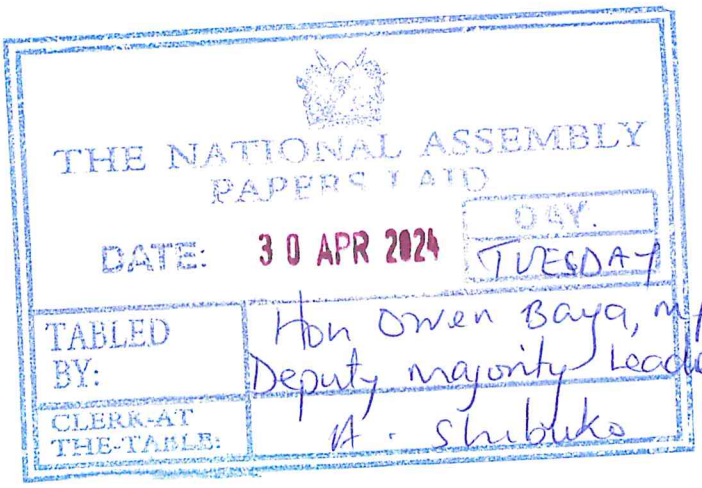
JUDICIAL SERVICE COMMISSION

SUB SECTOR REPORT



FY 2024/25 – 2026/27

April 2024

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EXECUTIVE SUMMARY

The Judicial Service Commission (JSC) is a constitutional body established under Article 171(1) of the Constitution of Kenya. The mandate of the Commission as provided for under Article 172 (1) of the Constitution is to promote and facilitate the independence and accountability of the Judiciary and the efficient, effective and transparent administration of justice.

The Commission executes its mandate and implements its budget under **Judicial Oversight**. The Programme has two sub programmes namely: ***Administration and Judicial Services***; and ***Judicial Training.***

In the execution of its mandate, the Commission works closely with diverse range of key stakeholders such as The Judiciary; The Executive through Ministries, State Departments and Agencies; The Legislature through Parliament and Parliamentary Committees; Independent Offices and Other Constitutional Commissions; County Governments; Development Partners; Media; and Civil Society Organizations among others.

During the MTEF review period FY2020/2021 – FY2022/2023 the Commission recommended for appointment 27 Judges which included 7 Court of Appeal Judges and 20 High Court Judges to improve access to Justice. Further 23 judicial officers and 428 judicial staff were recruited to fill the gaps in the Tribunals, operationalize the Small Claims Courts and new court stations.

The Training and Capacity Building for Judges, Judicial Officers and Staff is performed through the **Kenya Judiciary Academy (KJA).** The Academy held **twenty-One (21**) Training programmes in various thematic areas targeting Judges and Judicial Officers which included:

- EDR Debriefs
- AJS Training
- Emerging issues in Tax Law
- Resentencing Post Muruatetu
- Emerging Issues in Environment and Land Laws
- Induction Workshops for COA,ELC,ELRC and HC Judges

The Commission reviewed and approved **Training and Development and the Internship and Attachment Policies.** The **Training Policy** will provides the principles, guidelines and procedures for the coordination and management of training programmes in the Judiciary, while the **Internship and Attachment Policy will** provide guidelines for the management and coordination of internships and attachments.In addition, it heard and determined 77 petitions against Judges and 32 disciplinary matters against Judicial staff. This was in fulfilment of its constitutional mandate to receive and process petitions against Judges and exercise disciplinary control over Judicial Officers and Judicial staff.

In the MTEF period 2024/2025 – 2026/2027, the Commission has prioritized review of the Judicial Service Act to align to the Commission's mandate and address emerging issues. The Commission launched its strategic plan (2022-2027) in FY2021/2022 which highlights development of Institutional performance management system, development of policies and guidelines including Discipline Manual, complaints manual, Access to Justice inclusion policy, Anti-Corruption prevention Policy, Alternative Dispute Resolution Policy, and Career Progression guidelines.

Further the Commission will develop a five (5) year Human Resource plan and implement it by recruiting judges, judicial officers and judicial staff to enhance access to justice and expeditious delivery of justice as well as address staffing gaps. To build capacity and develop local jurisprudence the Commission will enhance capacity building for judges, judicial officers and judicial staff.

In the FY 2021/22 the Commission was allocated 55 acres of land in Ngong by the National Government for construction of a Judicial Academy. This will boost capacity development of Judges, Judicial Officers and staff to ensure that they are apprised with the current judicial practices thus enhancing expeditious delivery of justice to the Kenyan citizen. Hence the Commission will require funding to commence construction of a world class Kenya Judiciary Academy.

To further entrench its independence the Commission requires funding for implementation of employee's costs currently covered by The Judiciary. This includes the medical cover, Personal Accident Cover Policy and Life Insurance Policy mortgage and car loan schemes and pension fund management.

The Commission plans to undertake public outreaches and education to enlighten the public on its mandate including complaints management process, and receive feedback to inform development of strategies to improve the efficiency of administration of justice. To implement the above-mentioned priorities, the Commission will require **Ksh. 2.431 Billion** in the FY2024/25.

This report is organized in six Chapters. Chapter one gives the background, the Commission's vision, mission, strategic objective and its mandate. It further highlights the role of various stakeholders in implementation of the Commission's mandate. Chapter two evaluates and appraises on the Commission's performance over the last three years. Chapter three presents the Commission's medium-term priorities and financial plan for the MTEF period 2024/25 – 2026/27 which are guided by the strategic priorities outlined in the medium-term development plan of the Vision 2030, Commission's Strategic Plan and the framework on Social Transformation through Access to Justice. While Chapter four identifies the Commission's linkages with other sectors, emerging issues and challenges encountered in the course of implementing its programs. Finally, chapter five and six summarizes the key findings in the report and the proposed recommendations.

CHAPTER ONE

INTRODUCTION

1.1. Background

The Judicial Service Commission (JSC) is a constitutional body established under Article 171(1) of the Constitution of Kenya. The membership of the Commission is provided for under Article 171 (2) of the Constitution is as follows: The Chief Justice who is the chairperson of the Commission; one Supreme Court judge and one Court of Appeal judge elected by other Supreme Court and Court of Appeal judges respectively; one High Court judge and one magistrate elected by members of the Kenya Magistrates and Judges Association (KMJA); the Attorney General; two advocates elected by members of the Law Society of Kenya; one person nominated by the Public Service Commission; and two members, a man and a woman who are not lawyers appointed by the President with approval of the National Assembly to represent public interest.

