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THE NATIONAL ASSEMBLY

THIRTEENTH PARLIAMENT - FOURTH SESSION

COMMITTEE ON APPOINTMENTS

FIFTH REPORT

APPROVAL HEARINGS OF NOMINEES FOR APPOINTMENT AS CABINET SECRETARIES

APRIL 2025

 THE NATIONAL ASSEMBLY PAPERS LAID	
DATE: 15 APR 2025	
DAY: TUE	
TABLED BY:	LEADER OF THE MAJ. PARTY HON. KIMANI ICHEUNGWA, ECH, MP
CLERK-AT THE-TABLE:	MS. ANNE OTHIBUKO

THE NATIONAL ASSEMBLY
PARLIAMENT BUILDINGS
NAIROBI



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LIST OF ABBREVIATIONS AND ACRONYMS

CBS	Chief of the Order of the Burning Spear
CMO	Collective Management Organization
CUE	Commission for University Education
DCI	Directorate of Criminal Investigations
EACC	Ethics and Anti-Corruption Commission
EBS	Elder of the Order of the Burning Spear
EGH	Elder of the Order of the Golden Heart
GBV	Gender-Based Violence
H.E.	His Excellency
HELB	Higher Education Loans Board
KRA	Kenya Revenue Authority
MP	Member of Parliament
MSME	Micro, Small and Medium Enterprises
ODPP	Office of the Director of Public Prosecutions
OGW	Order of the Grand Warrior
ORPP	Office of the Registrar of Political Parties
Rt.	Right
SACCO	Savings and Credit Co-operative
SAGAs	Semi-Autonomous Government Agencies
SDGs	Sustainable Development Goals
SMEs	Small and Medium Enterprises

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CHAIRPERSON'S FOREWORD

The Report contains a record of the proceedings of the Committee on Appointments during the approval hearings for individuals nominated for appointment as Cabinet Secretary for Public Service, Human Capital Development, and Special Programmes; and as Cabinet Secretary for Gender, Culture, The Arts and Heritage.

Pursuant to Standing Order 42(2), which requires that, whenever a Message is received from the President at a time when the House is not in Session, the Speaker shall forthwith cause the Message to be transmitted to every Member and shall report the Message to the House when it next sits; the Rt. Honourable Speaker vide Notification No. 001 of 2025 issued on 1st April 2025, conveyed to the House the Message from His Excellency the President nominating **Hon. Geoffrey K. Kiringa Ruku** for appointment as Cabinet Secretary for Public Service, Human Capital Development and Special Programmes; and **Ms. Hanna Wendot Cheptumo**, for appointment as Cabinet Secretary for Gender, Culture, The Arts and Heritage.

The Rt. Honourable Speaker subsequently referred the *curricula vitae* of the nominees to the Committee on Appointments for approval hearings, in accordance with section 6 of the Public Appointments (Parliamentary Approval) Act and Standing Order 204(4) of the National Assembly Standing Orders. The Rt. Honourable Speaker directed the Committee to undertake approval hearings and table its report by close of business on 24th April 2025. The Rt. Honourable Speaker further directed the Clerk of the National Assembly to notify the nominees and the public of the date, time and venue of holding the approval hearings.

Pursuant to Article 118 of the Constitution, section 6(3) and (4) of the Public Appointments (Parliamentary Approval) Act and Standing Order 45(3) of the National Assembly Standing Orders, the Clerk of the National Assembly notified the nominees and placed an advertisement in the print media on 3rd April 2025 informing the nominees and the general

public that the Committee on Appointments would conduct the approval hearings on 14th April 2025 in the Mini-Chamber, County Hall, Parliament Buildings.

Additionally, and pursuant to section 6(9) of the Public Appointments (Parliamentary Approval) Act, the Clerk of the National Assembly placed advertisements in the print media on 3rd April 2025 inviting the public to submit memoranda by way of written statements on oath (affidavit) on the suitability of each of the nominees. The advertisement indicated that submissions were to be received by 10th April 2025 at 5:00 p.m. By the submission deadline, the Committee had received **three memoranda** from the public. Out of the total memoranda received, **two (2) were hand-delivered, while one (1) was submitted via email**. Only one **memorandum complied** with section 6(9) of the Public Appointments (Parliamentary Approval) Act. Two (2) memoranda were not written statements on oath and hence inadmissible in the approval hearings. The detailed analysis of the memoranda is contained in Chapter Three of this Report.

