

Approved for tabling *Ben*

REPUBLIC OF KENYA



*SNA  
25/7/18*

*Paper laid by the  
Hon. Joseph Luma  
mpf  
25/7/2018*



THE NATIONAL ASSEMBLY

12<sup>TH</sup> PARLIAMENT – SECOND SESSION – 2018

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DEPARTMENTAL COMMITTEE ON FINANCE AND  
NATIONAL PLANNING

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**REPORT ON THE VETTING OF DR. BEN CHUMO,  
NOMINEE FOR THE POSITION OF CHAIRPERSON OF  
THE SALARIES AND REMUNERATION COMMISSION**

DIRECTORATE OF COMMITTEE SERVICES  
CLERK'S CHAMBERS,  
PARLIAMENT BUILDINGS,  
NAIROBI

JULY, 2018

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## ABBREVIATIONS

|       |   |  |
|-------|---|--|
| DCI   | - | Directorate of Criminal Investigations                 |
| EACC  | - | Ethics and Anti - Corruption Commission                |
| HELB  | - | Higher Education Loans Board                           |
| KRA   | - | Kenya Revenue Authority,                               |
| PAPAA | - | Public Appointments (Parliamentary Approval) Act, 2011 |
| SRC   | - | Salaries and Remuneration Commission                   |
| KPLC  | - | Kenya Power and Lighting Company                       |
| HR    | - | Human Resource   |

## CHAIRPERSON'S FOREWORD

**Mr. Speaker,**

Pursuant to the provisions of the requirements of Standing Order no. 42, the Speaker of the National Assembly made a communication on **Wednesday, 27<sup>th</sup> June, 2018** regarding H.E the President to nominate Dr. Ben Chumo as the nominee for the position of chairperson of the Salaries and Remuneration commission. The Speaker referred the notification for nomination of Dr. Ben Chumo as the Chairperson of the Salaries and Remuneration Commission to the Departmental Committee on Finance and National Planning to undertake the necessary approval hearings.

The Committee was expected to table its report on 11<sup>th</sup> July, 2018. However, due to the fact that the House was scheduled to proceed for recess, the Committee sought for extension for a further 14 days period from 3<sup>rd</sup> July, 2018.

On 14<sup>th</sup> July, 2018, the nominee alongside others was accused of corruption charges linked to the procurement of faulty transformers. He was accused of conspiring to commit an offense of economic crime namely fraudulent acquisition of public property, aiding commission of a felony, abuse of office, willful failure to comply with the law relating to procurement among other charges.

On 23<sup>rd</sup> July, 2018 the Committee undertook approval hearings for the nominee for the position of the Chairperson for Salaries and Remuneration Commission. The Committee, in compliance with the Constitutional and other legal requirements and established procedures for vetting, ensured that its approval hearing meeting was open to the public and covered by the media.

May I take this opportunity to thank all Members of the Committee for their input and valuable contributions during the deliberations and vetting exercise. I also take this opportunity on behalf of the Committee to thank the Offices of the Speaker and the Clerk of the National Assembly for the logistical support accorded to it during the vetting exercise. Further, the Committee wishes to thank all the stakeholders for their

participation in the approval hearings. The Committee is also thankful to the media for their coverage of the proceedings of the Committee, thus enhancing accountability and transparency of the vetting exercise.

**Mr. Speaker,**

On behalf of the Departmental Committee on Finance and National Planning, and pursuant to Articles 124(4)(b), 230(2) (a) and 250(2) of the Constitution, section 7 of the Salaries and Remuneration Commission Act, 2011, Section 8(1) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) and provisions of Standing Orders 45(4) and 199(6), it is my pleasant duty to table the Report of the Committee on the approval hearing of Dr. Ben Chumo nominee for appointment to the position of Chairperson of the Salaries and Remuneration Commission for debate and adoption by the House.

**THE HON. JOSEPH K. LIMO, MP,**

**CHAIRPERSON**

## EXECUTIVE SUMMARY

This report contains the Committee's proceedings during the approval hearing following the nomination of Dr. Ben Chumo, for appointment to the position of Chairperson of the Salaries and Remuneration Commission, by H.E the President. The notification was communicated to the House by the Speaker on Wednesday, 27<sup>th</sup> June, 2018 pursuant to Standing Order no. 42.

The Committee was expected to table its report on 11<sup>th</sup> July, 2018. However, due to the fact that the House was scheduled to proceed for recess, the Committee sought for extension for a further 14 days period from 3<sup>rd</sup> July, 2018.

The nominee appeared before the Committee for the approval hearings on **Monday, 23<sup>rd</sup> July, 2018** and the Committee examined his suitability based on the criteria set out by the Public Appointments (Parliamentary Approval) Act, 2011.

The Clerk of the National Assembly requested for memoranda from the Public on suitability or otherwise of the nominee. However, by close of the deadline for submission, no memoranda had been submitted for or against the nomination of Dr. Ben Chumo for appointment to the position of Chairperson of the SRC.

The nominee was interviewed on his academic credentials, relevant experience, knowledge of sector issues and leadership and integrity.

Based on his performance during the vetting exercise the Committee found the nominee to have a wealth of on management and Human Resource matters. The Committee noted that on 16<sup>th</sup> July, 2018 the nominee was charged at the Anti-Corruption Court in case Acc.No.26/18 (R vs Ben Chumo and 14 others).

## 1.0 PREFACE

### 1.1 Establishment and mandate of the Committee

The Departmental Committee on Finance & National Planning is one of the twelve Departmental Committees of the National Assembly established under *Standing Order 216* whose mandates pursuant to the *Standing Order 216 (5)* are as follows:

- a) To investigate, inquire into, and report on all matters relating to the mandate, management, activities, administration, operations and estimates of the assigned ministries and departments;
- b) To study the programme and policy objectives of Ministries and departments and the effectiveness of their implementation;
- c) To study and review all the legislation referred to it;
- d) To study, access and analyze the relative success of the Ministries and departments as measured by the results obtained as compared with their stated objectives;
- e) To 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;
- f) To vet and report on all appointments where the Constitution or any law requires the National Assembly to approve, except those under Standing Order No.204 (Committee on appointments);**
- (fa) To examine treaties, agreements and conventions;
- g) To make reports and recommendations to the House as often as possible, including recommendation of proposed legislation;
- h) To consider reports of Commissions and Independent Offices submitted to the House pursuant to the provisions of Article 254 of the Constitution; and
- i) To examine any questions raised by Members on a matter within its mandate.

In accordance with the Second Schedule of the Standing Orders, the Committee is mandated to consider, Public finance, Monetary policies, Public debt, Financial institutions (excluding those in securities exchange), Investment and divestiture policies,

Pricing policies, Banking, Insurance, Population revenue policies including taxation and National planning and development.

In executing its mandate, the Committee oversees the following government Ministries, namely:

- i. The National Treasury and Ministry of Planning and its SAGAs;
- ii. Ministry of Devolution and ASAL and its SAGAs;
- iii. Salaries and Remuneration Commission;
- iv. Commission on Revenue Allocation;

Office of the Controller of Budget;

## **1.2 Committee Membership**

The Committee on Finance and National Planning was constituted by the House in December, 2017 and comprises of the following Members:-

1. The Hon. Joseph K. Limo, MP – **Chairman**
2. The Hon. Isaac W. Ndirangu – **Vice-Chairman**
3. The Hon. Jimmy O. Angwenyi, MP
4. The Hon. Alfred W. Sambu, MP
5. The Hon. Enoch Kibunguchy, MP
6. The Hon. Shakeel Shabbir, MP
7. The Hon. Abdul Rahim Dawood, MP
8. The Hon. Daniel E. Nanok, MP
9. The Hon. Andrew A. Okuome, MP
10. The Hon. David M. Mboni, MP
11. The Hon. Kuria Kimani, MP
12. The Hon. Joseph M. Oyula, MP
13. The Hon. Joshua Kandie, MP
14. The Hon. Lydia H. Mizighi, MP
15. The Hon. Mohamed Ali, MP
16. The Hon. Purity Ngirici, MP
17. The Hon. Samuel Atandi, MP
18. The Hon. Stanley M. Muthama, MP



### 1.3 Committee Secretariat

The Committee Secretariat comprises of: -

1. Ms. Leah W. Mwaura - **First Clerk Assistant/Lead Clerk**
2. Ms. Jennifer Ndeto - **Principal Legal Counsel**
3. Ms. Laureen Wesonga - **Third Clerk Assistant**
4. Mr. Josephat Motonu - **Fiscal Analyst I**
5. Mr. Chelang'a Maiyo - **Research & Policy Analyst III**

## 2.0 BACKGROUND

### 2.1 Establishment of the Salaries and Remuneration Commission

1. Article 230 of the Constitution provides as follows—

*230. (1) There is established the Salaries and Remuneration Commission.*

*(2) The Salaries and Remuneration Commission consists of the following persons appointed by the President—*

*(a) a chairperson;*

*(b) one person each nominated by the following bodies from among persons who are not members or employees of those bodies—*

*(i) the Parliamentary Service Commission;*

*(ii) the Public Service Commission;*

*(iii) the Judicial Service Commission;*

*(iv) the Teachers Service Commission;*

*(v) the National Police Service Commission;*

*(vi) the Defence Council; and*

*(vii) the Senate, on behalf of the county governments;*

*(c) one person each nominated by—*

*(i) an umbrella body representing trade unions;*

*(ii) an umbrella body representing employers; and*

*(iii) a joint forum of professional bodies as provided by legislation;*

*(d) one person each nominated by—*

*(i) the Cabinet Secretary responsible for finance; and*

*(ii) the Attorney-General; and*

*(e) one person who has experience in the management of human resources in the public service, nominated by the Cabinet Secretary responsible for public service.*

*(3) The Commissioners under clause (1)(d) and (e) shall have no vote.*

*(4) The powers and functions of the Salaries and Remuneration Commission shall be to—*

*(a) set and regularly review the remuneration and benefits of all State officers; and*

*(b) advise the national and county governments on the remuneration and benefits of all other public officers.*

*(5) In performing its functions, the Commission shall take the following principles into account—*

- (a) the need to ensure that the total public compensation bill is fiscally sustainable;*
- (b) the need to ensure that the public services are able to attract and retain the skills required to execute their functions;*
- (c) the need to recognise productivity and performance; and*
- (d) transparency and fairness.*

2. Section 7 of the Salaries and Remuneration Commission Act, 2011 provides for the procedure for nomination of chairperson and members of the Commission as follows—

*7. (1) Within fourteen days of the commencement of this Act, or of the occurrence of a vacancy in the Commission relating to the members under Article 230(2)(b) and (c) of the Constitution, the relevant nominating body shall, by advertisement in at least two local daily newspapers of national circulation, invite applications from persons who qualify for nomination under the Constitution and this Act for nomination as a member of the Commission.*

*(2) The relevant nominating body shall consider the applications received under subsection (1) to determine their compliance with the provisions of the Constitution and this Act, interview the applicants and forward the names of two persons so qualified, who shall be of opposite gender, to the Cabinet Secretary for onward transmission to the President.*

*(3) Deleted by Act No. 4 of 2018, Sch.*

*(4) Deleted by Act No. 4 of 2018, Sch.*

*(5) Deleted by Act No. 4 of 2018, Sch.*

*(6) Deleted by Act No. 4 of 2018, Sch.*

*(7) Deleted by Act No. 4 of 2018, Sch.*

*(8) Deleted by Act No. 4 of 2018, Sch.*

*(9) Deleted by Act No. 4 of 2018, Sch.*

*(10) The President shall, within seven days receipt of the names forwarded under subsection (2) nominate the members of the Commission from each category and forward the names of the nominees, together with the name of his nominee for Chairperson of the Commission, to the National Assembly.*

*(11) The National Assembly shall, within fourteen days of the day it next sits after receipt of the names of the nominees under subsection (9), consider all nominations and may approve or reject any nomination.*

*(12) Where the National Assembly approves the nominees, the Speaker shall forward the names of the approved nominees to the President for appointment.*

*(13) The President shall, within seven days of the receipt of the approved nominees from the National Assembly, by notice in the Gazette, appoint the chairperson and members approved by the National Assembly.*

*(14) Where the National Assembly rejects any nomination, the Speaker shall communicate the decision to the President to submit fresh nominations.*

## **2.2 Nomination process**

Articles 230(2)(a) and 250 (2) of the Constitution read together with section 7 of the Salaries and Remuneration Commission Act, 2011 provide for the process through which the position is recruited. The Constitution provides that the recruitment of officers to public office should be conducted in a competitive, transparent and fair process before nomination for appointment by H.E. the President with the approval of the National Assembly.

## **2.3 Notification of nomination by the appointing authority**

H. E the President on **Friday, 22<sup>nd</sup> June, 2018** communicated the name of the nominee for the position of Chairperson of the Salaries and Remuneration Commission to the Speaker for approval by the National Assembly pursuant to Article 230 (2) (a).

## **2.4 Communication and committal to Committee**

Pursuant to Standing Order 42 (1), the Speaker on **Wednesday 27<sup>th</sup> June, 2018** communicated to the House a message from H.E. the President regarding the nominee to the position of Chairperson of the Salaries and Remuneration Commission.

The Speaker further informed the House that H.E. the President was seeking the approval of the National Assembly on the said nomination before appointment.

In accordance with Standing Order 42(3) (c) the Speaker having read the Message from the President referred the name of the nominee together with his curriculum vitae to the Departmental Committee on Finance and National Planning to conduct approval hearings. The Speaker advised the Committee to conduct extensive public participation as provided for under Article 118 of the Constitution as well as the Public Appointments (Parliamentary Approval) Act (No.33 of 2011) and report to the House within 14 days.