The mandate of the Commission under Article 172 (1) of the Constitution is to promote and facilitate the independence and accountability of the Judiciary and the efficient, effective and transparent administration of justice. Additionally, Article 172 (1) and Article 168 of the Constitution details functions of the Judicial Service Commission as follows:

a) To recommend to the president persons for appointment as judges
b) To review and make recommendations on the conditions of service of judges and judicial officers, other than their remuneration, and the staff of the Judiciary.
c) To receive complaints against, investigate and remove from office or otherwise discipline registrars, magistrates, other judicial officers and staff of the Judiciary.
d) To prepare and implement programmes for the continuing education and training of judges and judicial officers
e) To advise the national government on improving the efficiency of administration of justice.

f) Receiving and considering petitions for the removal from office of judges under Article 168 of the Constitution.

The Commission executes its mandate and implements its budget under **Judicial Oversight Services Programme**. The Programme has two sub programmes namely: **Administration and Judicial Services; and Judicial Training**. During the MTEF Period (2024/25 to 2026/27), the Commission shall implement the programme activities in line with its Strategic Plan 2022-2027 and the provisions of the Medium Development Plan (MTP IV) of the Vision 2030.

The successful implementation of these programmes shall be largely dependent on the adequate provision of financial resources, competent staff and stability in the Global economy.

The objective of this report, therefore, is to highlight the Commission's key achievements including Financial and non-Financial Performance for the last three years (2020/21 to 2022/23), the challenges experienced in implementing the planned programmes, and the proposed costed priorities for the next MTEF Period (2024/25 to 2026/27).

1.2. Sector Vision and Mission

Part A:

VISION: A Commission of excellence in promoting an independent, transparent and accountable Judiciary

Part B:

MISSION: To facilitate an independent and accountable Judiciary that is competent, efficient, effective and transparent in the administration of justice through capacity development and strategic partnerships.

1.3. Strategic goals/Objective of the sector

The strategic objective guiding the Commission in the implementation of activities and delivery of outputs is to **Promote an accountable and independent Judiciary and efficient, effective and transparent administration of Justice.**

1.4. Sub-sector and their Mandates

The Judicial Service Commission's mandate is to promote and facilitate the independence and accountability of the Judiciary and the efficient, effective and transparent administration of justice This mandate is stipulated in article 172 of the constitution of Kenya.

1.5. Autonomous and Semi-Autonomous Government Agencies

The Commission has no Semi-Autonomous Government Agencies to report on.

1.6. Role of Sector Stakeholders

The Judicial Service Commission appreciates the significant role of various stakeholders in the implementation of its mandate. The role of the stakeholders, is as detailed in Table1 below

Table 1: Role of Stakeholders

STAKEHOLDER	EXPECTATIONS OF STAKEHOLDERS AND THE JSC
Judiciary: Judges, Magistrates, Registrars, Kadhis, Tribunals, Judicial Officers, Judicial Staff, Kenya Magistrates and Judges Association (KMJA), Kenya Judicial Staff Association (KJSA). National Council the Administration of Justice (NCAJ); Ombudsperson	**Stakeholder expects the JSC to:** • Safeguard judicial independence • Facilitate the effective and efficient administration of justice • Resolve disputes and disciplinary cases transparently, impartially, and procedurally • Improve welfare and working conditions • Ensure availability of resources • Facilitate career growth and continuous learning • Timely and effective communication and feedback **The JSC expects these stakeholders to:** • Work with and uphold professional standards, ethics, dedication, and diligence • Deliver accountable, transparent, and expeditious justice • Timely, accurate, and effective communication and feedback • Embrace a culture of continuous development and learning • Participation in planned activities
National Executive: The National Treasury, Office of the President, ministries, Office of the Attorney General and Solicitor General, among others	**Stakeholder expects the JSC to:** • Operate with transparency and accountability • Open channels of communication • Clear and transparent communication • Respect for separation of powers • Accountable use and accountability of resources • Professionalism **The JSC expects this stakeholder to:** • Respect for the independence of the Judiciary and the separation of powers • Open channels of communication • Clear and transparent communication • Regard to court orders • Provision of adequate resources to the justice sector
Legislature: Parliament and Parliamentary Committees, among others	**Stakeholder expects the JSC to:** • Operate with transparency and accountability • Timely reporting • Open channels of communication • Clear and transparent communication • Respect for separation of powers • Accountable use and accountability of resources • Professionalism **The JSC expects these stakeholders to:**

	• Provision of adequate resources • Timely approval of the budget • Open channels of communication • Clear and transparent communication • Understanding of Judicial concerns and priorities
County Governments: County Assemblies, County Executive Offices, County Executive Committees, County Governors, Council of Governors	**Stakeholder expects the JSC to:** • Operate with transparency and accountability • Open channels of communication • Cooperation and collaboration • Strategic partnerships • Devolution of court services **The JSC expects these stakeholders to:** • Transparency and accountability • Open channels of communication • Cooperation and collaboration • Strategic partnerships • Assist in the devolution of court services
The Office of the Director of Public Prosecution, National Police Service, Kenya Police Service, Kenya Prisons Service, Kenya National Commission on Human Rights, National Land Commission, and other institutions in the justice sector	**Stakeholder expects the JSC to:** • Operate with transparency and accountability • Open channels of communication • Cooperation and collaboration • Professionalism • Partnership **The JSC expects these stakeholders to:** • Transparency and accountability • Open channels of communication • Cooperation and collaboration • Professionalism • Partnership
Independent offices Office of the Controller of budget, Office of the Auditor General.	**Stakeholder expects the JSC to:** • Be accountable and transparent in financial management • Prudent use of resources • Timely preparation and submission of financial reports • Clear and transparent communication • Ensure public participation **The JSC expects these stakeholders to:** • Timely approval of exchequer requests • Clear and transparent communication • Cooperation and collaboration
Media, civil society, private sector, associations, academic institutions, other commissions, Kenyans.	**Stakeholder expects the JSC to:** • Be accountable, independent, transparent, and equitable in the delivery of Justice • Communicate transparently and regularly • Ensure public participation **The JSC expects these stakeholders to:** • Fair and objective media coverage

	• Promote the independence of the Judiciary • Mutual respect • Cooperation and collaboration
Funding and technical cooperation agencies, multilateral and bilateral, private foundations	**Stakeholder expects the JSC to:** • Use funds in an accountable, effective and efficient way • Open channels of communication • Timely reporting **The JSC expects these stakeholders to:** • Equal partnership • Understand the Commission's concerns and priorities

CHAPTER TWO

PROGRAMME AND PERFORMANCE REVIEW 2020/21 – 2022/23

2.1 Review of Programme Performance for FY 2020/21-2022/23

The Commission implements its budget through **Judicial Oversight Services Programme**. The Programme has two sub programmes namely; **Administration and Judicial Services** and **Judicial Training**. During the period 2020/21 and 2022/23 financial years, the following strategic objectives guided the Commission in the implementation of activities and delivery of outputs:

a) Attracting and Retaining Competent Human Capital.
b) Enhancing Transparency, Independence & Accountability of Justice.
c) Enhancing capacity of Commissioners, Judges, Judicial Officers and staff.
d) Improving Stakeholder Engagement, Visibility and Image of the Commission.
e) Improving Curriculum for Continuing Education and Training.
f) Enhancing Research and Policy Framework.