Further, the Clerk of the National Assembly vide letters dated 3rd April 2025, wrote to the Commission for University Education (CUE), Ethics and Anti- Corruption Commission (EACC), Directorate of Criminal Investigations (DCI), Higher Education Loans Board (HELB), Kenya Revenue Authority (KRA), Office of the Director of Public Prosecutions (ODPP), and the Office of the Registrar of Political Parties (ORPP) seeking references and background checks relating to the suitability of the nominees.

The nominees appeared before the Committee on 14th April 2025, as scheduled, and the Committee examined their suitability based on the criteria set out in Section 7 of the Public Appointments (Parliamentary Approval) Act. The Committee considered the constitutional and statutory requirements related to the offices in question and the suitability of the nominees for the proposed appointments, considering

whether the nominees' abilities, experience, and qualities were suited to the relevant Ministries. Furthermore, the Committee examined the nominees' academic credentials, relevant professional training and experience, knowledge of sector issues and personal integrity in accordance with sections 6(7) and (8) of the Public Appointments (Parliamentary Approval) Act.

Pursuant to sections 6(7), 6(8) and 7 of the Public Appointments (Parliamentary Approval) Act, the Committee observed that the nominees demonstrated knowledge of topical, administrative and technical issues touching on the portfolios to which they had been nominated and have the requisite abilities, academic qualifications and professional experience to be approved for appointment as Cabinet Secretaries.

Having conducted the approval hearings for the nominees pursuant to Article 152(2) of the Constitution, sections 3 and 8 of the Public Appointments (Parliamentary Approval) Act and Standing Order 204(4) of the National Assembly Standing Orders, the Committee recommends that the House approves the appointment of **Hon. Geoffrey K. Kiringa Ruku** as Cabinet Secretary for Public Service, Human Capital Development and Special Programmes, and **Ms. Hanna Wendot Cheptumo** as Cabinet Secretary for Gender, Culture, The Arts and Heritage.

May I take this opportunity to acknowledge the Honourable Members of the Committee for their devoted participation in the approval hearings and for making meaningful contributions towards preparing this report.

The Committee would like to thank the Offices of the Speaker and the Clerk of the National Assembly for the technical support provided during the exercise. The Committee further appreciates the nominees' cooperation during the parliamentary approval process. The Committee also appreciates the CUE, EACC, DCI, HELB, KRA, ODPP, and ORPP for

providing references and background checks related to the suitability of the nominees.

The Committee acknowledges the members of the public who actively participated in the vetting process, followed the proceedings through various media outlets and shared thoughtful comments that enriched the vetting process.

On behalf of the Committee on Appointments and pursuant to Article 124(4)(b) of the Constitution, section 8(1) of the Public Appointments (Parliamentary Approval) Act and the provisions of Standing Order 199(6) of the National Assembly Standing Orders, it is now my duty and privilege to present to the House the Report of the Committee on Appointments on the Approval Hearings of the nominees for appointment as **Cabinet Secretary for Public Service Human Capital Development and Special Programmes, and Cabinet Secretary for Gender, Culture, The Arts and Heritage.**

Rt. Hon. (Dr.) Moses M. Wetang'ula, EGH, MP
Speaker of the National Assembly/Chairman, Committee on Appointments

CHAPTER ONE

1. PREFACE

1.1 Establishment and Mandate of the Committee

1. Article 124(4)(a) of the Constitution provides that when a House of Parliament considers any appointment for which its approval is required under the Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the relevant House.
2. The Committee on Appointments is established under Standing Order 204(1) of the National Assembly Standing Orders. Standing Order 204(4) provides that the *Committee on Appointments shall consider, for approval by the House, appointments under Article 152(2) of the Constitution (Cabinet Secretaries).*