## **2.5 Notification to the public**

Section 6(9) of the Public Appointments (Parliamentary Approval) Act No. 33 of 2011, provides that *“any person may, prior to the approval hearing, and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated”*.

The Clerk of the National Assembly on **Friday, 6<sup>th</sup> July, 2018** placed a notification in the print media informing the general public of the intention of the Committee to conduct approval hearings, as provided for by Article 118 (1) (a) (b) and (2) of the Constitution and Section 6(4) of the Public Appointments (Parliamentary Approval) Act, (No.33 of 2011), which allows public participation in committee proceedings. The notification gave provision for the submission of memoranda, on the suitability or otherwise of the nominee, by **Thursday, 12<sup>th</sup> July, 2018**, at **5.00 pm**.

## **2.6 Notification to the nominee**

The Clerk of the National Assembly vide letters **ref. NA/DC/F&NP/2018/44** dated **5<sup>th</sup> July, 2018** wrote to the nominee informing him of the nomination by H.E the President and requested him to appear for vetting by the Departmental Committee on Finance and National Planning on **Monday, 23<sup>rd</sup> July, 2018** in Committee Room 7, Main Parliament Buildings at 10:00 am. The Clerk of the National Assembly further requested the nominee to bring with him clearance certificates from the Kenya Revenue Authority (KRA), the Higher Education Loans Board (HELB), Ethics and Anti-Corruption Commission (EACC) and Directorate of Criminal Investigations (DCI).

## **2.7 Clearance requirements**

The Clerk of the National Assembly also wrote to the Kenya Revenue Authority (KRA), the Higher Education Loans Board (HELB), Ethics and Anti-Corruption Commission (EACC) and Directorate of Criminal Investigations requesting for tax, education loans, integrity and criminal record status of the nominee. The institutions wrote back to the National Assembly as follows:-

1. The Kenya Revenue Authority (KRA) (letter Ref: CDT/HO/81) and the Higher Education Loans Board (HELB) (letter Ref: HELB/RR/112009/V/77) cleared the candidate.
2. The Ethics and Anti-Corruption Commission (EACC) (letter Ref: EACC.7/10/5 VOL.VI (148)) stated that the candidate was charged in Court on 16<sup>th</sup> July, 2018 for various accounts.

The Clerk of the National Assembly wrote to the Directorate of Criminal Investigations (DCI) vide letter Ref. NA/DCS/F&NP/2018/47 requesting for information on the conduct of the nominee. The DCI (letter Ref: DCI/CRO/SEC/6/7/2/A/VOL.VI/110) responded to the letter by the Clerk of the National Assembly requesting for the nominee's Identity Card Number, despite having been provided the same in the initial correspondence. The Clerk of the National Assembly further wrote to the DCI vide letter Ref. NA/DCS/F&NP/2018/49 with the required information but the DCI is yet to respond.

## **2.8 Committee proceedings**

The National Assembly having received the name of the nominee was obligated to conduct approval hearings and make a determination of the nominee's suitability or otherwise within fourteen days as provided for in section 8 (1) of the Public Appointments (Parliamentary Approval Act) (No.33 of 2011) read together with section 7(11) of the Salaries and Remuneration Commission Act, 2011.

The Committee held a total of three (3) Sittings to receive the notification and plan on how to conduct the approval hearings, examine and review the nominee's certificates, testimonials, consider public views and hold vetting meeting with the nominee.

## **2.9 Legal framework and issues for consideration in conducting the approval hearing**

The Committee observed that the issues for consideration in relation to the nomination and approval exercise are as provided under section 7 of the Public Appointments (Parliamentary Approvals) Act, as follows-

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

### ***(a) Procedure used to arrive at the nominee***

The procedure for appointment of the Chairperson of the Salaries and Remuneration Commission is outlined under the Constitution, the Public Appointments (Parliamentary Approval) Act, 2011 and the Salaries and Remuneration Commission Act.

The Committee observed that Article 230(2)(b) and (c) of the Constitution and the Public Appointments (Parliamentary Approvals) Act as well as the Salaries and Remuneration Commission Act, 2011 provides that nomination and appointment of the chairperson for the SRC is by the President after competitive recruitments as provided under section 7 of the SRC Act, 2011 and approval by the National Assembly.

### ***(b) Constitutional and Statutory requirements***

The Constitution, in addition, sets out certain requirements regarding the appointment of persons to public office which include –

**(i) Leadership and Integrity**

The Committee, in determining the suitability of the nominees, took into consideration the provisions on leadership and integrity as outlined under Chapter Six of the Constitution. In particular, the Committee took cognizance of the following provisions-

- i. Article 73 (2) of the Constitution which 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, favoritism, 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.
- ii. Article 75(1) of the Constitution that 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 and Article 75(3) of the Constitution that prohibits a State Officer who has been removed from office under that Article from holding any other State Office.
- iii. Article 77(1) of the Constitution that prohibits a full time State Officer from participating in any other gainful employment.
- iv. Article 77(2) of the Constitution that prohibits an appointed State officer from holding office in a political party.
- v. Article 78 of the Constitution that disqualifies persons who are not Kenyan Citizens and persons holding dual citizenship from appointment as State Officers.



*c) 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 the nomination is being made*

The Committee observed that suitability of the nominee should be evaluated holistically taking into account the nominee's academic credentials, professional training, experience, background and personal qualities as well as the performance of the nominee during the approval hearing.

## **2.10 Qualifications for appointment of Chairperson of the Salaries and Remuneration Commission**

In conducting the Approval hearing, the Committee was guided by Article 230(2)(a) of the Constitution, Sections 5 and 7 of the Salaries and Remuneration Commission Act (Act No.10 of 2011) and the provisions of Section 3 and 5 of the Public Appointments (Parliamentary Approval) Act No. 33 of 2011.

Article 250(3) of the Constitution provides that to be appointed to a Commission or independent office a person shall have the specific qualifications required by the Constitution or national legislation. Further Article 250(4) provides that 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.

As regards qualifications for appointment as a chairperson or member of the Salaries and Remuneration Commission section 5 of the Salaries and Remuneration Commission Act, 2011 provides as follows—

Qualification for appointment of chairperson and members

**5.** (1) A person shall be qualified for appointment as the chairperson if such person—

(a) holds a degree from a university recognized in Kenya;

(b) has knowledge and at least ten years' experience in matters relating to either—

- (i) public management;
- (ii) finance and administration;
- (iii) human resource management;
- (iv) economics; or
- (v) labour laws;

(c) has knowledge of labour market trends in Kenya as relates to income in the public and private sector;

(d) meets the requirements of Chapter Six of the Constitution; and

(e) has had a distinguished career in their respective fields.

(2) A person shall be qualified for appointment as a member if the person—

(a) holds a degree from a university recognized in Kenya;

(b) has knowledge and at least ten years' experience in either—

- (i) finance and administration;
- (ii) public management;
- (iii) economics;
- (iv) human resource management; or
- (v) labour laws;

(c) meets the requirements of Chapter Six of the Constitution; and

(d) has had a distinguished career in their respective fields.

(3) A person shall not be qualified for appointment as the chairperson or a member if the person—

(a) is a member of Parliament or County Assembly;

(b) is a member of a governing body of a political party;

(c) is a member of a local authority;

(d) is an undischarged bankrupt; or

(e) has been removed from office for contravening the provisions of the Constitution or any other law.

Article 73 of the Constitution provides that: (2) 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 for decisions and actions; and (e) discipline and commitment in service to the people.

### **2.11 Submission of memoranda**

At the close of business **Thursday, 12<sup>th</sup> July, 2018**, the Office of the Clerk, had not received an affidavit contesting the suitability of the nominee.

### 3.0 APPROVAL HEARINGS

The Committee conducted approval hearings for the nominee to the position of Chairperson of the Salaries and Remuneration Commission on **Monday, 23<sup>rd</sup> July, 2018**.

In conducting the vetting exercise, the Committee was guided by, among other documents, the Constitution, the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), the Salaries and Remuneration Commission Act, 2011 and the Standing Orders.

The Committee examined the nominee using the guidelines provided for in the Public Appointments (Parliamentary Approval) Act No. 33 of 2011 and the provisions of the Salaries and Remuneration Commission Act, 2011. The Committee also considered the following in vetting the nominee:-

- a. Academic qualifications
- b. Employment record and work experience
- c. Professional association
- d. Public office, political activities and affiliations
- e. Potential conflict of interest
- f. Suitability to the position
- g. Tax compliance
- h. Vision and leadership
- i. Integrity
- j. Expectations and Key priorities

### **3.1 DR. BEN CHUMO – NOMINEE FOR THE POSITION OF CHAIRPERSON OF THE SALARIES AND REMUNERATION COMMISSION**

Dr. Ben Chumo had been nominated by H.E. the President for the position of Chairperson of the Salaries and Remuneration Commission. He appeared before the Committee for vetting on **Monday, 23<sup>rd</sup> July, 2018**. The nominee was put on oath before being orally interviewed by the Committee and responded to questions during vetting as follows:-

#### **3.1.1 Personal Background**

Dr. Ben Chumo is a Kenyan citizen of identity card number 1056542 and was born in Uasin Gishu County in 1956.

#### **3.1.2 Educational Background**

Dr. Chumo holds a PhD in Human Resource Management (2013) from Jomo Kenyatta University of Agriculture and Technology, a Masters of Business Administration (2006) and a Bachelor of Arts (Hon) in Social Sciences in 1984 from the University of Nairobi. He also has an honorary PhD by Egerton University.

#### **3.1.3 Professional Experience & Affiliations**

Dr. Chumo has undertaken several short courses including:-

1. Managing People Through Change in London from 18<sup>th</sup> to 22<sup>nd</sup> March, 2013;
2. Management for Senior Executives in Dubai from 3<sup>rd</sup> to 14<sup>th</sup> December, 2012;
3. Building Sustainable Training Capabilities in Africa from 8<sup>th</sup> October to 9<sup>th</sup> November, 2012;
4. Compensation Committee Seminar in USA from 1<sup>st</sup> to 3<sup>rd</sup> August, 2012;
5. Benchmarking – Manitoba Hydro in Canada from 24<sup>th</sup> February to 4<sup>th</sup> March, 2012;
6. Strategic HR Management Training in India from 19<sup>th</sup> November to 5<sup>th</sup> December, 2011;
7. Attended an International Law Conference in Switzerland from 28<sup>th</sup> May to 13<sup>th</sup> June, 2008;

8. Training on Modernizing the Human Resource Function in United Kingdom from 24<sup>th</sup> September to 3<sup>rd</sup> October, 2007;
9. Strategic Human Resource Management Course in India from 15<sup>th</sup> to 24<sup>th</sup> January, 2007;
10. Training in Energy Trading & Risk Management International South Africa from 16<sup>th</sup> to 18<sup>th</sup> July, 2006;
11. Pension Scheme Courses in South Africa from 27<sup>th</sup> to 31<sup>st</sup> March, 2006;
12. Strategic Human Resource Management Training in India from 31<sup>st</sup> July to 1<sup>st</sup> August, 2005;
13. Seminar on Investment Strategy and Management for Retirement Funds in South Africa from 26<sup>th</sup> to 30<sup>th</sup> November, 2002;
14. Training the Trainer and Performance Consulting Course, at UNZ & Co., New York, USA – Focused on the shift of Human Resources from the traditional Human Resource Management to performance Consulting from 18<sup>th</sup> to 29<sup>th</sup> October, 1999;
15. Finance for Non-Finance Managers organized by the Kenya College of Accountancy – An appreciation course on financial management in a business setting from 21<sup>st</sup> to 23<sup>rd</sup> September, 1999;
16. Team Talk, Focus on effective communication in the organization from 23<sup>rd</sup> to 25<sup>th</sup> August, 1999;
17. Oral Presentation Skills Course conducted by the British Council, Nairobi – Leadership skills development from 12<sup>th</sup> to 14<sup>th</sup> May, 1999;
18. SAP Human Resources Administration Module- Application of SAP Systems in management of Human Resources information on 10<sup>th</sup> May, 1999;
19. Writing of Reports and Proposals Course at the British Council, Nairobi – How to prepare and write reports from 1<sup>st</sup> to 5<sup>th</sup> March, 1999;
20. Environmental Awareness Seminar at Training School - focused on how business affects the environment and how the private sector can contribute to environmental conservation on 26<sup>th</sup> February, 1999;

21. Performance Management Course at Training School, organized by Consultants for Effective Training (C.E.T) – Focused on appraising employees on the basis of agreed targets from 30<sup>th</sup> March to 1<sup>st</sup> April, 1998;
22. Micro-Computer Operator Course at Secrons Computer Training Center, Mombasa in April, 1998;
23. Under the Institutional Strengthen in Project (ISP), visited Union Fenosa, Spain to see how the organization operates their Human Resources Management Systems – Benchmarking from 30<sup>th</sup> June to 6<sup>th</sup> July, 1997;
24. Industrial Relations and Collective Bargaining Course organized by Federation of Kenya Employers from 18<sup>th</sup> to 20<sup>th</sup> November, 1996;
25. Managers' Challenge - an intensive Business Leadership Programme at ESKOM Leadership Development Centre in Midrand, South Africa from 16<sup>th</sup> to 22<sup>nd</sup> July, 1995;
26. Human Resource Development Course in Harare, Zimbabwe – focused on how private sector could contribute to development of work force in a nation from 19<sup>th</sup> to 24<sup>th</sup> May, 1995;
27. Technical Skills Development Summit in Johannesburg, South Africa – focused on ways and means of pooling training institutions among electricity utilities in East Africa, Central Africa and South Africa from 20<sup>th</sup> October to 5<sup>th</sup> November, 1994; and
28. Seminar on Trade Disputes Act, organized by IPM (K) on 1<sup>st</sup> December, 1989.