The commission developed a new strategic Plan 2022-2027 which was implemented effective 1st July 2022. The following Strategic Outcomes guided the implementation of Commission activities and delivery of outputs in 2022/23 financial year:

i. Efficient, Accountable, Transparent, and Transformative Administration of Justice
ii. Motivated, Professional, Dynamic, Responsive Judges, Magistrates, Registrars, Judicial Officers, and Judicial Staff.
iii. Financially Independent and Sustainable Judiciary and Judicial Service Commission

iv. Increased Public Confidence and Trust in the JSC

v. Strengthened Institutional Capacity of the JSC

The Commission in the period under review realized the following key achievements in the implementation of its programmes:

i) **The Commission embarked on development of its Strategic Plan (2022-2027):** in the period under review, which was launched on 28th January 2022. The vision under the Plan is to be a Commission of excellence in promoting and facilitating an independent, transparent and accountable Judiciary in the administration of justice.

ii) **The Commission hosted the East African Chief Justices' Forum** with an objective to stimulate high-level conversations on the role of courts as tools for economic development and social transformation, identifying emerging areas of interest and strengthening the capacities of judges and judicial officers in the region.

iii) **The Commission interviewed and recommended for appointment** 43 Judges to include the Chief Justice, a Supreme Court Judge, 11 Court of Appeal Judges, 20 Environment and Labour Judges and 10 Employment and Labour Relations Court Judges. 101 judicial officers were recruited to fill the gaps in the Tribunals and the newly launched Small Claims Court. Further the Commission recruited 1,006 judicial staff upon operationalization of new court stations and the small claims court. Attracting and retaining highly talented human resource has been one of the major priorities for the Judicial Service Commission.

iv) **The Commission promoted** a total of 361 Judicial Officers in the period under review. The Commission recognizes that promotion is key in boosting motivation and morale employees which leads to better productivity and performance.

v) **The Commission heard and determined 254 petitions against Judges, 80 complaints against judicial officers and 199 disciplinary matters against Judicial staff.** This was in fulfillment of its constitutional mandate to receive and process petitions against Judges and exercise disciplinary control over Judicial Officers and Judicial staff.

vi) **The Commission trained 172 Judges, 597 Judicial Officers and 522 judicial staff.** This was aimed at building capacity for Judges, Judicial Officers and staff. The main forces driving this is an increased value placed on human capital to achieve high-performance and the increasing demand for improved customer service.

vii) **The Commission deployed technology** in conducting Commission's training (E-Learning platform) as part of its innovation and digitization processes.

viii) **The Commission held 10 high level stakeholder engagements and 6 public outreaches.** The Commission embraced public engagement as a way of ensuring that stakeholders are involved in its processes.

ix) **The Commission was allocated 55 acres** of land in Ngong by the Government for construction of a world class Judicial Academy. This will boost capacity development of Judges, Judicial Officers and staff to ensure that they are apprised with the current judicial practices thus enhancing expeditious delivery of justice to the Kenyan citizen.

x) **Developed and reviewed 14 policies** aimed at improving efficiency and effectiveness in the administration of Justice. The policies that were approved include;

a) Human Resource Manual
b) Record Management Curriculum Policy
c) Judicial Organization Review
d) Judicial Service Charter Service Charter
e) Records Management Policy
f) Policy on resignation
g) Policy on occupation safety and health
h) Guidelines for payment of medical ex-gratia.
i) Alternative Justice Systems Policy
j) Active Case Management guidelines.
k) Gender Mainstreaming policy.
l) Promotion guideline for common cadres for judicial officers
m) Recruitment manual for the Chief Justice and Supreme Court Judge
n) Induction manual for new Commissioners.

The Commission's detailed programme performance for the financial years 2020/2021 to 2022/2023 is shown in Table 2.1

Table 2.1 Analysis of Programme Targets and Actual Targets

Programme	Key Output	Key Performance Indicators	Planned Target			Achieved Targets			Remarks
			202/2021	2021/22	2022/23	2020/21	2021/22	2022/23	
Name of Programme: Judicial Oversight Services.									
Programme Outcome: Promotion of an accountable, independent Judiciary and the efficient, effective and transparent administration of justice									
Sub Program 1: Administration and Judicial Services	Strategic Judicial Service policies/guidelines developed/ reviewed	No of policies/guidelines developed/reviewed.	4	8	10	5	5	10	The target was achieve
	Judges, Judicial Officers and Judicial Staff recruited	No of Judges recruited	2	20	30	2	0	27	7 Court of appeal Judges and 20 High Court Judges were recruited respectively.
		No of Judicial Officers recruited.	50	50	60	0	63	0	Recruitment of 60 Resident Magistrate

Programme	Key Output	Key Performance Indicators	Planned Target			Achieved Targets			Remarks
			202/2021	2021/22	2022/23	2020/21	2021/22	2022/23	
									were initiated in 2022/23 FY and the process will be finalized in FY 2023/24.
		No of Judicial Staff recruited.	200	300	500	205	823	436	The target for 2022/23 was not achieved as processing of some positions were still ongoing at the end of June 2023
	Petitions against Judges and Complaints against Judicial officers and staff	% of petitions heard and determined.	100 (103 cases	100 (143 cases)	100(118)	85 (88 cases)	52 (74 cases)	65(77)	The increase in the number of cases affected finalization of the petitions.

