with regards to key areas of vetting of the nominee:

<b>N O</b>	<b>KEY AREAS VETTED</b>	<b>COMMITTEE OBSERVATIONS</b>
1.	Academic Qualification	The committee noted that the nominee holds an MBA in Management Information

		Systems- (2015) from Kenyatta University and Bachelor's Degree in Science Library and Information Studies (2007) from the Egerton University. The nominee therefore, fulfilled Section 35(3)(b) of the County Government Act, 2012.
2.	Communication and presentation (promptness, appearance, neatness of resume/application)	At first, the nominee seemed tense and appeared to be reading her responses but upon the chairs intervention, she communicated her understanding of the portfolio promptly before the committee. However, the committee noted that the nominee appeared unprepared for the vetting session.
3.	Education and Training (Relevant to the portfolio)	The nominee failed to sufficiently demonstrate before the committee the relevancy of her education background, training and experience with that of the portfolio being vetted for.
4.	Work Experience as it relates to the position	The nominee has 10 years' experience in senior management position having served as a Senior Records Management officer in Bio Safety Authority however, her experience is not relevant to the portfolio being vetted for.



	Professional skills and technical skills	<p>The nominee demonstrated administrative skills in management and public service having served at senior positions in both private and public institutions</p> <p>The committee noted that nominee exhibited fair understanding of the docket of Gender, Culture and Social Services, the position she has been nominated to serve.</p>
6.	Additional skills as per the position applied for	The nominee demonstrated sound communication skills and community involvement.
7.	Knowledge on the laws of Kenya and other guiding principles e.g. The Constitution of Kenya, 2010, The devolution laws, vision 2030, etc.	The nominee was not conversant with the relevant laws of Kenya, the relevant policies and the functions of department of Gender, Culture and Social Services as per the Governors Executive Order No. 1 of 2022 on the reorganization of the County Government.
8.	Leadership and Integrity as per Chapter Six of the Constitution of Kenya, 2010.	The nominee submitted the original documents as required by the Constitution of Kenya, 2010. She therefore, satisfied the requirements as per Section 35(3)(c) of the County Governments Act, 2012.
9.	Decision making and problem-solving skills	The nominee demonstrated practical solutions to the challenges affecting the



		sector of Gender, Culture and Social Services.
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## 8 COMMITTEES'S FINDINGS

The Committee having observed the oral submissions by the nominee and the documents submitted to it, made the following findings:

1. THAT, the nominee meets the requirements of Chapter 6 of the Constitution on leadership and integrity having obtained clearance from the following statutory bodies; the Kenya Revenue Authority (KRA), the Directorate of Criminal Investigations (DCI), and the Higher Educations Loan Board (HELB).
2. THAT as at Monday, 24<sup>th</sup> October, 2022, Ethics and Anti-Corruption Commission (EACC) had not responded the letter of the Clerk of the County Assembly dated 14<sup>th</sup> October, 2022 requesting for reports with respect to the nominee on the ethics and integrity.
3. THAT her academic credentials, professional training and experience comply with section 6(7) of the Public Appointments (County Assemblies Approval) Act, No. 5 of 2022.
4. THAT Pursuant to Section 35 of the County Government Act, 2012; the Committee found the nominee **suitable** for appointment as the County Executive Committee Member in charge of Gender, Culture and Social Services.

## **9 COMMITTEE'S RECOMMENDATION**

At the end of the vetting process, the Committee made the following recommendation: -

That having considered the suitability, capacity and integrity of the nominee, and pursuant to **Section 9 (2) of Public Appointments (County Assemblies Approval) Act No. 5 of 2017**, the Committee recommends that the County Assembly **approves** the nomination and subsequent appointment of **Josphine Chepkoech** for the position of County Executive Committee Member in charge of **Gender, Culture and Social Services**.