### **3.1.4 Work experience/career progression**

Dr. Chumo has a wealth of experience both in management and executive roles having worked at the Kenya Power & Lighting Company Limited (KPLC) from 1989 to January 2017, rising through the ranks to the position of Managing Director and Chief Executive Officer on 7<sup>th</sup> January, 2014. Within KPLC, he has served in the following departments / positions including Chief Manager, Human Resources & Administration from July 2003 from June 2013, Employee Benefits Manager from August 2001 to May 2013, Principal Administration Officer, Central Office from February 2000 to July 2001, Principal Training Officer, Central Office from September 1999 to Feb 2000, Principal Human Resource Officer, Coast region from 1998 to

1999, Principal Human Resource Officer, Administration from 1997 to August 1998, Senior Human Resource Officer in Manpower Planning, Recruitment, Training and Development from 1994 to 1996, Human Resource Officer, Nairobi Area from 1990 to 1994, Human Resource Officer, Training School from 1989 to 1990 and Human Resource Officer, Staff Housing from 1986 to 1989.

He is also serving as the Chairperson of the Council for Egerton University, Njoro for a 3-year tenure which was effective from 10<sup>th</sup> of March 2017.



### 3.1.5 Awards, Distinctions and Others

Dr. Ben Chumo achieved the following during his tenure as the Managing Director and Chief Executive Officer of KPLC: -

1. Enhanced generation capacity by 32% from 1765MW to 2327MW through speedy delivery of power purchase agreements.
2. Reduced the cost of power by 43% from Kshs. 23.06 per kwh to Kshs. 13.68 per kwh. This was through injection of geothermal power that reduced the fuel costs that the company incurred by 67%.
3. Gradually enhanced access to electricity in the country. The number of customers increased from 2.26 Million in 2013 to 5.554 Million as at the end of December 2016, representing 132% growth. An additional 3.2 Million customers were connected during the period, raising access rate from 27% to 60%, a 122% increase.
4. Enhanced reliability of power supply by constructing an additional 12,671 kilometers of medium voltage lines thus enhancing total length of medium voltage lines from 49,818km to 62,579km.
5. A total of 81 substations were constructed during this period and existing network were refurbished reducing their number of incidences from 9 incidences per thousand customers to 4 incidences per thousand customers.
6. In the Street Lighting Project that was started in 24, he and his team were able to light 35 towns out of the planned 65 towns.
7. The number of installed pre-paid meters rose from 335,018 in 2013 to 3,229,288 in November 2016, thus giving customers the freedom to manage their electricity consumption. Customer satisfaction index rose from 64% to 68%.
8. In 2016, KPLC was recognized by Africa Investigator/Nastag as the most innovative Company in Africa. In the same year, it was also recognized as Number 1 Most Socially Devoted Industrial Company globally by the Social Bakers of Czech Republic.
9. There was improved profitability in the organization where the profits grew by 100% from 6 Billion from 2012/13 to 12 Billion 2015/16 thus meeting shareholder expectations.
10. Sub-contracted by Manitoba Hydro International where he offered consultancy services on revenue collection initiatives (on behalf of KPLC) for Kabul Electricity Directorate

(KED) in July to August 2010 and also February and March 2011.

### **3.1.6 Potential Conflict of interest**

The nominee informed the Committee that he would resign from his current position as the Chairperson of Council, Egerton University, Njoro if appointed to serve as the Chairperson of the Salaries and Remuneration Commission.

### **3.1.7 Clearance Requirements**

The Committee confirmed that the nominee had been cleared by KRA and HELB having obtained clearance certificates to that effect. The EACC indicated that the nominee had been charged in court on 16<sup>th</sup> July, 2018 for various counts.

### **3.1.8 Other issues under consideration**

To examine suitability or otherwise of the nominee, the Committee posed several questions in the following thematic areas: -

#### **Challenges experienced by the previous Commission and how he intends to deal with them**

Dr. Ben Chumo informed the Committee that the previous Commission experienced myriad of challenges primarily due to lack of consultation with the stakeholders. He stated that he would deal with this by ensuring that there is effective communication between SRC and all the stakeholders.

He will use the first 100 days if appointed as the Chairperson of SRC to engage all stakeholders on their perception about SRC and how they can effectively execute their mandate.

#### **How he intends to ensure that SRC delivers its mandate**

He will ensure that a thorough audit of the payroll is done so as to rid off ghost workers in the public service. He would also ensure that he examines the wage bill against the available resources and identify ways in which the wage bill can be sustained. Further, he would employ current technology in the management of the payroll as well as reconcile activities that generate the wage bill. He would also ensure that the Government is well advised especially by freezing

external employment for a certain period of time in order to maximize the existing staff establishment.

### **Integrity and Leadership**

Dr. Chumo informed the meeting that no case of integrity arose against him for the thirty one (31) years that he worked for KPLC. However, he currently had an ongoing case at the Court on the procurement of transformers in 2011/2012. He stated that he was neither the CEO nor a member of the procurement committee during the stated period. He is further accused of participating in the unprocedural cancellation of a tender. He informed the meeting that the contractor delayed the delivery of the transformers and the transformers that they delivered were faulty and this warranted the cancellation of the tender. Other accusations related to the payment of the contractor where he stated that he had left KPLC by the time the payment was made. On the allegations leveled against him, he submitted that he was innocent until proved guilty.

He further informed the meeting that he was serving as the Chairperson of Council, Egerton University which he intends to resign from as soon as he is appointed to serve as Chairperson of the SRC since continuing to serve in that position would create a potential source of conflict of interest.

### **Affiliation to a political party**

Dr. Chumo informed the Committee that he was neither a member nor an affiliate of any political party.

### **How he will ensure that the SRC executes its mandate without raising costs**

He will ensure that the SRC is a member of research bodies that carry out surveys on human resource and salaries. This will enable SRC to benefit from their surveys which will in turn reduce the cost of job evaluation.

### **Strategies that he will employ in order to ensure that salaries are paid according to individual productivity**

He stated that he will ensure that performance contracting is enhanced in all government institutions and that each government employee is paid based on their performance. This will enable each government institution to account for its wage bill.

#### **How he intends to use the position to create employment**

The SRC will create an environment where the wage bill comes down so that the government has more money to invest. This will in turn create employment opportunities in the agriculture and manufacturing sectors.

#### **How he will use his position to help the government achieve Vision 2030 and the Big Four Agenda**

He stated that currently, 55% of the countries revenue is spent on the payment of salaries. He will ensure that the percentage is reduced so that the money saved can be used for development.

#### **International best practice on the reduction of salaries**

He informed the Committee that Human Resource practice advises that benefits being enjoyed by serving employees should not be reduced because this will result in demoralization hence poor performance.

#### 4.0 OBSERVATIONS AND FINDINGS

The Committee having considered the nominees' curriculum vitae and heard oral submissions during the vetting exercise made the following observations and findings. That the candidate, Dr. Ben Chumo:-

1. is a Kenyan citizen born in 1956 in Uasin Gishu County.
2. is a member of the Institute of Human Resource Management.
3. holds a PhD in Human Resource Management, a Master of Business Administration and a Bachelor of Arts (Hons) in Social Sciences and therefore had the necessary academic qualifications.
4. has a wealth of experience in Human Resource having worked at the KPLC in the human resource department from 1986 and rising through the ranks to become CEO of KPLC for a period of 3 ½ years till January 2017.
5. was cleared by the Kenya Revenue Authority (KRA) on Tax Compliance and the Higher Educations Loans Board (HELB) on the payment of his education loan.
6. has integrity issues arising out of the fact that he has been accused of economic crimes and therefore does not satisfy the requirements of Chapter Six of the Constitution on Leadership and Integrity.
7. presented a certificate of good conduct. However, though the certificate he presented to the Committee was dated 15<sup>th</sup> May, 2018, the DCI did not provide required information on the nominee upon request by the Committee.
8. had not stepped aside as the Chair of Council, Egerton University despite the fact that he had an ongoing case.
9. had a potential conflict of interest issue, that is, he is still serving as the Chair of Council, Egerton University which he stated that he intends to resign as soon as he is given an opportunity to serve as Chairperson of the SRC.
10. had never been dismissed from office for contravention of the provisions of Article 75 of the Constitution which deals with conduct of State Officers that are adversely mentioned in any investigatory report of Parliament or any commission of inquiry.

## 6.0 CONCLUSION

The Committee noted that the nominee exhibited good professional and academic qualifications and experience to serve as the Chairperson of the Salaries and Remuneration Commission. He had impressive knowledge on topical issues touching on human resource management which would have been invaluable in discharging the functions of the Chairperson of the Salaries and Remuneration.

The Committee also noted that the nominee did not meet the requirements of Chapter six of the Constitution and the Leadership and Integrity Act by the fact that he was on 16<sup>th</sup> July, 2018 charged in the Anti-Corruption Court, in case *Acc No. 26/18 (R vs Ben Chumo & 14 others)*

The Committee further noted that the nominee being a public officer and having been charged for corruption or economic crimes had neither relinquished nor stepped aside from his position as Chairperson of the Egerton University Council.

Further, the Committee considered how the provisions of Section 62 of the Anti-Corruption and Economic Crimes Act would affect the nominee, as it requires that a public officer who has been charged with corruption or economic crimes should be suspended. Therefore, the nominee if approved, would find it difficult to take up the position.

Based on the above issues, the Committee is of the view that the nominee is unsuitable to be appointed as the chairperson of the SRC.

## 7.0 RECOMMENDATION

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

Having considered the suitability, capacity and integrity of the nominee, and pursuant to Article 250(2) of the Constitution, Sections 5 and 7(11) of the Salaries and Remuneration Commission Act (No. 10 of 2011) and Section 8(2) of the Public Appointments (Parliamentary Approval) Act No. 33 of 2011, the Committee recommends that the National Assembly **REJECTS** the nomination for appointment of Dr. Ben Chumo as the Chairperson of the Salaries and Remuneration Commission.

**THE HON. JOSEPH K. LIMO, MP,**

**CHAIRPERSON**

SIGNED: -----



DATE: -----

27/7/2018





# MINUTES

1. MINUTES OF THE 50<sup>TH</sup> SITTING
2. MINUTES OF THE 49<sup>TH</sup> SITTING
3. MINUTES OF THE 48<sup>TH</sup> SITTING

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**MINUTES OF THE 50<sup>TH</sup> SITTING OF THE DEPARTMENTAL COMMITTEE ON FINANCE AND NATIONAL PLANNING HELD ON TUESDAY, 24<sup>TH</sup> JULY, 2018 IN CPA ROOM, MAIN PARLIAMENT AT 11.00 AM**

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**PRESENT**

1. Hon. Joseph K. Limo, MP - **Chairperson**
2. Hon. Isaac W. Ndirangu, MP- **Vice Chairperson**
3. Hon. Jimmy O. Angwenyi, MP
4. Hon. Shakeel Shabbir Ahmed, MP
5. Hon. Daniel E. Nanok, MP
6. Hon. Andrew A. Okuome, MP
7. Hon. David M. Mboni, MP
8. Hon. Joseph M. Oyula, MP
9. Hon. Francis K. Kimani, MP
10. Hon. Mohamed A. Mohamed, MP
11. Hon. Stanley M. Muthama, MP
12. Hon. Samuel Atandi, MP
13. Hon. Joshua C. Kandie, MP

**APOLOGY**

1. Hon. Alfred Sambu, MP
2. Hon. Dr. Enoch Kibunguchy, MP
3. Hon. Abdul Rahim Dawood, MP
4. Hon. Lydia H. Mizighi, MP
5. Hon. Purity Ngirici, MP

**INATTENDANCE**

**SECRETARIAT**

- |                          |   |                                   |
|--------------------------|---|-----------------------------------|
| 1. Ms. Leah Mwaura       | - | First Clerk Assistant/ Lead Clerk |
| 2. Ms. Jennipher Ndeto   | - | Principal Legal Counsel           |
| 3. Ms. Laureen Wesonga   | - | Third Clerk Assistant             |
| 4. Mr. Chelang'a Maiyo   | - | Research and Policy Analyst       |
| 5. Mr. Collins Mahamba   | - | Audio Officer                     |
| 6. Mr. John Njoro        | - | Serjeant-At-Arms                  |
| 7. Ms. Catherine Waireri | - | Intern                            |
| 8. Mr. Eric Shimoli      | - | Intern                            |

## **Agenda**

1. Prayers
2. Preliminaries/Introductions
3. Communication from the Chair
4. Bills
5. Petitions
6. Papers
7. Personal statement (**Members Only**)
8. Confirmation of Minutes
9. Matters Arising
10. **Meeting to adopt the report on the vetting of Dr. Ben Chumo, nominee for the position of chairperson of the Salaries and Remuneration Commission**
11. Adjournment

### **MIN.NO.NA/F&NP/2018/266: PRELIMINARIES/COMMUNICATION FROM THE CHAIRPERSON**

The meeting was called to order at 11.25 am with prayer from the Hon. David Mboni, MP. The Chairperson then invited the meeting to deliberate on the agenda.

### **MIN.NO.NA/F&NP/2018/267: CONFIRMATION OF MINUTES**

Minutes of the following sittings were adopted:-

48<sup>th</sup> sitting were proposed and seconded by Hon. Jimmy Angwenyi, MP and Hon. Stanley M. Muthama, MP respectively.

49<sup>th</sup> sitting were proposed and seconded by Hon. Joseph Oyula, MP and Hon. Andrew Okuome, MP respectively.