Programme	Key Output	Key Performance Indicators	Planned Target			Achieved Targets			Remarks
			202/2021	2021/22	2022/23	2020/21	2021/22	2022/23	
		% of complaints determined	100 (53 cases)	100 (18 cases)	100(32)	100 (53 cases)	100 (18 cases)	100(32)	Achieved
		% of disciplinary cases determined	100 (146 cases)	100 (46 cases)	100(19)	97 (142 cases)	96 (44 cases)	100(19)	Achieved
	Stakeholder forums and outreach initiatives	No of key stakeholder forums held.	3	5	10	1	5	10	The target was surpassed due to increased public participation by the commission.
		No of Public outreaches	2	2	2	0	2	6	
		No of IEC materials published.	4	4	-	1	3	-	
Sub Program 2: Judicial Training	Judges, Judicial officers and staff trained	% of Judges trained.	100 (172 Judges)	100 (172 Judges)	100(191 judges)	100 (172 Judges)	100 (172 Judges)	100(191 judges	Achieved
		% of Judicial Officers trained	100 (494 Judicial Officers)	100 (596 Judicial Officers)	100 (596 Judicial Officers)	83 (412 Judicial Officers)	100 (596 Judicial Officers)	100 (596 Judicial Officers)	Achieved
		No. of staff trained	1600	42	74	165	42	63	The target was not achieved due to budget

Programme	Key Output	Key Performance Indicators	Planned Target			Achieved Targets			Remarks
			202/2021	2021/22	2022/23	2020/21	2021/22	2022/23	
									constraints

2.2 ANALYSIS OF EXPENDITURE TRENDS FOR THE FY 2020/21- 2022/2023

The Commission's approved allocation for recurrent budget for FY 2022/2023 was Ksh 887 million.

The Actual expenditure for the financial year 2020/21 was Ksh. 491 million representing 92% of the budgetary utilization while Ksh. 562 million and Ksh. 834 million was spent in FY2021/22 and FY 2022/2023 respectively, representing utilization of 91% and 93% of the budgetary allocation for the respective financial years. The average budgetary absorption rate for the period under review was 94%.

Table 2.2 below shows analysis of recurrent approved budgets as compared with the actual expenditure amounts by economic classification.

Table 2.2: ANALYSIS BY CATEGORY OF EXPENDITURE: RECURRENT (KSH. MILLION)

Vote and Vote Details	Economic Classification	Approved Budget Allocation			Actual Expenditure		
		2020/21	2021/212	2022/23	2020/21	2021/22	2022/23
2051:JSC	**Gross**	**531.00**	**618.60**	**887.00**	**491.20**	**577.33**	**841.85**
	AIA	-	-		-	-	-
	NET	**531.00**	**618.60**	**887.00**	**491.20**	**577.33**	**841.85**
	Compensation to Employees	160.25	159.06	204.62	154.70	158.84	201.87
	Transfers	-	-		-	-	
	Other recurrent	**370.75**	**459.54**	**682.38**	**336.49**	**418.48**	**639.98**
	Of which						
	Utilities	-	-		-	-	
	Rent	28.74	37.44	53.89	28.60	37.30	46.88
	Insurance	-	-		-	-	
	subsidies	-	-		-	-	
	Gratuity	7.15	1.26	23.8	7.14	1.16	22.57

Vote and Vote Details	Economic Classification	Approved Budget Allocation			Actual Expenditure		
	Contracted Guards & cleaners Services	3.12	3.72		2.49	3.71	
	Other Recurrent	331.74	417.13	604.69	298.26	376.31	570.53

Table 2.3: Analysis by Category of Expenditure: Development (Kshs. Million)

The Commission did not have any capital projects.

Table 2.4: Analysis of Programme Expenditure/Sub-Program Expenditure (Amount In Ksh Million)

Programme Details	Approved Budget Allocation			Actual Expenditure		
	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23
Programme 1: General Administration, Planning and Support Services						
Sub-Programme: 1 Administration and Judicial Services	386.64	447.96	649.55	375.45	431.20	608.41
Sub-Programme: 2 Judicial Training	144.36	170.64	237.45	115.74	146.13	233.45
Total Programme	**531.00**	**618.60**	**887.00**	**491.20**	**577.33**	**841.85**

Table 2.5: Analysis by Category Of Expenditure: Economic Classificaton (Ksh Million)

Economic Classification	Approved Budget			Actual Expenditure		
	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23
PROGRAMME 1: Judicial Oversight Programme						
Current Expenditure						
Compensation of Employees	160.25	159.06	204.62	154.70	158.84	201.87
Use of Goods and Services	313.25	396.64	575.30	298.69	395.00	559.13
Grants and Other transfers	-	-	-	-	-	-
Other Recurrent	57.50	62.90	107.08	37.80	23.49	80.85
Capital Expenditure						
Acquisition of Non-Financial Assets	-	-		-	-	
Capital Grants to Government Agencies	-	-		-	-	
Other Development	-	-		-	-	
TOTAL PROGRAMME	**531.00**	**618.60**	**887.00**	**491.20**	**577.33**	841.85

2.3: ANALYSIS OF PERFORMANCE OF CAPITAL PROJECTS FOR THE FY 2020/21 – 2022-23

The commission did not have development expenditure to report for the period under review.

2.4: ANALYSIS OF PENDING BILLS FOR THE FY 2020/21 – 2022-23

In FY 2020/21the commission closed the financial year with pending bills worth Ksh 18 million. The amount remained constant in 2021/22 FY at Kshs.18.8 million. In 2022/23 the pending bills significantly reduced to Kshs. 3.6 million due to lack of exchequer.

Table 2.8: Summary of Pending Bills (Kshs. Million)

Type/nature	Due to lack of Exchequer			Due to lack of provision		
	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23
1. Recurrent						
Compensation of employees	-	-	-	-	-	
Use of goods and services e.g. utilities, domestic or foreign travel etc.	18.7*	9.7*	3.6	-	9.1	-
Social benefits e.g. NHIF, NSSF	-	-		-	-	
Other expense	-	-		-	-	
2. Development	-	-		-	-	
Acquisition of non-financial assets	-	-		-	-	
Use of goods and services e.g. utilities, domestic or foreign travel etc.	-	-		-	-	

Others-Specify	-	-		-	-	
Total Pending Bills	**18.7**	**9.7**	**3.6**		**9.1**	**-**

*The pending bills were occasioned by other reasons which are neither of the two specified in the table above.

2.5 ANALYSIS OF COURT AWARDS

Table 2.9: Summary of Court Awards

Details of the Award	Date of Award	Amount	Payment to date
Employment and Labour Relations Court Case Number 376 of 2019 at Kisumu High Court.		587,000.00	17.06.2022
Total		587,000.00	

CHAPTER THREE

MEDIUM TERM PRIORITIES AND FINANCIAL PLAN FOR THE MTEF PERIOD 2024/25 – 2026/27

3.1 Prioritization of Programmes and Sub-Programmes

3.1.1 Programmes and their Objectives

The Commission executes its mandate and implements its budget under **Judicial Oversight Services Programme**. The Programme has two sub programmes namely: **Administration and Judicial Services; and Judicial Training**. The objective of the Programme is to promote an accountable and independent Judiciary and efficient, effective and transparent administration of Justice.