1.2 Committee Membership

3. The House constituted the Committee on Appointments on 12th October, 2022, which comprises the following Members—

(1) Rt. Hon. (Dr.) Moses Wetang'ula, EGH, MP
Speaker of the National Assembly/Chairman

- | | |
|-------------------------------------|---------------------------------------|
| (2) Hon. Gladys J. Boss, MGH, MP | - Deputy Speaker |
| (3) Hon. Kimani Ichung'wah, EGH, MP | - Leader of the Majority Party |
| (4) Hon. Junet Mohamed, EGH, MP | - Leader of the Minority Party |
| (5) Hon. Owen Baya, CBS MP | - Deputy Leader of the Majority Party |
| (6) Hon. Robert Mbui, CBS MP | - Deputy Leader of the Minority Party |
| (7) Hon. Millie Odhiambo, CBS, MP | - Minority Party Whip |
| (8) Hon. Mishi Mboko, CBS, MP | |
| (9) Hon. Abdul Rahim Dawood, MP | |
| (10) Hon. David Gikaria, CBS, MP | |
| (11) Hon. David Pkosing, CBS, MP | |
| (12) Hon. Dido Ali Raso, MP | |
| (13) Hon. Ferdinand Wanyonyi, MP | |
| (14) Hon. Stephen Mule, MP | |

- (15) Hon. Naisula Lesuuda, OGW, MP
- (16) Hon. Mary Emaase, MP
- (17) Hon. Abdi Shurie, CBS, MP
- (18) Hon. Caleb Amisi, MP
- (19) Hon. George Gitonga Murugara, CBS, MP
- (20) Hon. Nelson Koech, CBS, MP
- (21) Hon. Rahab Wachira Mukami, MP

1.3 Committee Secretariat

4. The Committee received support in fulfilling its mandate from a Secretariat made up of—

- | | |
|---------------------------|--|
| (1) Mr. Nicholas Emejen | - Deputy Director, Committee Services |
| (2) Mr. Oscar Namulanda. | - Deputy Director, Committee Services |
| (3) Mr. Michael Karuru | - Deputy Director, Legal Services |
| (4) Mr. Stephen Mutungi | - Ag. Director, Hansard and Audio Services |
| (5) Ms. Leah Mwaura | - Principal Clerk Assistant I |
| (6) Dr. Andrew Shangarai | - Principal Serjeant-at-Arms |
| (7) Mr. Geoffrey Wafula | - Principal Hansard Editor I |
| (8) Mr. Ronald Walala | - Senior Legal Counsel |
| (9) Ms. Angeline Naserian | - Clerk Assistant I |
| (10) Ms. Kathleen Nanzala | - Clerk Assistant III |
| (11) Mr. Andrew Kipchumba | - Clerk Assistant III |
| (12) Mr. Sylvanus Makau | - Clerk Assistant III |
| (13) Mr. Letaya Morintat | - Clerk Assistant III |
| (14) Ms. Jane G. Ouko | - Clerk Assistant III |
| (15) Ms. Mercy Kinyua | - Legal Counsel II |
| (16) Mr. Moses Mwariri | - Legal Counsel II |
| (17) Ms. Vivienne Ogega | - Research Officer III |
| (18) Ms. Grace Maneno | - Research Officer III |
| (19) Mr. John Nga'ng'a | - Audio Officer II |
| (20) Ms. Faith Makena | - Serjeant-At-Arms |

CHAPTER TWO

2. BACKGROUND

2.1 Legal Framework

5. Article 152(1) and (2) of the Constitution provide for the appointment of Cabinet Secretaries. It stipulates that—

"(1) The Cabinet consists of—

(a) the President;

(b) the Deputy President;

(c) the Attorney-General; and

(d) not fewer than fourteen and not more than twenty-two Cabinet Secretaries.

(2) The President shall nominate and with the approval of the National Assembly, appoint Cabinet Secretaries.