### **MIN.NO.NA/F&NP/2018/269: MEETING TO ADOPT THE REPORT ON THE VETTING OF DR. BEN CHUMO, NOMINEE FOR THE POSITION OF CHAIRPERSON OF THE SALARIES AND REMUNERATION COMMISSION**

The Committee considered and adopted the report on the vetting of Dr. Ben Chumo, nominee for the position of Chairperson of the Salaries and Remuneration Commission with the following observations and findings, conclusion and recommendation.

#### **OBSERVATIONS AND FINDINGS**

The Committee having considered the nominees' curriculum vitae and heard oral submissions during the vetting exercise made the following observations and findings. That the candidate, Dr. Ben Chumo:-

1. is a Kenyan citizen born in 1956 in Uasin Gishu County.
2. is a member of the Institute of Human Resource Management.
3. holds a PhD in Human Resource Management, a Master of Business Administration and a Bachelor of Arts (Hons) in Social Sciences and therefore had the necessary academic qualifications.
4. has a wealth of experience in Human Resource having worked in the human resource department thirty (30) years and served as the CEO of KPLC for three (3) years.
5. was cleared by the Kenya Revenue Authority (KRA) on Tax Compliance and the Higher Educations Loans Board (HELB) on the payment of his education loan.
6. has integrity issues arising out of the fact that he has been accused for economic crimes and therefore does not satisfy the requirements of Chapter Six of the Constitution on Leadership and Integrity.
7. presented a certificate of good conduct. However, though the certificate he presented to the Committee was dated 15<sup>th</sup> May, 2018, the response from the DCI did not provide required information on the nominee.
8. had not stepped aside as the Chair of Council, Egerton University despite the fact that he had an ongoing case.
9. had a potential conflict of interest issue, that is, he is still serving as the Chair of Council, Egerton University which he stated that he intends to resign as soon as he is given an opportunity to serve as Chairperson of the SRC.
10. had never been dismissed from office for contravention of the provisions of Article 75 of the Constitution which deals with conduct of State Officers that are adversely mentioned in any investigatory report of Parliament or any commission of inquiry.

## **CONCLUSION**

- (i) The Committee noted that the nominee exhibited both professional and academic experience to serve as the Chairperson of the Salaries and Remuneration Commission. He had impressive knowledge on topical issues touching on human resource management

which would have been invaluable in the discharge of his functions as the Chairperson of the Salaries and Remuneration.

- (ii) The Committee also noted that the nominee did not meet the requirements of Chapter six of the Constitution and the Leadership and Integrity Act by the fact that the nominee was on 16<sup>th</sup> July, 2018 charged in the Anti-Corruption Court, in case *Acc No. 26/18 (R vs Ben Chumo & 14 others)*.
- (iii) The Committee further noted that the nominee being a public officer and having been charged for corruption or economic crimes had neither relinquished nor stepped aside from his position as Chairperson of the Egerton University Council.
- (iv) The Committee considered how the provisions of Section 62 of the Anti-Corruption and Economic Crimes Act would affect the nominee, as it requires that a public officer who has been charged with corruption or economic crimes should be suspended. The nominee, if he were approved, would find it difficult to take up the position.

Based on the above issues, the Committee is of the view that the nominee is unsuitable to be appointed as the chairperson of the SRC.

## **RECOMMENDATION**

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

Having considered the suitability, capacity and integrity of the nominee, and pursuant to Article 250(2) of the Constitution, Sections 5 and 7(11) of the Salaries and Remuneration Commission Act (No. 10 of 2011) and Section 8(2) of the Public Appointments (Parliamentary Approval) Act No. 33 of 2011, the Committee recommends that the National Assembly **rejects** the nomination and subsequent appointment of Dr. Ben Chumo as the Chairperson of the Salaries and Remuneration Commission.

**MIN.NO.NA/F&NP/2018/270: ADJOURNMENT**

There being no other business to deliberate on, the meeting was adjourned at 1.40 p.m.

**HON. JOSEPH K. LIMO, MP**

**(CHAIRPERSON)**

SIGNED .....  ..... DATE 24/7/2018 .....





**MINUTES OF THE 49<sup>TH</sup> SITTING OF THE DEPARTMENTAL COMMITTEE ON  
FINANCE AND NATIONAL PLANNING HELD ON MONDAY, 23<sup>RD</sup> JULY, 2018 IN  
COMMITTEE ROOM 9, MAIN PARLIAMENT AT 3.00 PM**

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**PRESENT**

1. Hon. Joseph K. Limo, MP - **Chairperson**
2. Hon. Isaac W. Ndirangu, MP- **Vice Chairperson**
3. Hon. Jimmy O. Angwenyi, MP
4. Hon. Andrew A. Okuome, MP
5. Hon. David M. Mboni, MP
6. Hon. Joseph M. Oyula, MP
7. Hon. Joshua C. Kandie, MP

**APOLOGY**

1. Hon. Alfred Sambu, MP
2. Hon. Dr. Enoch Kibunguchy, MP
3. Hon. Shakeel Shabbir Ahmed, MP
4. Hon. Abdul Rahim Dawood, MP
5. Hon. Daniel E. Nanok, MP
6. Hon. Lydia H. Mizighi, MP
7. Hon. Purity Ngirici, MP
8. Hon. Francis K. Kimani, MP
9. Hon. Mohamed A. Mohamed, MP
10. Hon. Stanley M. Muthama, MP
11. Hon. Samuel Atandi, MP

**INATTENDANCE**

**SECRETARIAT**

- |                          |   |                                   |
|--------------------------|---|-----------------------------------|
| 1. Ms. Leah Mwaura       | - | First Clerk Assistant/ Lead Clerk |
| 2. Ms. Jennipher Ndeto   | - | Principal Legal Counsel           |
| 3. Ms. Laureen Wesonga   | - | Third Clerk Assistant             |
| 4. Mr. Collins Mahamba   | - | Audio Officer                     |
| 5. Ms. Catherine Waireri | - | Intern                            |
| 6. Mr. Eric Shimoli      | - | Intern                            |

## **Agenda**

1. Prayers
2. Preliminaries/Introductions
3. Communication from the Chair
4. Bills
5. Petitions
6. Papers
7. Personal statement (**Members Only**)
8. Confirmation of Minutes
9. Matters Arising
10. **Meeting to agree on the way forward after the vetting of the nominee for the position of chairperson of the Salaries and Remuneration Commission**
11. Adjournment

### **MIN.NO.NA/F&NP/2018/261: PRELIMINARIES/COMMUNICATION FROM THE CHAIRPERSON**

The meeting was called to order at 3.15 pm with prayer from the Hon. Isaac W. Ndirangu, MP. The Chairperson then invited the meeting to deliberate on the agenda.

### **MIN.NO.NA/F&NP/2018/262: CONFIRMATION OF MINUTES**

Agenda was deferred.

### **MIN.NO.NA/F&NP/2018/263: MEETING TO AGREE ON THE WAY FORWARD AFTER THE VETTING OF THE NOMINEE FOR THE POSITION OF CHAIRPERSON OF THE SALARIES AND REMUNERATION COMMISSION**

The Committee noted that:-

1. The nominee was well experienced and knowledgeable on matters of human resource.
2. The nominee was professionally qualified and had the ability to serve as the chairperson of the Salaries and Remuneration Commission.
3. The certificate of good conduct presented to the Committee by the nominee did not reflect the current position.
4. The nominee had been charged in Court for economic crimes.


The meeting agreed to meet the following day at 11.00 am to make a final determination on the suitability or otherwise of the nominee.

**MIN.NO.NA/F&NP/2018/265: ADJOURNMENT**

There being no other business to deliberate on, the meeting was adjourned at 4.00 p.m. The next meeting was scheduled at 11.00 am the following day.

**HON. JOSEPH K. LIMO, MP**

**(CHAIRPERSON)**

SIGNED .....  ..... DATE..... 29/7/2018 .....



**MINUTES OF THE 48<sup>TH</sup> SITTING OF THE DEPARTMENTAL COMMITTEE ON  
FINANCE AND NATIONAL PLANNING HELD ON MONDAY, 23<sup>RD</sup> JULY, 2018 IN  
COMMITTEE ROOM 9, MAIN PARLIAMENT AT 9.00 AM**

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**PRESENT**

1. Hon. Joseph K. Limo, MP - **Chairperson**
2. Hon. Isaac W. Ndirangu, MP- **Vice Chairperson**
3. Hon. Jimmy O. Angwenyi, MP
4. Hon. Andrew A. Okuome, MP
5. Hon. David M. Mboni, MP
6. Hon. Joseph M. Oyula, MP
7. Hon. Francis K. Kimani, MP
8. Hon. Mohamed A. Mohamed, MP
9. Hon. Joshua C. Kandie, MP
10. Hon. Stanley M. Muthama, MP

**APOLOGY**

1. Hon. Alfred Sambu, MP
2. Hon. Dr. Enoch Kibunguchy, MP
3. Hon. Shakeel Shabbir Ahmed, MP
4. Hon. Abdul Rahim Dawood, MP
5. Hon. Daniel E. Nanok, MP
6. Hon. Lydia H. Mizighi, MP
7. Hon. Purity Ngirici, MP
8. Hon. Samuel Atandi, MP

**INATTENDANCE**

**SECRETARIAT**

- |                          |   |                                     |
|--------------------------|---|-------------------------------------|
| 1. Mr. Nicholas Emejen   | - | Deputy Director, Committee Services |
| 2. Ms. Leah Mwaura       | - | First Clerk Assistant/ Lead Clerk   |
| 3. Ms. Jennipher Ndeto   | - | Principal Legal Counsel             |
| 4. Ms. Lauren Wesonga    | - | Third Clerk Assistant               |
| 5. Mr. John Njoro        | - | Sergeant-At-Arms                    |
| 6. Mr. Collins Mahamba   | - | Audio Officer                       |
| 7. Ms. Catherine Waireri | - | Parliamentary Intern                |
| 8. Mr. Eric Shimoli      | - | Parliamentary Intern                |

## **NOMINEE**

Dr. Ben Chumo

### **Agenda**

1. Prayers
2. Preliminaries/Introductions
3. Communication from the Chair
4. Bills
5. Petitions
6. Papers
7. Personal statement (**Members Only**)
8. Confirmation of Minutes
9. Matters Arising
10. i) **Meeting to be briefed on the vetting of the nominee for the position of Chairperson of Salaries and Remuneration Commission.**  
ii) **Vetting of Dr. Ben Chumo, nominee for the position of Chairperson of Salaries and Remuneration Commission.**
11. Adjournment

### **MIN.NO.NA/F&NP/2018/255: PRELIMINARIES/COMMUNICATION FROM THE CHAIRPERSON**

The meeting was called to order at 9.30 a.m. with prayer from the Chairperson. The Chairperson then read out the agenda and proceeded to give directions on how the vetting exercise was to be carried. He implored upon the Members to exercise objectivity in examining the suitability of the nominee. He reiterated the provisions of the Public Appointments (Parliamentary Approval) Act No. 33 of 2011 as provided in section 9.

### **MIN.NO.NA/F&NP/2018/256: CONFIRMATION OF MINUTES**

Agenda was deferred.

### **MIN.NO.NA/F&NP/2018/257: MEETING TO BE BRIEFED ON THE VETTING OF THE NOMINEE FOR THE POSITION OF CHAIRPERSON OF SALARIES AND REMUNERATION COMMISSION**

The Secretariat briefed the Committee as follows:-

Mr. Nicholas Emejen, the Deputy Director Committee Services emphasized on the need for the Committee to carry out its mandate by determining the suitability of the nominee and thereafter submitting the report to the House for the approval or rejection.

He further stated that Section 9 of the Public Appointments (Parliamentary Approval) Act No. 33 of 2011, stated that, *“if, after expiry of the period for consideration specified in section 8, Parliament has neither approved nor rejected a nomination of a candidate, the candidate shall be deemed to have been approved”*. Members were informed that if they boycotted the vetting then the above act will be effected.

The Legal Counsel informed the Committee that the nominee had a matter that as pending before the Court hence the discussion of issues relating to the case was subject to the subjudice rule. The Committee was implored upon not to discuss the particulars of the case in a manner likely to influence its determination.

The Chairperson impressed upon the Members to examine the suitability of the candidate by posing questions in an objective manner.

### **MIN.NO.NA/F&NP/2018/258: VETTING OF DR. BEN CHUMO, NOMINEE FOR THE POSITION OF CHAIRPERSON OF SALARIES AND REMUNERATION COMMISSION**

The Chairperson called for introductions of those present before commencing the vetting process.

The nominee took an oath and presented his original certificates to the Committee before introducing himself to the Committee. He gave a brief on himself (family, education and professional background).

Dr. Ben Chumo was orally interviewed by the Committee and responded to the questions during vetting as follows:-

1. On whether he is a member of a professional body, he informed the Committee that he was a member of the Institute of Human Resource Management.
2. **Challenges experienced by the previous Commission and how he intends to deal with them**

Dr. Ben Chumo informed the Committee that the previous Commission experienced many teething problems mostly caused by lack of consultation with the stakeholders. He stated that he would deal with this by ensuring that there is effective communication between SRC and all the stakeholders.

He will use the first 100 days if appointed as the Chairperson of SRC to engage all stakeholders on their take on how effective the Commission is and how the same can be enhanced.

### **3. How he intends to ensure that SRC delivers its mandate**

He will ensure that a thorough audit of the payroll is done so that there are no ghost workers in the public service, look at the wage bill against the available resources and identify ways in which the wage bill can be sustained, employ current technology in the management of the payroll, reconcile activities that generate the wage bill and he will advise the government to freeze external employment for a certain period of time in order to maximize the staff that they currently have.