3.2 Programmes, Sub-Programmes, Expected outcomes, Outputs and Key Performance Indicators for the Sector

The expected programme outcomes, outputs, key performance indicators and targets for the Financial Year 2024/25 and the medium term are shown in Table 3.1

Table 3.1 Programme/Sub-Programme, Outcome, Output and KIPs

Programme	Delivery unit	Key outputs	Key performance Indicator	Target 2022/2023	Actual Achievements 2022/2023	Baseline 2023/2024	Target 2024/2025	Target 2025/2026	Target 2026/2027
Name of the Programme: Judicial Oversight.									
Outcome: Efficient, Effective and Accountable Administration of Justice									
	Legal unit	JSC governance charter reviewed and implemented.	% of JSC Governance Charter reviewed.	-	-	100%	-	-	-
			No of M&E Reports prepared	-	-	-	1	1	1
	Legal unit	Judicial Service Act reviewed	% of Judicial Service Act reviewed.			100%	-	-	-
		JSC code of conduct Implemented	% of Judges, Judicial officers and Staff sensitized and signed commitment forms to the JSC CoC.	-	-	100%	100%	100%	100%

Programme	Delivery unit	Key outputs	Key performance Indicator	Target 2022/2023	Actual Achievements 2022/2023	Baseline 2023/2024	Target 2024/2025	Target 2025/2026	Target 2026/2027
	M & E	Institutional performance management systems implemented	No. of Judges and Judicial officers and Staff Sensitized.	-	-	500	7,000	-	-
			No. of quarterly M&E Reports prepared	-	-	4	4	4	4
	HR	Individual performance appraisal systems reviewed and implemented	% of individual performance appraisal systems reviewed	-	-	100	-	-	100
			% of Judicial officers and staff sensitized.	-	-	100	100	100	100
			No. of M&E reports prepared	-	-	1	1	1	1
	Legal unit	Complaints and Disciplinary manual implemented	% of Judges, Judicial officers and staff sensitized	100	100	100	100	100	100
			% of petitions against judges determined.	100	49	100	100	100	100

Programme	Delivery unit	Key outputs	Key performance Indicator	Target 2022/2023	Actual Achievements 2022/2023	Baseline 2023/2024	Target 2024/2025	Target 2025/2026	Target 2026/2027
	Legal unit		% of complains and disciplinary cases against Judicial Officers	100	96	100	100	100	100
			% of complains and disciplinary cases against staff determined	100	96	100	100	100	100
	Legal unit	Diversity groups identified and report prepared	% of targeted diversity groups identified	-	-	20	80	-	-
			No. of reports prepared, published and publicized				1	-	-
	Legal unit	Access to Justice inclusion policy developed and implemented.	% of Inclusion policy developed	-	-	50%	50%	-	-
			% Judges, Officers and staff Sensitized.	-	-	-	100%	100%	100%
			No of M&E reports	-	-	-	1	1	1
	Legal unit	Administrative Procedures for Declaration of Wealth, Income, Assets	% of Declaration of Wealth, income assets procedure reviewed			100%	-	-	-

Programme	Delivery unit	Key outputs	Key performance Indicator	Target 2022/2023	Actual Achievements 2022/2023	Baseline 2023/2024	Target 2024/ 2025	Target 2025/ 2026	Target 2026/ 2027
		and Liabilities reviewed and implemented	% of Judges, Staff and judicial officers sensitized	-	-	-	100%	100%	100%
			% of compliance to the procedures				100%	100%	100%
	Legal unit	Lifestyle Audit Policy developed and implemented	% of Lifestyle Audit developed	-	-	-	30%	70%	-
			% of Judges, officers and Staff sensitized	-	-	-	-	100%	100%
			No M&E reports published and publicized.	-	-	-	-	1	1
	Legal unit	Anti-Corruption prevention Policy developed and implemented	% of Anti-Corruption Prevention Policy developed	-	-	-	50%	50%	-
			% of Judges, Judicial officers and staff Sensitized	-	-	-	-	100%	100%
			No of M&E reports	-	-		1	1	1

Programme	Delivery unit	Key outputs	Key performance Indicator	Target 2022/2023	Actual Achievements 2022/2023	Baseline 2023/2024	Target 2024/ 2025	Target 2025/ 2026	Target 2026/ 2027
	Legal unit	Alternative Dispute Resolution Policy developed and implemented	% of Alternative Dispute Resolution Policy developed and implemented	-	-	50%	50%	-	-
		Internal grievance handling policy and implemented	% of Internal grievance handling policy developed	-	-	50%	50%	-	-
			% Judges, Judicial officers and staff sensitized on Internal grievance handling policy	-	-	-	-	100%	100%
			No. of M&E reports	-	-	-	-	1	1
	F& A directorate	Finance and accounting policies and procedures manual reviewed and implemented	% of Finance and accounting policies and procedures manual reviewed.	-	-	-	100%	-	-

Programme	Delivery unit	Key outputs	Key performance Indicator	Target 2022/2023	Actual Achievements 2022/2023	Baseline 2023/2024	Target 2024/2025	Target 2025/2026	Target 2026/2027
			% of Judges, Judicial officers and Staff sensitized.	-	-	-	100%	100%	100%
			No. of M&E reports	-	-	-	1	1	1
	F& A directorate	Procurement, asset disposal and inventory management procedures manual reviewed and implemented	% of manuals Reviewed	-	-	-	100%	-	-
			% of Judges Judicial officers and staff sensitized.	-	-	-	-	100%	-
			No. of M&E reports	-	-	-	-	1	1
	Internal audit unit	Framework for systems audit of the Judiciary reviewed and implemented	% of Systems Audit reviewed	-	-	-	-	100%	-
			% of Judges, Judicial officers and staff sensitized	-	-	-	-	100%	100%
			No. of the M&E reports	-	-	-	-	1	1
		Risk management and compliance framework for	% of compliance framework developed.	-	-	-	100%	-	-

Programme	Delivery unit	Key outputs	Key performance Indicator	Target 2022/2023	Actual Achievements 2022/2023	Baseline 2023/2024	Target 2024/2025	Target 2025/2026	Target 2026/2027
		the Judiciary developed and implemented	% of Judges, Judicial officers and Staff sensitized	-	-	-	-	100%	100%
			No. M&E reports	-	-	-	-	1	1
	HR	5-year Human Resource plan for Judges and Judicial Officers developed	No. of master plan developed	-	-	1	-	-	-
	HR	Human Resource Manual reviewed and implemented	No of Human Resource Manuals reviewed	-	-	1	-	-	-
			% implemented	0	0	5%	25%	60%	10%
	HR	Judges Nominated	No. of Judges recommended for Appointment	27	27	20	20	10	10
		Appointed Judicial Officers	No. of Judicial Officers Recruited	50	24	54	0	51	50

Notes To The Financial Statements (Continued)

22. Ordinary Share Capital

Description	2022/2023	2021/2022
	Kshs	Kshs
Authorized:		
250,000 Ordinary Shares of Kshs20/= par value each	**5,000,000.00**	**5,000,000.00**
Issued and Fully paid:		
250,000 Ordinary Shares of Kshs20/= par value each	**5,000,000.00**	**5,000,000.00**

23. Revaluation Reserve

The revaluation reserve relates to the revaluation of certain items of property, plant and equipment. As indicated in the Statement of Changes in Equity, this is stated after transfer of excess depreciation net of related deferred tax to retained earnings. Revaluation surpluses are not distributable.