6. The Committee was guided by the following provisions of the Constitution and statutes in executing its mandate —

(i) Article 10 of the Constitution on the national values and principles of governance;

(ii) Article 73 of the Constitution on the responsibilities of leadership;

(iii) Article 75 of the Constitution on conduct of State Officers;

(iv) Article 77 of the Constitution on restriction on activities of State Officers;

(v) Article 78 of the Constitution on dual citizenship;

(vi) Chapter Six of the Constitution on Leadership and Integrity;

(vii) Article 118 of the Constitution on public participation;

(viii) Article 124(4) of the Constitution on consideration of persons for appointment to public office;

(ix) Article 232 of the Constitution on values and principles of public service;

(x) The Public Appointments (Parliamentary Approval) Act, Cap 7F;

(xi) The Ethics and Anti-Corruption Commission Act, Cap 7H;

(xii) The Public Officer Ethics Act, Cap. 185B; and

(xiii) The Leadership and Integrity Act, Cap. 185C.

2.2 Notification of Nominations

7. Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act stipulate as follows—

"3. Exercise of powers of appointment

An appointment under the Constitution or any other law for which the approval of Parliament is required shall not be made unless the appointment is approved or deemed to have been approved by Parliament in accordance with this Act.

5. Notification of nomination

(1) An appointing authority shall, upon nominating a person for an appointment to which this Act applies, notify the relevant House of Parliament accordingly.

(2) A notification under subsection (1) shall be —

(a) in writing;

(b) be lodged with the Clerk of the relevant House of Parliament.

(3) A notification of appointment shall be accompanied by information concerning the nominee, having regard to the issues mentioned in section 7.

(4) For purposes of this Act, a notification of nomination shall be deemed to be duly given on the day on which it complies fully with subsections (2) and (3)."

8. Pursuant to Article 152(2) of the Constitution as read with sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, H.E the President, through the Head of Public Service, forwarded to the Speaker of the National Assembly a letter dated 27th March, 2025 (Annexure 1) forwarding the names and *curricula vitae* of **Hon. Geoffrey K. Kiringa Ruku** nominee for appointment as Cabinet Secretary for Public Service, Human Capital Development and Special Programmes

and **Ms. Hanna Wendot Cheptumo**, nominee for appointment as Cabinet Secretary for Gender, Culture, The Arts and Heritage.

2.3 Notification to the House and Referral to the Committee on Appointments

9. Pursuant to the provisions of Standing Order 42(1) of the National Assembly Standing Orders, the Speaker, vide a Notification No. 001 of 2025 dated 1st April 2025 (*Annexure 2*), conveyed to the House the President's Message on the nomination of **Hon. Geoffrey K. Kiringa Ruku** for appointment as Cabinet Secretary for Public Service, Human Capital Development and Special Programmes and **Ms. Hanna Wendot Cheptumo** for appointment as Cabinet Secretary for Gender, Culture, The Arts and Heritage.
10. In accordance with section 8(1) of the Public Appointments (Parliamentary Approval) Act and Standing Order 204 of the National Assembly Standing Orders, the names and *curricula vitae* of the nominees were referred to the Committee on Appointments for approval hearings and reporting to the House by close of business on 24th April 2025.

2.4 Notification to the Public

11. Article 118 of the Constitution provides that Parliament shall facilitate public participation and involvement in its legislative and other business, as well as in the business of its Committees.
12. Section 6(4) of the Public Appointments (Parliamentary Approval) Act provides that the Clerk shall notify the public of the time and place for holding an approval hearing at least seven (7) days before the hearing. Consequently, and in accordance with Article 118 of the Constitution, section 6(4) of the Public Appointments (Parliamentary Approval) Act and Standing Order 45(3) of the National Assembly Standing Orders, the Clerk of the National Assembly placed an

advertisement in the print media and Parliament Website on 3rd April 2025 (*Annexure 3*) notifying the public that the approval hearings of the nominees would be conducted on 14th April 2025 at the Mini Chamber, 1st Floor, County Hall, Parliament Buildings and invitation to submit memoranda.