### **4. Integrity and Leadership**

Dr. Chumo informed the meeting that no case of integrity arose against him for the thirty one (31) years that he worked for KPLC. However, he currently has an ongoing case at the Court on the procurement of transformers in 2011/2012. He stated that he was neither the CEO nor a member of the procurement committee during that time. He was accused of participating in the unprocedural cancellation of a tender. He informed the meeting that the contractor delayed the delivery of the transformers and the transformers that they delivered were faulty and this warranted the cancellation of the tender. Other accusations relate to the payment of the contractor where he stated that he had left KPLC by the time the payment was made.

He further informed the meeting that he had not resigned from his position as the Chair of Council, Egerton University because he is a part time employee and that he is innocent until proved guilty.

### **5. Affiliation to a political party**

Dr. Chumo informed the Committee that he was neither a member nor an affiliate of any political party.

### **6. How he will ensure that the SRC executes its mandate without raising costs**

He will ensure that the SRC is a member of research bodies that carry out surveys on human resource and salaries. This will enable SRC to benefit from their surveys which will in turn reduce the cost of job evaluation.

### **7. Strategies that he will employ in order to ensure that salaries are paid according to individual productivity**



He stated that he will ensure that performance contracting is enhanced in all government institutions and that each government employee is paid based on their performance. This will enable each government institution to account for its wage bill.

**8. How he intends to use the position to create employment**

The SRC will create an environment where the wage bill comes down so that the government has more money to invest. This will in turn create employment opportunities in the agriculture and manufacturing sectors.

**9. How he will use his position to help the government achieve Vision 2030 and the Big Four Agenda**

He stated that currently, 55% of the countries revenue is spent on the payment of salaries. He will ensure that the percentage is reduced so that the money saved can be used for development.

**10. International best practice on the reduction of salaries**

He informed the Committee that Human Resource practice advises that benefits being enjoyed by serving employees should not be taken away because this will result in demoralization hence poor performance.

**11. His net worth and source of income**

Dr. Chumo informed the Committee that he has investments across the country including rental property, a home in Nairobi and is also a farmer. He is worth Kshs. 212 million.

**12. Cost of electricity in the country**

He informed the meeting that the cost of power varies from time to time. The price is determined by the individual sources of power. During his tenure as the CEO of KPLC, geothermal power which is low cost was used. He added that power tariffs are set by the Energy Regulatory Commission and not KPLC.

**13. Sale of property by KPLC**

Dr. Chumo stated that the World Bank demanded of KPLC to sell non-core assets including staff houses and land in order to support KPLC's core activities. No property was however sold during his tenure as the CEO of KPLC.

**14. Certificate of good conduct**

He informed the Committee that the position of Chairperson, SRC had been advertised in May, 2018. It was during that time that he applied for the certificate of good conduct from the DCI. The certificate was therefore valid according to him.

**MIN.NO.NA/F&NP/2018/259: ANY OTHER BUSINESS**


1. The Chairperson thanked Members for remaining objective throughout the session.
2. The Chairperson informed the meeting that the report was expected to be tabled in the House on Wednesday 25<sup>th</sup> July, 2018.

**MIN.NO.NA/F&NP/2018/260: ADJOURNMENT**

The meeting was adjourned at 2.00 p.m until 3.00 p.m that day.

**HON. JOSEPH K. LIMO, MP**

**(CHAIRPERSON)**

SIGNED .....  ..... DATE 24/7/2018 .....

# ADOPTION SCHEDULE



**REPUBLIC OF KENYA**



**NATIONAL ASSEMBLY**

**DEPARTMENTAL COMMITTEE ON FINANCE & NATIONAL PLANNING  
ADOPTION SCHEDULE FOR THE REPORT ON THE VETTING OF DR. BEN CHUMO,  
NOMINEE FOR THE POSITION OF CHAIRPERSON, SRC**

DATE: 24<sup>TH</sup> JULY, 2018

| NAME                                      | SIGNATURE |
|---|-----------|
| 1. HON. JOSEPH K. LIMO, MP – CHAIRMAN     |           |
| 2. HON. ISAAC W. NDIRANGU – VICE-CHAIRMAN |           |
| 3. HON. JIMMY O. ANGWENYI, MP             |           |
| 4. HON. ALFRED W. SAMBU, MP               |           |
| 5. HON. ENOCH KIBUNGUCHY, MP              |           |
| 6. HON. SHAKEEL SHABBIR AHMED, MP         |           |
| 7. HON. ABDUL RAHIM DAWOOD, MP            |           |
| 8. HON. DANIEL E. NANOK, MP               |           |
| 9. HON. ANDREW A. OKUOME, MP              |           |
| 10. HON. DAVID M. MBONI, MP               |           |
| 11. HON. KURIA KIMANI, MP                 |           |
| 12. HON. JOSEPH M. OYULA, MP              |           |
| 13. HON. JOSHUA KANDIE, MP                |           |
| 14. HON. LYDIA H. MIZIGHI, MP             |           |
| 15. HON. MOHAMED ALI, MP                  |           |
| 16. HON. PURITY NGIRICI, MP               |           |
| 17. HON. SAMUEL ATANDI, MP                |           |
| 18. HON. STANLEY M. MUTHAMA, MP           |           |



# QUESTIONNAIRE





SCHEDULE  
[Section 6(8).]

**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) DR. BEN CHUMO
2. Position: (State office to which you have been nominated)  
Chairperson of the Salaries and Remuneration Commission
3. Sex: Male
4. Date of Birth: (State year and place of birth) 11<sup>th</sup> July 1956
5. Marital Status: Married
6. Daytime phone number: 0714-610075, 0733-895022
7. Mobile phone number: 0714-610075, 0733-895022
8. Email Address: bchumo2015@gmail.com
9. ID Number: 1056542

10. PIN Number: A001179364X

11. Nationality: Kenyan

12. Postal Address: box 33929-00600, Nairobi

13. Town/City: Nairobi

14. Knowledge of Languages: (Specify Languages): Kiswahili, English, Nandi

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) Laikipia University - PhD - Honoris Causa - 2015

2) Jomo Kenyatta University of Agriculture and Technology - PhD - Human Resource Management - 2013

3) University of Nairobi - MBA - 2007

4) University of Nairobi - BA - 1984

.....  
**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)

1) August 2017 to date - EgletH Consultants

2) Egerton University - Chair of Honor - March 2017

3) Feb. 2017 - Strathmore Business School, Senior Fellow

4) May 1986 - Jan 4<sup>th</sup> 2017 - Kenya Power and Lighting

5) Nov 1984 - May 1<sup>st</sup> 1986 - Ministry of Public Works

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).

1) Order of the Grand Warrior (OGW), 12/12/2008

2) PhD Honoris Causa - Laikipia University, 27/11/2015.

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) Institute of Human Resource Management (IHRM), Member Number 01323.

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

NONE

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**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.

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NONE

(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.

D. Council chair, Egerton University - Appointed for three years from 10th March 2017.

(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.

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NONE

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(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, favouritism 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).

NONE

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.

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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) Pension Sh. 222,000 x 12 = Sh. 2,664,000 Pa.

2) Stima Sacco Dividends = Sh. 3,000,000 Pa.

3) Rental Income Sh. 690,550 x 12 = Sh. 8,286,600 Pa.

4) Dairy farm Sh. 50,000 x 12 = Sh. 600,000 Pa.

5) Egerton Honoraria Sh. 67,000 x 12 = Sh. 804,000 Pa.

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).

I am fully tax compliant.

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

Estimated: - Sh. 212,000,000.

26. **Potential Conflicts of Interest:**

(a) Identify the family members or other persons, parties, categories obligation 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

If it were to arise, I would have to declare.

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

Declaration of conflict of interest is the most effective procedure to overcome conflict of interest.

27. **Pro-Bono/Charity Work/Donations 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).

NONE

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 objection

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

- 1) Dr. Eng. Joseph Nforoge - 0722-515357
- 2) David Monandi - HR Manager, KPLC  
0722-357248
- 3) Prof. Robert Gichira - JKUAT,  
0722-686394.

No. 33 of 2011 [Rev. 2012]

*Public Appointments (Parliamentary Approval)*

[Issue 1] 10



# CURRICULUM VITAE

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# CURRICULUM VITAE

## PERSONAL DETAILS

NAME: DR. BEN CHUMO  
DATE OF BIRTH: 11<sup>th</sup> July 1956  
MARITAL STATUS: Married with four children  
NATIONALITY: Kenyan  
ADDRESS: P. O. Box 33929- 00600, Nairobi  
TELEPHONE: Mobile-0733-895022/0714-610075  
EMAIL ADDRESS: bchumo2015@gmail.com  
RELIGION: Christian

## WORK EXPERIENCE

March 2017 : I was appointed Chair of Council, Egerton University, Njoro for a 3 year tenure effective 10<sup>th</sup> of March 2017.

July 2013 – Jan 2017 : I was appointed Managing Director and Chief Executive Officer for Kenya Power & Lighting Company Limited on 7<sup>th</sup> January, 2014 and left on 4<sup>th</sup> January, 2017. During my tenure, my team and I achieved the following milestones:-

### 1) Enhanced Generation Capacity

Total installed generation capacity improved from 1,765 mw to 2,327 mw, by 4<sup>th</sup> January, 2017. This reflected a 32% increase in installed generation. This was possible through speedy delivery of power purchase agreements. An additional 678 mw as injected into the grid.

### 2) Reduced Cost of Power

The injection of geothermal power had a positive influence on the cost of power. Fuel cost charge reduced from a high of Shs. 7.22 per kwh in July 2014 to Shs. 2.34 per kwh in October 2016, representing 67% decrease. As a result, the average retail tariff reduced from Shs. 23.06 per kwh to

Shs. 13.68 per kwh, representing 43% decrease. This has provided a relief to manufacturers and users of electricity in general.

### 3) Enhanced Access to Electricity

During the period 2014 – 2017, the Company recorded a major increase in the number of customers connected as follows:-

| <u>Year</u> |   | <u>No. Customers</u> |
|-------------|---|----------------------|
| 2013        | - | 307,000              |
| 2014        | - | 443,000              |
| 2015        | - | 843,000              |
| 2016        | - | 1,278,469            |

The number of customers increased from 2,261,064 in 2013 to 5,539,981 as at end of December 2016, representing 132% growth.

An additional 3.2 million customers were connected during the period, raising access rate from 27% to 60%, a 122% increase.

### 4) Enhanced Reliability of Power Supply

During my tenure at KPLC, an additional 12,761 kilometers of medium voltage lines were constructed, enhancing the total length of medium voltage lines from 49,818 km to 62,579 km. This improved flexibility and provided redundancy.

A total of 81 sub-stations were constructed during this period 2014 – 2017. Besides the new sub-stations, the existing network was refurbished countrywide, reducing the number of incidences from 9 incidences per thousand customers to 4 incidences per thousand customers.

### 5) Street Lighting project

Street Lighting Project that enhanced lighting of streets and other public places started in 2014. My team and I completed lighting of 35 towns out of planned 65 towns.

This initiative stimulated the economy through enhanced working hours and provision of lit work environment. This introduced what has since

come to be called 24 hour economy. Street lighting has improved security and enhanced night life

#### 6) Improved Customer Service and Corporate Reputation

The number of installed pre-paid meters rose from 335,018 in 2013 to 3,229,288 in November 2016. This initiative gave customers more freedom to manage their electricity consumption and accorded them more privacy as no meter readers needed to access their premises.

E-billing provided more convenience to customers. Customer satisfaction index rose from 64% to 68% in June 2016.

During the IPSOS research in 2016, KPLC was ranked 9<sup>th</sup> most influential brand in Kenya out of 100.

In 2016, KPLC was recognized by Africa Investor/Nastag as the most Innovative Company in Africa.

The icing of all these achievements was the recognition of KPLC by Social Bakers of the Czech Republic as Number 1 most socially Devoted Industrial Company globally in 2016.

#### 7) Improved Profitability

While recognizing that service delivery is the most important aspect of KPLC business, shareholder expectations were met, profitability soared as follows:-

|         |   |          |
|---------|---|----------|
| 2012/13 | - | Shs. 6B  |
| 2013/14 | - | Shs. 11B |
| 2014/15 | - | Shs. 12B |
| 2015/16 | - | Shs. 12B |

These milestones were achieved during my tenure at KPLC. I attribute this success to teamwork, focus and positive attitude towards each other and towards work.

July 2003 – June 2013: Chief Manager, Human Resources & Administration

### Key Responsibilities

- ◆ A member of Management Committee, a top Management decision-making organ, which formulates Corporate Objectives and Strategic Plans.
- ◆ Formulate Divisional Strategic Objectives in line with overall corporate Strategic Plan.
- ◆ Responsible to the Managing Director for achievement of Human Resources & Administration agreed annual targets.
- ◆ Review and implementation of Human Resources Policies pertaining to Human Resources Planning and Establishment consistent with business strategies.
- ◆ Periodically review corporate organization structure and recommend changes that would enhance operational performance.
- ◆ Responsible for corporate recruitment and placement policies.
- ◆ Responsible for employee training and development policies and programmes.
- ◆ Responsible for formulation and implementation of Staff Performance Management Systems, reward and remuneration policies.
- ◆ Management of Staff Welfare and Benefits Schemes, such as Pension Scheme, Health Scheme, bereavement, sporting and social activities.
- ◆ Oversee bi-annual Collective Bargaining Process with the workers' Union.
- ◆ Maintain and encourage employee relations values that enhance industrial peace.
- ◆ Responsible for design and implementation of Internal Staff Communication strategies.
- ◆ Responsible for staff occupational health and safety standards and programmes.
- ◆ Responsible for formulation and implementation of policies that positively influence corporate culture so as to enhance meritocracy.
- ◆ Responsible for creation and nurturing of a working environment in which individual and team contributions are recognised and rewarded accordingly.