	2022/2023	2021/2022
	KSHS	KSHS
Revaluation reserve brought forward	833,888,874	
Revaluation of Maisonettes	-	63,433,821
Revaluation of Leader House	-	188,368,000
Revaluation of Land (Outlet shop)	-	33,720,000
Revaluation of Land (Maissionettes)	-	331,237,550
Revaluation of Buildings	-	218,459,162
Revaluation of MRM Outlet	-	9,480,000
Revaluation of Pickup KBPL 881W	-	892,000
Amortization of Investment property	(11,970,724)	(11,621,659)
Net book Value	**821,918,150**	**833,888,874**

24. General Reserve

The Company used to transfer part of its profits made to the general Reserve and would utilize such reserves to pay dividends when the Company made losses. An amount of Kshs 8,700,000.00 remains unutilized to-date.

25. Retained Earnings

The retained earnings represent amounts available for distribution to the *Mwea Rice Mills Limited* shareholders. Undistributed retained earnings are utilised to finance the *Mwea Rice Mills* business activities.

	2022/2023	2021/2022
	KSHS	KSHS
Balance b/f	1,986,117.00	(12,032,801)
Prior year adjustment on retained earnings *	(1,350,000.00)	-
Profit/(loss) for the year	22,530,745.00	14,018,918
Dividends payable	(5,605,993.00)	-
Balance c/f	**17,560,868**	**1,986,117.00**

* Kshs 1,350,000.00 refers to dividends paid but not journalized in the ERP system (General Ledger)

26. Capital fund for mill rehabilitation

Capital Fund Ksh.52, 610,534.00 for mill rehabilitation is a levy based on kilograms of rice milled for the National Irrigation Authority by Mwea Rice Mills. The levy was to be used for rehabilitating the mills. The Authority has since shed off non-core functions like processing and marketing of rice and therefore, the levy is no longer chargeable

Notes to the Financial Statements (Continued)

27. Government proposed levy

Description	2022/2023	2021/2022
	KSHS	KSHS
Government proposed levy **	22,037,370	22,037,370
	22,037,370	**22,037,370**

Government Proposed levy was a levy imposed on Mwea Rice Mills Ltd to be paid to the National Irrigation Authority. The levy was to help the Board meet the Development Loan Principal and Interest Repayments. However, the levy was stopped in 1988 when the National Irrigation Authority started marketing rice

28. Trade and Other Payables

Description	*2022/2023*	*2021/2022*
	Kshs	Kshs
Trade payables	2,828,275	2,884,757
Accrued expenses	21,622,525	12,314,491
Employee payables	807,054	789,415
Other payables	43,339,597	49,136,817
Total	**68,597,451**	**65,125,480**

Aging Analysis for Trade and other Payables]

	2022/2023	% of the total	2021/2022	% of the total
Under one year	64,764,037	94.83%	60,548,202	92.97%
1-2 years	173,356	0.23%	1,910,650	2.93%
2-3 years	1,876,000	2.53%	1,658,818	2.55%
Over 3 years	1,784,058	2.40%	1,007,810	1.55%
Total	**68,597,451**	**100%**	**65,125,480**	**100%**

Notes to the Financial Statements (Continued)

29. Dividends Payable

The balance of dividends payable relates to unclaimed dividends, payable to different shareholders. The balances are analyzed in annual amount below.

Description	*2022/2023*	*2021/2022*
	Kshs	Kshs
Additional declared during the year	5,605,992.00	-
Balance at end of the year	**5,605,992.00**	-
Ageing analysis:		
Under one year	5,605,992.00	-
Total	**5,605,992.00**	-

(Dividends payable to ordinary shareholders amounts to Ksh. 5,605,992.00, while dividends payable to preference shareholders amounts to Ksh 0.00).

Notes to the Financial Statements (Continued)

30. Notes to the Statement of Cash Flows

Description	2022/2023	2021/2022
	Kshs	Kshs
(a) Reconciliation Of Operating Profit/(Loss) To Cash Generated From/(Used In) Operations		
Profit or Loss before tax	32,186,779	20,021,401
Depreciation	9,732,441	13,392,765
Retained Earnings Adjustments	(1,350,000)	-
Operating Profit/(Loss) before Working Capital changes	**40,569,220**	**33,414,166**
(Increase)/Decrease in Inventories	1,420,078	896,397
(Increase)/Decrease in Trade and Other Receivables	(427,488)	1,510,465
Increase/(Decrease) in Trade and Other Payables	9,077,964	8,464,366
Cash Generated from/(used In) operations	**50,639,774**	**44,285,394**
(b) Analysis of Cash and Cash equivalents		
Cash At Bank	152,746,633	117,482,609
Cash In Hand	-	276
Balance At End Of The Year	152,746,633	117,482,885

* The retained earnings adjustments reflect the recognition of dividends paid in the previous year for which no corresponding provision was established.

31. Related Party Disclosures

Government of Kenya

The Government of Kenya is the principal shareholder of the *entity*, holding 55% of the *entity's* equity interest. The Government of Kenya has provided full guarantees to all long-term lenders of the entity, both domestic and external.

Other related parties include:

i) The Parent Ministry

ii) Key management

iii) Board of directors

Notes To The Financial Statements (Continued)

32. Financial Risk Management

The entity's activities expose it to a variety of financial risks including credit and liquidity risks and effects of changes in foreign currency. The company's overall risk management programme focuses on unpredictability of changes in the business environment and seeks to minimise the potential adverse effect of such risks on its performance by setting acceptable levels of risk. The company does not hedge any risks and has in place policies to ensure that credit is only extended to customers with an established credit history.

The company's financial risk management objectives and policies are detailed below:

(i) Credit risk

The entity has exposure to credit risk, which is the risk that a counterparty will be unable to pay amounts in full when due. Credit risk arises from cash and cash equivalents, and deposits with banks, as well as trade and other receivables and available-for-sale financial investments.

Management assesses the credit quality of each customer, taking into account its financial position, past experience and other factors. Individual risk limits are set based on internal or external assessment in accordance with limits set by the directors. The amounts presented in the statement of financial position are net of allowances for doubtful receivables, estimated by the company's management based on prior experience and their assessment of the current economic environment.

The carrying amount of financial assets recorded in the financial statements representing the entity's maximum exposure to credit risk without taking account of the value of any collateral obtained is made up as follows:

Notes to the Financial Statements (Continued)

Description	Total amount Kshs	Fully performing Kshs	Past due Kshs	Impaired Kshs
At 30 June 2022				
Receivables from exchange transactions	13,875,862	13,857,150	18,712	-
Bank balances	117,482,608	117,482,608	-	-
Total	**131,358,470**	**131,339,758**	18,712	-
At 30 June 2023				
Receivables from exchange transactions	14,303,350	14,284,638	18,712	-
Bank balances	152,746,633	153,780,633		
Total	**167,049,983**	**168,065,271**	**18,712**	

The customers under the fully performing category are paying their debts as they continue trading. The credit risk associated with these receivables is minimal and the allowance for uncollectible amounts that the company has recognised in the financial statements is considered adequate to cover any potentially irrecoverable amounts. The entity did not have significant concentration of credit risk during the year under review.

The board of directors sets the company's credit policies and objectives and lays down parameters within which the various aspects of credit risk management are operated.

Notes to the Financial Statements (Continued)

ii) Liquidity risk management

Ultimate responsibility for liquidity risk management rests with the entity's directors, who have built an appropriate liquidity risk management framework for the management of the entity's short, medium and long-term funding and liquidity management requirements. The entity manages liquidity risk through continuous monitoring of forecasts and actual cash flows.

The table below represents cash flows payable by the company under non-derivative financial liabilities by their remaining contractual maturities at the reporting date. The amounts disclosed in the table are the contractual undiscounted cash flows. Balances due within 12 months equal their carrying balances, as the impact of discounting is not significant.

Description	Less than 1 month	Between 1-3 months	Over 5 months	Total
	Kshs	Kshs	Kshs	Kshs
At 30 June 2022				
Trade payables			2,884,757	2,884,757
Total			**2,884,757**	**2,884,757**
At 30 June 2023				
Trade payables			2,828,275	2,828,275
Provisions	348,000		5,605,992.00	5,953,992
Total	**348,000**		**8,434,267**	**8,782,267**

Notes To The Financial Statements (Continued)

(iii) Market risk

The board has put in place an internal audit function to assist it in assessing the risk faced by the entity on an ongoing basis, evaluate and test the design and effectiveness of its internal accounting and operational controls.

Market risk is the risk arising from changes in market prices, such as interest rate, equity prices and foreign exchange rates which will affect the entity's income or the value of its holding of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising the return. Overall responsibility for managing market risk rests with the Audit and Risk Management Committee. The company's Finance Department is responsible for the development of detailed risk management policies (subject to review and approval by Audit and Risk Management Committee) and for the day-to-day implementation of those policies.

There has been no change to the entity's exposure to market risks or the manner in which it manages and measures the risk.

a) Interest rate risk

Interest rate risk is the risk that the entity's financial condition may be adversely affected as a result of changes in interest rate levels. The company's interest rate risk arises from bank deposits. This exposes the company to cash flow interest rate risk. The interest rate risk exposure arises mainly from interest rate movements on the company's deposits.

i) Management of interest rate risk

To manage the interest rate risk, management has endeavoured to bank with institutions that offer favourable interest rates.

Notes To The Financial Statements (Continued)

ii) Sensitivity analysis

The entity analyses its interest rate exposure on a dynamic basis by conducting a sensitivity analysis. This involves determining the impact on profit or loss of defined rate shifts. The sensitivity analysis for interest rate risk assumes that all other variables, in particular foreign exchange rates, remain constant. The analysis has been performed on the same basis as the prior year.

No analysis was performed during the year under review.

iii) Fair value of financial assets and liabilities

a) Financial instruments measured at fair value

Determination of fair value and fair values hierarchy

IFRS 7 specifies a hierarchy of valuation techniques based on whether the inputs to those valuation techniques are observable or unobservable. Observable inputs reflect market data obtained from independent sources; unobservable inputs reflect the *entity's* market assumptions. These two types of inputs have created the following fair value hierarchy:

i) Level 1 – Quoted prices (unadjusted) in active markets for identical assets or liabilities. This level includes listed equity securities and debt instruments on exchanges.

ii) Level 2 – Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (that is, as prices) or indirectly (that is, derived from prices).

iii) Level 3 – inputs for the asset or liability that are not based on observable market data (unobservable inputs). This level includes equity investments and debt instruments with significant unobservable components. This hierarchy requires the use of observable market data when available. The *entity* considers relevant and observable market prices in its valuations where possible.

Notes To The Financial Statements (Continued)

iv) Capital Risk Management

The objective of the entity's capital risk management is to safeguard the Board's ability to continue as a going concern. The entity capital structure comprises of the following funds:

Description	*2022/2023*	*2021/2022*
	Kshs	**Kshs**
Revaluation reserve	821,918,152	833,888,875
Retained earnings	19,612,952	1,986,113
Ordinary Share Capital	5,000,000	5,000,000
Total Funds	**846,531,104**	**840,874,988**
Total Liabilities	96,240,814	87,162,850
Less: Cash and Bank balances	-153,780,633	-117,482,885
Net Debt/(Excess Cash and Cash Equivalents)	**(57,539,819)**	**(30,320,035)**
Gearing	**-1471%**	**-2773%**

33. Incorporation

The entity is incorporated in Kenya under *the Kenyan Companies Act* and is domiciled in Kenya.

34. Events after the Reporting Period

There were no material adjusting and non- adjusting events after the reporting period.

20. Appendices

Appendix 1: Implementation Status Of Auditor-General prior year recommendations

The following is the summary of issues raised by the external auditor, and management comments that were provided to the auditor.