1<sup>st</sup> August 2001 - Employee Benefits Manager

### Key Responsibilities

- ◆ Management of Human Resources assigned to Benefits department ensuring existence of a working environment in which individual productivity is recognized and rewarded.
- ◆ Facilitate formulation of improved corporate staff benefits policies while overseeing implementation of existing ones.
- ◆ Manage Retirement Benefits Scheme, in particular, ensure maintenance of proper books of account and facilitate issuance of status statements on regular basis to contributors.
- ◆ On behalf of RBS Trustees' Secretary, implement Trustees investment decisions to ensure that RBS funds attract the highest return on investment.
- ◆ Oversee and supervise speedy processing of terminal benefits, ensuring that departing employees are treated most humanely.
- ◆ Ensure that Retirement Benefits Information System is up-dated and reliable through constant audit against SAP and other staff records systems.
- ◆ Plan regular dissemination of information on benefits to staff at all levels, ensuring that staff have an opportunity to give feedback on the effectiveness of existing benefits packages.
- ◆ Forecasting, Management and Control of financial and material resources assigned to Benefits department, ensuring value added.

**23<sup>rd</sup> Feb. 2000 Principal Administration Officer, Central Office**

Took over the responsibilities of Assistant Administration Manager, who proceeded on voluntary early Retirement. However, on 16<sup>th</sup> March, 2001, I was appointed a member of the Business Reorganization Consulting Group where I remained a member upto 31<sup>st</sup> July 2001.

**Sept. 1999 to Feb. 2000: Principal Training Officer, Central Office**

**Key Responsibilities**

- ◆ Interpretation and implementation of Corporate Staff Training and Development Policy.
- ◆ Ensuring timely preparation, production and circulation of Annual Training Calendar.
- ◆ Planning and executing specific training programmes as assigned by the, Human Resources Manager, T&D, in collaboration with other members of the Training and Development section team.
- ◆ Attending to issues/queries related to training raised by staff.
- ◆ Ensuring that reimbursement claims pertaining to Company Training programmes are submitted to the Directorate of Industrial Training.

- ◆ Drafting Training proposals in consultation with user managers/supervisors.
- ◆ Involved in sourcing of training consultants to offer appropriate and relevant training programmes.
- ◆ Involved in the review of staff appraisal system, as a Committee member.

**1998 – 1999: Principal Human Resources Officer – Coast Region**

**Key Responsibilities**

- ◆ In charge of staff administration in Coast Region.
- ◆ In consultation with the Chief Manager, Human Resources and Administration, filled vacant Union staff positions.
- ◆ In close cooperation with Union representatives, created a cordial working environment.
- ◆ Implemented and managed staff Medical Scheme for employees in the region.
- ◆ Dealt with welfare matters including sports and social activities.
- ◆ Budgeted and controlled financial resources for Human Resources Section in the region.
- ◆ Oversaw maintenance of staff housing as well as office blocks.
- ◆ Dealt with staff travel arrangements, including air travel schedules and air ticketing.
- ◆ Oversaw provision of administrative services such as, mail, telephones, messengerial and cleaning services, as well as pool transport.
- ◆ Responsible for annual Long Service Awards and Accident Free Bonuses ceremonies in liaison with Head Office and Regional Manager, Coast.
- ◆ Identification of properties for lease in liaison with Property Management section.

**1997 to  
Aug. 1998:**

**Principal Human Resources Officer, Administration**

**Key Responsibilities**

- ◆ Responsible for staff administration, including welfare, transfers, promotions and disciplinary process in consultation with Human Resources Manager and Divisional Managers.
- ◆ Administration of travelling allowances in accordance with staff regulations and guidelines.



- ◆ Responsible for market survey trends in relation to pay rates, allowances, housing, medical benefits and loans to ensure that the Company packages remained competitive in the labour market.
- ◆ Facilitating and coordinating annual staff performance management (appraisal) process in close consultation with the Chief Manager, Human Resources and Administration.
- ◆ Implementing remuneration policy as appropriate particularly for new employees in very close consultation with the Chief Manager, Human Resources and Administration.
- ◆ Representing the Chief Manager, Human Resources and Administration and advising user division representatives during staff recruitment and selection process.
- ◆ Ensuring that staff records are up-to-date and easily accessible when required.

**1994 – 1996: Senior Human Resources Officer – Manpower Planning, Recruitment, Training and Development**

**Key Responsibilities**

- ◆ Responsible for Manpower planning projections in liaison with Corporate Planning Division.
- ◆ Responsible for management of recruitment process in liaison with user divisions.
- ◆ Preparation and implementation of training programmes in consultation and in liaison with line Divisions.
- ◆ Working in close co-operation with the Principal, Training School, in recruitment of trainees in accordance with Company Manpower projections.
- ◆ Secretary to Training Committee - prepared reports, training budget, and played liaison role with Government (D.P.M.).
- ◆ Consulted with similar Utility Training officers for purposes of bench marking, e.g. ESKOM, South Africa, UEB, Ontario Canada, etc.
- ◆ Involved in 1995 – 1996 Company Staff Retrenchment Programme as a member of the Committee.

**1990 – 1994: Human Resources Officer, Nairobi Area**

**Key Responsibilities**

- ◆ Responsible for management of Area Human Resources employees.

- ◆ Responsible for Human Resources matters including Industrial Relations.
- ◆ Implementation of Negotiated Collective Bargaining Agreements between the Company and the Labour Union.
- ◆ Interpretation of Trade Disputes Act and Employment Act to both management and Union represented employees.
- ◆ Allocation of staff housing in accordance with Company Policy.
- ◆ Preparation and maintenance of medical scheme budget as detailed in Staff Regulations and Guidelines.
- ◆ Responsible for staff movements, engagements, discharges and changes in particulars as advised by Human Resources Manager.
- ◆ Management of Leave regulations and records.

**1989 – 1990: Human Resources Officer, Training School**

**Key Responsibilities**

- ◆ Set up Human Resources function including Human Resources Registry at the Training School.
- ◆ Responsible for staff welfare and discipline
- ◆ Maintenance of conducive working relationship between management and the Labour union, representing employees.
- ◆ Responsible for Administration of school medical scheme.
- ◆ Administration and maintenance of staff records.
- ◆ Preparation and operation of Human Resources budget at the Training School
- ◆ Maintenance of School buildings and furniture.

**1986 – 1989: Human Resources Officer, Staff Housing**

**Key Responsibilities**

- ◆ Responsible for maintenance of staff housing Company-wide.
- ◆ Responsible for allocation of senior staff houses in consultation with the Human Resources Manager.
- ◆ Responsible for maintenance of Company housing inventory/records.
- ◆ Planning and executing office maintenance through maintenance crews.
- ◆ Responsible for maintenance of Company furniture inventory and furnishings.
- ◆ Responsible for staff air travel, i.e. ticketing and travel schedules.

## ACADEMIC QUALIFICATIONS

|      |   |  |
|------|---|--|
| 2013 | - | PhD HRM - JKUAT                                  |
| 2006 | - | MBA, University of Nairobi                       |
| 1984 | - | BA (Hon), Social Sciences, University of Nairobi |

## CONSULTANCY SERVICES

|                                |  |  |
|--------------------------------|--|--|
| July – Aug 2010<br>(One Month) |  | Sub-contracted by Manitoba Hydro International, I offered consultancy services on revenue collection initiatives (on behalf of Kenya Power & Lighting Company) to Kabul Electricity Directorate (KED). |
| Feb – March 2011               |  | Continuation of the above consultancy services.  |

## OTHER SHORT COURSES AND EXPOSURES

|  |   |   |
|--|---|---|
| 18 <sup>th</sup> March – 22 <sup>nd</sup> March 2013 | - | Managing People through Change in London                                  |
| 3 <sup>rd</sup> Dec. – 14 <sup>th</sup> Dec. 2012    | - | Management for Senior Executives in Dubai                                 |
| 8 <sup>th</sup> Oct. – 9 <sup>th</sup> Nov. 2012     | - | Building Sustainable Training Capabilities in Africa - Tanzania           |
| 1 <sup>st</sup> Aug. - 3 <sup>rd</sup> Aug. 2012     | - | Compensation Committee Seminar in U.S.A.                                  |
| 24 <sup>th</sup> Feb. - 4 <sup>th</sup> March 2012   | - | Benchmarking – Manitoba Hydro in Canada                                   |
| 19 <sup>th</sup> Nov. - 5 <sup>th</sup> Dec. 2011    | - | Strategic HR Management Training in India                                 |
| 28 <sup>th</sup> May - 13 <sup>th</sup> June 2008    | - | Attended an International Law Conference in Switzerland                   |
| 24 <sup>th</sup> Sept - 3 <sup>rd</sup> Oct 2007     | - | Attended training on Modernizing the HR Function in United Kingdom        |
| 15 <sup>th</sup> - 24 <sup>th</sup> Jan 2007         | - | Attended a Strategic Human Resources Management course in India           |
| 16 <sup>th</sup> - 18 <sup>th</sup> July 2006        | - | Attended a training in Energy Trading & Risk Management Int. South Africa |

- 27<sup>th</sup> – 31<sup>st</sup> March 2006 - Attended a training in Pension Scheme Courses in South Africa
- 31<sup>st</sup> July – 1<sup>st</sup> Aug 2005 - Attended a Strategic Human Resource Management training in India
- 26<sup>th</sup> – 30<sup>th</sup> Nov. 2002 - Attended a seminar on Investment Strategy And Management for Retirement Funds held in Johannesburg - South Africa.
- 18<sup>th</sup> – 29<sup>th</sup> Oct. 1999 - Training the Trainer and Performance Consulting Course, at UNZ & Co., New York, USA – Focused on the shift of Human Resources from the traditional Human Resource Management to Performance Consulting.
- 21<sup>st</sup> – 23<sup>rd</sup> Sept. 1999 - Finance for Non-Finance Managers organised by the Kenya College of Accountancy – An appreciation course on financial management in a business setting.
- 23<sup>rd</sup> – 25<sup>th</sup> Aug. 1999 - Team Talk – Focus on effective communication in the organisation.
- 12<sup>th</sup> – 14<sup>th</sup> May 1999 - Oral Presentation Skills Course conducted by the British Council, Nairobi – Leadership skills development.
- 10<sup>th</sup> May 1999 - SAP Human Resources Administration Module – Application of SAP Systems in management of Human Resources information.
- 1<sup>st</sup> – 5<sup>th</sup> March 1999 - The Writing of Reports and Proposals Course at the British Council, Nairobi – How to prepare and write reports.
- 26<sup>th</sup> Feb. 1999 - Environmental Awareness Seminar at Training School – Focused on how business affects the environment and how private sector can contribute to environmental conservation.
- 30<sup>th</sup> – 1<sup>st</sup> April, 1998 - Performance Management Course at Training School, organised by Consultants for Effective Training (C.E.T.) – Focused on appraising employees on the basis of agreed targets.
- April 1998  
(1 month course) - Micro-Computer Operator Course at Secrons Computer Training Centre, Mombasa
- 30<sup>th</sup> June to  
6<sup>th</sup> July 1997 - Under the Institutional Strengthen in Project (ISP), visited Union Fenosa, Spain to see how the organisation operate their Human Resources Management Systems – Bench Marking.

- 
- 18<sup>th</sup> – 20<sup>th</sup> Nov. 1996 - Industrial Relations and Collective Bargaining Course organised by FKE
- 28<sup>th</sup> Jan - 1<sup>st</sup> Feb 1996 Represented the Company on the same summit in Zambia, Kafue Gorge Hydro Station.
- 16<sup>th</sup> – 22<sup>nd</sup> July 1995 - Managers' Challenge – An intensive Business Leadership Programme at ESKOM Leadership Development Centre, Midrand, South Africa
- 19<sup>th</sup> – 24<sup>th</sup> May 1995 - Attended a Human Resources Development course in Harare, Zimbabwe – Focused on how private sector could contribute to development of workforce in a Nation.
- 20<sup>th</sup> Oct. – 5<sup>th</sup> Nov. 1994- Technical Skills Development Summit in Johannesburg, South Africa – Focused on ways and means of pooling training institutions among electricity utilities in East, Central and South Africa. Represented the Company in the summit.
- 1<sup>st</sup> Dec. 1989 - Seminar on Trade Disputes Act, organised by IPM(K)



- 
- 18<sup>th</sup> – 20<sup>th</sup> Nov. 1996 - Industrial Relations and Collective Bargaining Course organised by FKE
- 28<sup>th</sup> Jan - 1<sup>st</sup> Feb 1996 Represented the Company on the same summit in Zambia, Kafue Gorge Hydro Station.
- 16<sup>th</sup> – 22<sup>nd</sup> July 1995 - Managers' Challenge – An intensive Business Leadership Programme at ESKOM Leadership Development Centre, Midrand, South Africa
- 19<sup>th</sup> – 24<sup>th</sup> May 1995 - Attended a Human Resources Development course in Harare, Zimbabwe – Focused on how private sector could contribute to development of workforce in a Nation.
- 20<sup>th</sup> Oct. – 5<sup>th</sup> Nov. 1994- Technical Skills Development Summit in Johannesburg, South Africa – Focused on ways and means of pooling training institutions among electricity utilities in East, Central and South Africa. Represented the Company in the summit.
- 1<sup>st</sup> Dec. 1989 - Seminar on Trade Disputes Act, organised by IPM(K)

## SUMMARY

- July 2013 – 4<sup>th</sup> Jan, 2017 - Managing Director & CEO, Kenya Power
- July 2003 - June 2013 - Chief Manager, Human Resources & Administration.
- July 2001 - July 2003 - 2 years - Employee Benefits Manager
- 2000 – 2001 - 1 year - Principal Administration Officer
- 1999 – 2000 - 1 year - Principal Human Resources Officer, Training and Development
- 1998 – 1999 - 1 year - Principal Human Resources Officer, Coast Region
- 1996 – 1998 - 2 Years - Principal Human Resources Officer, Administration
- 1994 – 1996 - 2 Years - Senior Human Resources Officer, Manpower Planning, Recruitment, Training and Development
- 1990 – 1994 - 4 Years - Senior Human Resources Officer, Nairobi Area
- 1989 – 1990 - 1 Year - Human Resources Officer, Training School
- 1986 – 1989 - 3 Years - Assistant Human Resources Officer, Staff Housing

## REFEREES:

1. DR. JULIUS KIPNGETICH – CEO, JUBILEE INSURANCE.  
TEL:0763100003.
2. DR. GEORGE NJENGA, DEAN, STRATHMORE BUSINESS SCHOOL.  
TEL; 0717363448
3. KEN TARUS, CEO KENYA POWER AND LIGHTING  
TEL; 0722-247878





**JOMO KENYATTA UNIVERSITY  
OF  
AGRICULTURE AND TECHNOLOGY**

*This is to certify that*

**Ben Chumo**

*having satisfied all the requirements  
for the award of the degree of*

**DOCTOR OF PHILOSOPHY  
(HUMAN RESOURCE MANAGEMENT)**

*was admitted to the degree at a congregation  
held at this University  
on Friday the Twenty Eighth of June  
in the year  
Two Thousand and Thirteen*

Vice Chancellor

Deputy Vice Chancellor  
(Academic Affairs)



LAIKIPIA




UNIVERSITY

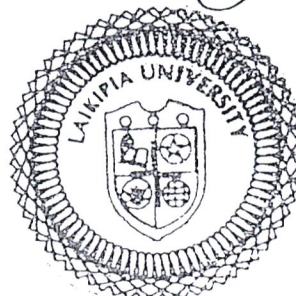
*on the recommendation of Laikipia University Council  
hereby confers on:*

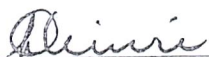
*Ben Chumo*

**The Degree of**  
**Doctor of Business**  
*Honoris Causa*

*With all rights, privileges and obligations thereto appertaining  
presented at a congregation held at this University  
On this 27th day of November 2015*

  
\_\_\_\_\_  
Vice-Chancellor

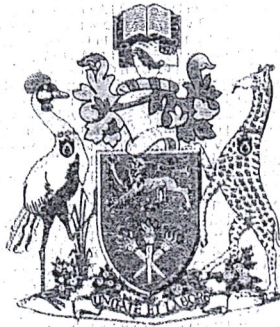


  
\_\_\_\_\_  
Deputy Vice-Chancellor  
(Academic & Research)

  
\_\_\_\_\_  
Registrar  
(Academic Affairs)



# UNIVERSITY OF NAIROBI



This is to certify that

**Ben Chumo**

having satisfied the requirements  
for the award of the degree of the

**MASTER OF BUSINESS  
ADMINISTRATION**

was admitted to the degree  
at a Congregation held at  
this University on the

Seventh Day of December in the Year  
2007

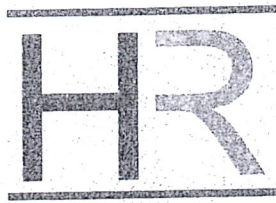
A handwritten signature in black ink, appearing to be 'J. M. Njoroge'.

VICE-CHANCELLOR

A handwritten signature in black ink, appearing to be 'K. M. Njoroge'.

DEPUTY VICE-CHANCELLOR (ACADEMIC AFFAIRS)





Institute of  
H u m a n  
R e s o u r c e  
M a n a g e m e n t

The Professional Body of HR Practitioners in Kenya

# IHRM PRACTICING CERTIFICATE

This is to certify that

*Dr. Ben Kipsang Chumo*

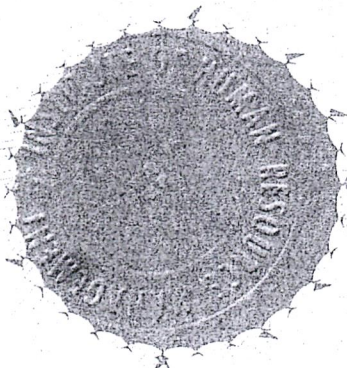
of Registration No. 01323

Having complied with the relevant provisions of the Human Resource Management Professionals Act No. 52 of 2012 Laws of the Republic of Kenya, and regulations thereto is licensed to practice in Kenya as a Human Resource Professional.

Given under our hand and the common seal of the IHRM registration committee in Nairobi,

this 19<sup>th</sup> day of April, 2018

This license is valid until the 31<sup>st</sup> day of December, 2018



Chair, IHRM Council


Chair, Registration Committee

Secretary, IHRM Council

This Certificate is the property of IHRM Council





**JAMHURI YA KENYA**  **REPUBLIC OF KENYA**

SERIAL NUMBER: 228220584 ID NUMBER: 1056542

FULL NAMES: **BEN KIPSANG CHUM0**

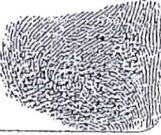
DATE OF BIRTH: 19 07 1956

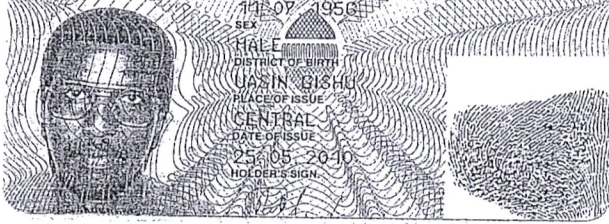
SEX: **M**

HALL: **KIPRAIRI**  
DISTRICT OF BIRTH: **KIPRAIRI**

PLACE OF ISSUE: **UASIN BISHU**  
**CENTRAL**


DATE OF ISSUE: 25 05 2010

HOLDER'S SIGN: 

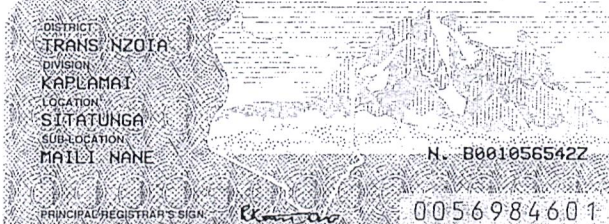


DISTRICT: **TRANS NZOIA**  
DIVISION: **KAPLAMA1**  
LOCATION: **SITATUNGA**  
SUB-LOCATION: **MAILI NANE**

N. B001056542Z

PRINCIPAL/REGISTRAR'S SIGN:  0056984601

IDKYA2282205841<<767<<<<<<<<411  
5607116M1005253<B001056542Z<<5  
BEN<KIPSANG<CHUM0<<<<<<<<<<<<<





**CERTIFICATE  
OF GOOD  
CONDUCT**





**DIRECTORATE OF CRIMINAL INVESTIGATIONS**

DIRECTORATE OF CRIMINAL INVESTIGATIONS HEADQUARTERS  
P.O.Box 30036-00100 GPO  
NAIROBI, KENYA

Ref. No. **PCC-AAAEPQS0**

Date. **15 May 2018**

**POLICE CLEARANCE CERTIFICATE**

*I hereby certify that the fingerprints recorded from*

**BEN KIPSANG CHUMO**

holder of ID No. **1056542** have been searched in Criminal Records Office's database with/without previous record. The validity of the information on this certificate is as of the date of issue.

**REMARKS IN CASE OF PREVIOUS RECORD**

**OFFENCE(S): NIL**

**RESULTS OF TRIAL: NIL**

**DATE: NIL**

*This Certificate has been issued without any alteration or any erasure*

(P.M. Ndunda)

For: Director, Directorate of Criminal Investigations  
(P.T.O)

NOTE: This is a computer generated certificate, to verify the authenticity of this document, send DCI to 21546



# REPORT OF THE SELECTION PANEL





LGAA  
pls deep  
FA  
05/4/18

**REPUBLIC OF KENYA**



**THE PRESIDENCY  
MINISTRY OF PUBLIC SERVICE, YOUTH AND GENDER AFFAIRS**

Telephone: Nairobi 227411  
*When replying please quote:*

Harambee House  
P.O. Box 30050-00100  
NAIROBI, KENYA

Ref. No. **MPYG.CS/CONF/1/1/2/1**

**18<sup>th</sup> June 2018**

**His Excellency Hon. Uhuru Kenyatta, C.G.H**

President and Commander-in-Chief of the  
Defence Forces of the Republic of Kenya  
State House

**NAIROBI**

**RE: REPORT OF THE SELECTION PANEL FOR NOMINATION OF  
CHAIRPERSON, SALARIES AND REMUNERATION COMMISSION**

---

Reference is made to *Gazette* Notice No. 3545 of 16th of April 2018 on your Excellency's appointment of Mary W Kimonye as Chairperson and the following: Stephen Kirogo, Agnes Shikuku, Joseph Birundu Mogendi (Dr.) and Boniface Otsyula to be members of the Selection Panel for the selection of nominees for appointment as Chairperson of the Salaries and Remuneration Commission.

The Selection Panel wishes to thank Your Excellency the President, for the trust bestowed upon them through this appointment.

In undertaking its work, the Selection Panel was guided by the provisions of Article 230 of the Constitution of Kenya and The Salaries and Remuneration Commission Act. The Panel convened and developed a work plan, selection guidelines and procedures to the assignment in line with the criteria specified in the Act.

In line with Article 230 (2)(c)(iii) of the Constitution, the Panel within seven days of its convening, invited applications from qualified persons and published the names and qualifications of all applicants in the Kenya *Gazette* and two daily newspapers for national circulation.

The Selection Panel considered the fifty eight (58) applicants who responded. Twelve (12) applicants were shortlisted and interviewed in line with Article 230 (2) (b) and (c) of the Constitution and arrived at the three (3) best out of the twelve (12) shortlisted applicants.

Your Excellency, we hereby submit in accordance with the Salaries and Remuneration Commission Act, No. 10 of 2011 Section 7(9) the following three names ranked in order of their performance.

| S/No | Name of Candidate     | Total Score | Average% |
|------|-----------------------|-------------|----------|
| 1.   | Dr. Ben Chumo         | 385         | 77       |
| 2.   | Amb. Ephraim W. Ngare | 373         | 74.6     |
| 3.   | Dr. Jane Musangi      | 356         | 71.2     |

Your Excellency,

We also enclose a short profile on each of the nominees for your perusal.

Submitted for your Excellency's consideration and further appropriate action



**MARY W KIMONYE, MBS  
CHAIRPERSON  
SELECTION PANEL, SALARIES AND REMUNERATION COMMISSION**

**Encl**

# CORRESPONDENCES

1. Letter Of Nomination From The Head Of Public Service To The Speaker Of The National Assembly (REF. OP/CAB.1/40A)
2. Letter Of The Clerk Of The National Assembly To The Director Of Criminal Investigations (REF. NA/DCS/F&NP/2018/47)
3. Letter Of The Director Of Criminal Investigations To The Clerk Of The National Assembly (REF. DCI/CRO/SEC/6/7/2/A/VOL.VI/110)
4. Letter Of The Clerk Of The National Assembly To The Director Of Criminal Investigations (REF. NA/DCS/F&NP/2018/49)
5. Letter From The Ethics And Anti-Corruption Commission To The Clerk Of The National Assembly (REF. EACC.7/10/5 VOL.VI(148))
6. Letter From The Kenya Revenue Authority To The Clerk Of The National Assembly (REF. NA/DCS/JLA/2018/97)
7. Letter From The Higher Education Loans Board To The Clerk Of The National Assembly (REF. HELB/RR/112009/V/77)



REPUBLIC OF KENYA

Telegraphic Address  
'Bunge', Nairobi  
Tel. +254-020-2221291  
Fax: +254-020-22243694  
E-mail: [clerk@parliament.go.ke](mailto:clerk@parliament.go.ke)  
When replying please quote



NATIONAL ASSEMBLY

Clerk's Chambers  
National Assembly  
Parliament Buildings  
P.O. Box 41842 -00100  
NAIROBI,

Ref.NA/DCS/F&NP/2018/47

6<sup>th</sup> July, 2018

**Mr. George M. Kinoti,**  
Director, Criminal Investigations Department  
Mazingira Complex  
Kiambu Road, Opp. Forest Department  
Headquarters, Karura  
**NAIROBI**

Dear *M Kinoti*

**RE: VETTING OF THE NOMINEE TO THE POSITION OF CHAIRPERSON OF THE SALARIES AND REMUNERATION 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 Departmental Committee on Finance and National Planning of the National Assembly is established and mandated pursuant to Standing Orders 216(5)(f) to vet and report on appointments where the Constitution or any law requires the National Assembly to approve except those under Standing Order 204 (Committee on Appointments).

The Committee will be conducting the vetting of **Dr. Ben Chumo (ID No. 1056542 PIN No. A001179364X)** who was nominated for appointment as the Chairperson of the Salaries and Remuneration Commission on 23<sup>rd</sup> July, 2018.

Pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act, 2011, the Committee is mandated to consider whether the nominee meet all constitutional and statutory requirements relating to the office in question.