Reference No. on the external audit Report	Issue / Observations from Auditor	Management comments	Status: *(Resolved / Not Resolved)*	Timeframe:
1	**Properties without Ownership Documents** The statement of financial position reflects investment property with a net book value of Kshs.571,417,712, as disclosed in Note 12 to the financial statements. Included in this balance is the value of houses located in Kilimani Nairobi County, along Lenana Road, and a residential building located in Mwea, Kirinyaga County. However, ownership documents provided for audit indicates that the land on which the houses in Nairobi are located is registered in the name another company while the land on which the building in Mwea is located is registered in the name of the original owners. In addition, some of the original owners have subdivided the parcel of land and transferred its ownership to third parties. In the circumstances, the ownership of the investment properties amounting to Kshs.571,417,712 could not be confirmed.	i. The management is not aware of a residential building located in Mwea, Kirinyaga County but an out shop for rice selling purpose. The land on which the building in Mwea is located is neither registered in the name of the original owners nor have some of the original owners subdivided the parcel of land and transferred its ownership to third parties. ii. The property located in Kilimani Nairobi County, along Lenana Road was purchased under a different title regime and that is why the ownership document is different from what we see under the current title	Resolved Resolved	

Reference No. on the external audit Report	Issue / Observations from Auditor	Management comments	Status: *(Resolved / Not Resolved)*	Timeframe:
		regime. As per the search document which was done by L.G. Kimani & Co. Advocates and Commissioners for Oaths it is clear that the ownership of this said property is under MRM Ltd. From the search document, the conveyance dated 22nd July, 1981 indicates; The Mwea Rice Mills Limited as the last entry. Thus, confirming its legal ownership		
2 **2.1**	**Trade and Other Receivables** **Long Outstanding Trade and Other Receivables** The statement of financial position reflects trade and other receivables of Kshs.15,601,370, after provision for doubtful debts of Kshs. 16,815,053, Kshs.18,712 and Kshs. 3,606,821 on continental credit finance, trade debtors and interest on deposits respectively and as disclosed in Note 14 to the financial statements . However, debtors ageing analysis revealed that trade debtors totaling to Kshs.11,726,641 have been outstanding for over five (5) years and the debtors have not been active for the	The management has not provided for these debts as the accounts are active.	Resolved	

Reference No. on the external audit Report	Issue / Observations from Auditor	Management comments	Status: *(Resolved / Not Resolved)*	Timeframe:
	same period of five (5) years. The provision for trade debtors of Kshs.18,712 is therefore considered inadequate and Management did not explain why a provision for doubtful debts of only Ksh. 18,712 has been made considering the huge balance of Kshs. 11,726,641 held by inactive debtors. In the circumstances, the accuracy , completeness and recoverability of the trade and other receivables balance of Kshs.15,601,370 could not be confirmed..			
3	**Non-remittance of Outstanding Tax** The statement of financial position reflects trade and other payables balance of Kshs.65,125,478 as disclosed in Note 23 to the financial statements, which includes tax provision of Kshs.10,576,179. This balance, which was brought forward from prior years, remained unpaid as at 30 June 2016. The related penalties and interests on the unpaid taxes have not been provided for in the financial statements. There was no evidence of measures taken by Management to pay the tax due, together with the related penalties and interest. In addition, no analysis of the outstanding taxes of Kshs.10,576,179, was provided for audit . In the circumstances, the accuracy, completeness and full settlement of the payables balance of	The figure of Ksh.1, 952,021 as at 30 June 2019 refers to the figure that remained in the books after the consultant had filled previous tax liabilities with KRA. The same is a tax credit hence a receivable in the company books. It is known that KRA does not refund tax to tax payers. This has led to the figure remaining in the books till the time it will be offset when the current tax is paid.	Resolved	

Reference No. on the external audit Report	Issue / Observations from Auditor	Management comments	Status: *(Resolved / Not Resolved)*	Timeframe:
	Kshs.10,576,179 and undisclosed penalties and interest could not be confirmed.			
4	**Doubtful Tax Recoverable** The statement of financial position reflects a tax asset of Kshs.1,952,021, as disclosed in Note 16 to the financial statements. This tax balance, which is owed to the Company by the Kenya Revenue Authority (KRA), has been outstanding since the 2016/2017 financial year. There was no evidence of measures taken by Management to recover the balance from the KRA. In the circumstances, accuracy, completeness and recoverability of the tax recoverable amount of Kshs.1,952,021 could not be confirmed.	The figure of Ksh.1, 952,021 as at 30 June 2019 refers to the figure that remained in the books after the consultant had filled previous tax liabilities with KRA. The same is a tax credit hence a receivable in the company books. It is known that KRA does not refund tax to tax payers. This has led to the figure remaining in the books till the time it will be offset when the current tax is paid.	Resolved	

Reference No. on the external audit Report	Issue / Observations from Auditor	Management comments	Status: *(Resolved / Not Resolved)*	Timeframe:
	Lack of Annual General Meeting The Company did not hold an Annual General Meeting during the year under review, contrary to requirement under the Companies Act, 2015, Section 310 (1) which states that 'every public company shall hold a general meeting as its annual general meeting within six months from and including the day following its accounting reference date in each year, whether or not it holds other meetings during that period. In the circumstances, Management is in breach of the Act.	The company did not hold the annual general meeting as the financial statements for the financial year 2021/2022 under review had not been certified.	Resolved	
	Lack of an Audit Committee As previously reported, review of effectiveness of internal controls revealed that the Company does not have an audit committee. Although the Company uses the internal audit function for National Irrigation Authority, there is no audit committee to review the work of the internal auditor and assess the efficiency and effectiveness of its operational and risk management processes.	It has not been possible for the board to come up with the recommended committees for the Company due to the lean composition. The board comprises of the following; i. The Chairman who is also the Chairman of National Irrigation Authority (NIA).	Resolved	

Reference No. on the external audit Report	Issue / Observations from Auditor	Management comments	Status: *(Resolved / Not Resolved)*	Timeframe:
	In the circumstances, the effectiveness of internal controls and risk management of the Company could not be confirmed.	ii. The Managing Director who is the CEO for National Irrigation Authority. iii. The representative of the Principal Secretary, Ministry of Finance. iv. The representative of the Principal Secretary, Directorate of Irrigation, Ministry of Water, Sanitation and Irrigation. v. The representative of the Inspectorate of State Corporations. vi. The Chairman of the Mwea Irrigation Scheme farmers'		

Reference No. on the external audit Report	Issue / Observations from Auditor	Management comments	Status: *(Resolved / Not Resolved)*	Timeframe:
		Co-operative Society (MRGM). vii. The treasurer of the Mwea Irrigation Scheme farmers' Co-operative Society (MRGM). Based on this composition, the Company issues are addressed by the entire team of directors.		

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Eng. Charles Mutinda Muasya, *MBS*

Managing Director

Date: 26/02/2024