This is therefore, to request you to provide the Committee with any information touching on the integrity of the nominee that the Commission may have. Such information will assist the Committee to undertake its mandate more effectively in considering issues on the suitability of the said nominee for appointment to office.

We will appreciate if the information is received by **Wednesday 18<sup>th</sup> July, 2018.**

Yours



**JEREMIAH W. NDOMBI**  
**For: CLERK OF THE NATIONAL ASSEMBLY**





DLSP/DLans  
PSC/MSA  
CNA  
27/6/18



**THE PRESIDENCY**  
EXECUTIVE OFFICE OF THE PRESIDENT  
HEAD OF THE PUBLIC SERVICE

NATIONAL ASSEMBLY  
RECEIVED  
27 JUN 2018  
SPEAKER'S OFFICE  
Box 41842, NAIROBI.

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

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

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

22<sup>nd</sup> June, 2018

Daniel Mutunga/HOP  
to prepare for  
vetting  
27/6/18

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

Noted. CNA to prepare the  
communications for this  
afternoon.

SNA  
27/6/18

Dear Hon Muturi,

**RE: NOMINEE FOR THE POSITION OF CHAIRPERSON OF THE SALARIES AND REMUNERATION COMMISSION**

We refer to the above subject matter.

In full discharge of the Constitutional and statutory requirements, I humbly convey to the National Assembly His Excellency the President's nominee for the position of Chairperson of the Salaries and Remuneration Commission; **Dr. Ben Chumo** for approval by the House.

The nomination and transmittal to the National Assembly is made pursuant to Article 230 (2) (a) of the Constitution and Section 7(10) of the Salaries and Remuneration Commission Act (Act. No. 10 of 2011) as read together with Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act (Act No. 33 of 2011).

Enclosed herewith is the Nominee's Curriculum Vitae and Testimonials, to aid the House in the approval process.

Yours Sincerely  
*[Signature]*

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

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

RECEIVED  
27 JUN 2018  
CLERK'S OFFICE

Ms. Leah Mwangi  
Pls bring to the attention of the  
committee on salaries and remuneration



# 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

DCI/CRO/SEC/6/7/2/A/VOL.VI/110

13<sup>th</sup> JULY, 2018

### The Clerk

National Assembly  
Clerk's Chambers  
Parliament Buildings  
P O Box 41842 - 00100  
NAIROBI

*① DCI Commission  
8  
13/07  
② LEM  
pls provide  
the info as  
requested  
FA  
16/7/18*

**Attn:** Jeremiah W. Ndombi

**RE: VETTING OF THE NOMINEE TO THE POSITION OF  
CHAIRPERSON OF THE SALARIES AND REMUNERATION  
COMMISSION**

Your letter Ref. NA/DCS/F&NP/2018/47 dated 6<sup>th</sup> July, 2018 refers.

This office requests to get the Identity Card Number of the Nominee if he has ever applied for a Police clearance certificate or to inform him to come in person to DCI Headquarters and make application for Police Clearance Certificate for us to be able to provide the required information.

Kind regards.



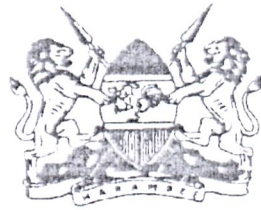
**P. NDUNDA  
FOR: DIRECTOR OF CRIMINAL INVESTIGATIONS**

OUR VISION: To be the best forensic science laboratory with emphasis on continual linkage of the Crime,  
the Crime -Scene and the Criminal.  
FACES CAN LIE, FINGERPRINTS NEVER.



REPUBLIC OF KENYA

Telegraphic Address:  
"Bunge", Nairobi  
Telephone: 254-020-221291  
Fax: 254-020-243694  
E-mail: [bunge@swiftkenya.com](mailto:bunge@swiftkenya.com)  
When replying please quote



NATIONAL ASSEMBLY

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

Ref.NA/DCS/F&NP/2018/49

17<sup>th</sup> July, 2018

Mr. George M. Kinoti,  
Director, Criminal Investigations Department  
Mazingira Complex  
Kiambu Road, Opp. Forest Department  
Headquarters, Karura  
**NAIROBI**

Dear Sir,

**RE: VETTING OF THE NOMINEE TO THE POSITION OF CHAIRPERSON OF THE SALARIES AND REMUNERATION COMMISSION**

---

Your letter Ref. DCI/CRO/SEC/6/7/2/A/VOL.VI/110 dated 13<sup>th</sup> July, 2018 refers.

As conveyed vide our letter Ref.NA/DCS/F&NP/2018/47 dated 6<sup>th</sup> July, 2018, the National Identity Card No. for Dr. Ben Chumo is 1056542. As requested vide your above referenced letter, a copy of the same is attached as indicated in a Police Clearance Certificate (No. C.24A) obtained by the nominee from your office on 15<sup>th</sup> May, 2018.

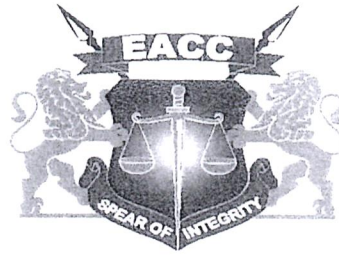
This is therefore, to request you to provide any information touching on the conduct of the said nominee that may be in possession of the Criminal Investigations Department as requested in our above referenced.

We will appreciate if the information is received by the Committee by Thursday 19<sup>th</sup> July, 2018.

Yours

  
JEREMIAH W. NDOMBI  
For: CLERK OF THE NATIONAL ASSEMBLY





## **ETHICS AND ANTI-CORRUPTION COMMISSION**

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

TEL.: 254 (020) 2717318 / 2720722, MOBILE: 0729 888881/2/3

Fax: 254 (020) 2717473 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.VI (148)**

**17<sup>th</sup> July 2018**

**The Clerk of the National Assembly**

National Assembly

Parliament Buildings

P O Box 41842-00100

**NAIROBI**

*Leah Mwangi - CA*

*23/7/18*

**RE: VETTING OF THE NOMINEE TO THE POSITION OF CHAIRPERSON  
OF THE SALARIES AND REMUNERATION COMMISSION**

Your letter referenced NA/DCS/F&NP/2018/45 dated 6<sup>th</sup> July, 2018 on the above subject matter refers.

Please note that Dr. Ben Chumo was charged in Court on 16<sup>th</sup> July 2018 for various counts.

**MICHAEL K. MUBEA, EBS  
DEPUTY SECRETARY/CEO - TECHNICAL SERVICES  
FOR: SECRETARY/CHIEF EXECUTIVE OFFICER**

*LCK/tm*









**KENYA REVENUE  
AUTHORITY**  
ISO 9001:2008 CERTIFIED

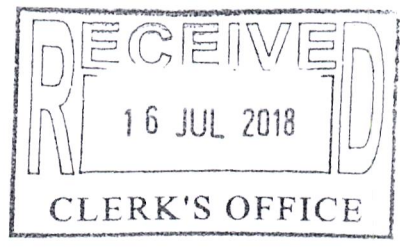
**Our Ref: CDT/HO/81**

**Your Ref: NA/DCS/JLA/2018/97**

① Defaults  
16/7

12<sup>th</sup> July 2018

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



Attn: Jeremiah W. Ndombi

Dear Sir,

**NETTING OF THE NOMINEE TO THE POSITION OF CHAIRPERSON OF  
THE SALARIES AND REMUNERATION COMMISSION**

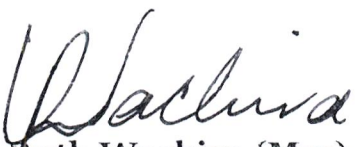
We refer to your letter dated 6<sup>th</sup> July 2018 in reference to the subject matter herein.

The tax compliance status of the nominee is as follows:-

**Name: Ben Kipsang Chumo**  
**PIN: A001179364X**  
**Tax Status: Compliant**

② LGAT  
pls check  
FA  
17/7/18

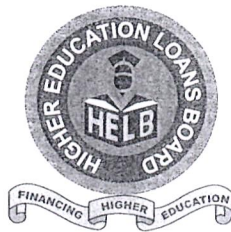
Yours faithfully,



**Ruth Wachira (Mrs)**  
**Ag. Commissioner of Domestic Taxes**

*Tulipe Ushuru, Tujitegeme!*





380

# 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

② Loan  
pls deal  
FA 18/7/18

HELB/RR/112009/V/77

12<sup>th</sup> July, 2018

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

① D/ants

18/7/18

Dear Michael,

## VETTING OF NOMINEE TO THE POSITION OF CHAIRPERSON OF THE SALARIES AND REMUNERATION COMMISSION

We acknowledge, with thanks, receipt of your letter dated 6<sup>th</sup> July 2018 regarding the vetting of Dr. Ben Chumo for appointment to the position of Chairperson of the Salaries and Remuneration Commission by the Departmental Committee on Finance and National Planning.

The Higher Education Loans Board wishes to inform you that **Ben Chumo (ID No. 1056542; Pin No. A001179364X)** was a beneficiary of the GOK/HELB Loans Scheme and fully repaid his loan on April 1999 upon which he was issued with Certificate Number **46923**.

As we appreciate your allowing us to provide you this information, we urge you to continue encouraging applicants to seek their compliance certificate from the Board as part of testimonials and conformity to Chapter six of the constitution of Kenya.

Thank you once again for this collaboration which goes a long way in assisting HELB finance needy Kenyans pursuing higher education now and in the future.

Yours sincerely,

**CHARLES RINGERA**  
**CHIEF EXECUTIVE OFFICER & BOARD SECRETARY**





00515  
Test Street  
Nairobi City  
47  
KEN

Date: 07-12-2018

Printed by: Kennedy  
Lengoiboni

Phone: 254711052000

Fax:

Telex:

Email:

URL:

**PROVISIONAL STATEMENT**

REMIT TO ADDRESS:

201 MOI'S  
P.O BOX 201 MOI'S BRIDGE  
KENYA

Account No: 10135651  
Name: Ben Chumo  
National ID: 1056542

**Undergraduate Studies - AGGFS75290**

| Maturity Date - Jun 30, 1984 |      | Interest Rate: 2 %   |                       |                          |            |
|------------------------------|------|----------------------|-----------------------|--------------------------|------------|
| Outstanding Principal        | 0.00 | Outstanding Interest | 0.00                  | Outstanding Total Amount | 0.00       |
| - 1,161.65                   |      | Accrued Interest     | 0.00                  | Outstanding Ledger fee   | 0.00       |
| Admission Number             | 0    | Year Of Study        | 0                     | Outstanding Penalty      | 0.00       |
| C01/268/80                   |      | University Name      | University of Nairobi | Insurance                | 0.00       |
|                              |      |                      |                       | Running Loan balance     | - 1,161.65 |

| Debt Collector No: |           | Debt Collector Name:                               |          | Mode of payment |  | REF. NUMBER |  | Debt Collector Commission |      | AMOUNT    |        | RUNNING AMOUNT |      |           |
|--------------------|-----------|--|----------|-----------------|--|-------------|--|---------------------------|------|-----------|--------|----------------|------|-----------|
| DOCUMENT NO.       | DOC DATE  | DESCRIPTION  | Employer | Period          |  |             |  | Commission                | VAT  | Debit     | Credit |                |      |           |
| HELB/000125        | 7/25/2016 | Principal Balance Opening balance as at 22/07/2016 | 0        |                 |  |             |  | 0.00                      | 0.00 | -1,161.65 | 0.00   |                |      |           |
| <b>Total :</b>     |           |  |          |                 |  |             |  |                           |      |           |        | -1,161.65      | 0.00 | -1,161.65 |

Closing balance: -1,161.65

Note: Please note that if there is no complaint within two weeks of issue of this statement, it will be deemed as final.



this House resolves to extend the period for consideration of the nominees submitted by His Excellency the President for appointment to the offices of Chairperson and Members of the Commission on Administrative Justice by a period of fourteen (14) days from 18<sup>th</sup> July 2018.

**Hon. Speaker:** Hon. Wamalwa, this is notice of Motion. You cannot just be shouting from your place. Why are you doing that? Or was it the Member for Suna East?

The Chairperson, Departmental Committee on Finance and National Planning.

EXTENSION OF TIME FOR CONSIDERATION OF NOMINEES FOR APPOINTMENT AS CHAIRPERSON AND MEMBERS OF THE SALARIES AND REMUNERATION COMMISSION

**Hon. Joseph Limo** (Kipkelion East JP): Thank you, Hon. Speaker, I beg to give notice of the following Motion:

THAT, pursuant to the provisions of Section 13 of the Public Appointments (Parliamentary Approval) Act, 2011, relating to extension of period for consideration of nominees for appointment to public office and Section 7(11) of the Salaries and Remuneration Commission (SRC) Act 2011, this House resolves to extend the period for consideration of the nominees submitted by His Excellency the President for appointment as the Chairperson, SRC by a period of fourteen (14) days from 11<sup>th</sup> July 2018.

Thank you Hon. Speaker

**Hon. Speaker:** Hon. Members, you may be aware part of the reason is because last week we passed a Motion altering the Calendar of the House so that you will not be proceeding on recess on 12<sup>th</sup> and instead thereof on 5<sup>th</sup> July. The Movers will move the Motions.

Next Order.

STATEMENT

**Hon. Speaker:** Member for Kimilili, Hon. Didmus Barasa. The Member being absent and knowing well the time of sitting, his purported request for Statement is accordingly dropped, not to be entertained again.

*(Request for Statement by Hon. Barasa dropped)*

Next Order.

BILL

*First Reading*

THE SACCO SOCIETIES (AMENDMENT) BILL

*(Order for First Reading read - Read the First Time and ordered to be read the Second Time tomorrow)*