2.5 Notification to the Nominees

13. The Clerk of the National Assembly vide letters dated 3rd April 2025 (*Annexure 4*) invited the nominees for the approval hearings in accordance with section 6(3) of the Public Appointments (Parliamentary Approval) Act.

2.6 Clearance and Compliance Requirements

14. The Clerk of the National Assembly, through letters dated 3rd April 2025, wrote to the Commission for University Education (CUE), the Directorate of Criminal Investigations (DCI), the Ethics and Anti-Corruption Commission (EACC), the Higher Education Loans Board (HELB), the Kenya Revenue Authority (KRA), the Office of the Director of Public Prosecutions (ODPP), and the Office of the Registrar of Political Parties (ORPP) (*Annexure 5*), requesting reports regarding the nominees on the following matters—
- (a) CUE on the recognition and equation of academic credentials;
 - (b) DCI on criminal records;
 - (c) EACC on ethics and integrity;
 - (d) HELB on higher education loan repayments;
 - (e) KRA on tax compliance;
 - (f) ODPP on criminal proceedings; and
 - (g) ORPP on holding office in a political party.
15. Relating to the recognition of the nominees' academic credentials, the CUE, via a letter dated 9th April 2025, confirmed that the qualifications submitted by the nominees were awarded by duly accredited universities and are thus recognised in Kenya.

16. Regarding criminal records, the DCI responded via a letter dated 7th April 2025 stating that forensic fingerprint analysis of the two nominees had been conducted and had not revealed any previous criminal records.
17. On matters of ethics and integrity, the EACC responded in a letter dated 8th April 2025 stating that the Commission had not undertaken any investigation or recommended prosecution pursuant to its mandate against the two nominees.
18. Concerning higher education loan repayments, HELB responded vide a letter dated 7th April 2025, and stated that Hon. Geoffrey Ruku had cleared his higher education loan in 2025, and that Ms. Hanna Wendot Cheptumo had not been a beneficiary of a higher education loan.
19. Concerning the request for the nominees' tax compliance status, KRA responded in a letter dated 11th April 2025 and stated that the two nominees were tax compliant.
20. On matters of criminal proceedings, the ODPP responded in a letter dated 8th April 2025 stating that it had not instituted or undertaken criminal proceedings concerning the character, work, or any other dealings whatsoever touching on the integrity or otherwise of the two nominees.
21. Regarding whether the nominees hold offices in political parties, the ORPP responded in a letter dated 10th April 2025 and stated that, pursuant to Article 77(2) of the Constitution and according to the records held by the Office as at 8th April 2025, the two nominees were not officials of any registered political party in Kenya.

2.7 Criteria for Consideration during the Approval Hearings

22. Section 6(7) and (8) of the Public Appointments (Parliamentary Approval) Act provides that—

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

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

23. Additionally, section 7 of the Act provides that the issues for consideration by the relevant House of Parliament concerning any nomination shall be—

(a) the procedure used to arrive at the nominee;

(b) any constitutional or statutory requirements relating to the office in question; and

(c) the suitability of the nominee for the appointment proposed having regard to whether the nominee's abilities, experience and qualities meet the needs of the body to which nomination is being made.

24. The Committee was guided by the provisions of sections 6(7), 6(8), and 7 of the Public Appointments (Parliamentary Approval) Act while conducting the approval hearings.

2.7.1 Nomination

25. Article 152(2) of the Constitution confers the power to appoint Cabinet Secretaries upon H.E., the President.

26. Section 5(1) of the Public Appointments (Parliamentary Approval) Act further requires the appointing authority to notify the relevant House of Parliament upon nominating a person for appointment.

27. To this end, H.E. the President notified the National Assembly of the nomination of **Hon. Geoffrey K. Kiringa Ruku**, nominee for appointment as Cabinet Secretary for Public Service, Human Capital Development and Special Programmes, and **Ms. Hanna Wendot Cheptumo**,

nominee for appointment as Cabinet Secretary for Gender, Culture, The Arts and Heritage.

2.7.2 Constitutional and Statutory Requirements

28. The Committee was guided by the following provisions of law on the requirements for appointment to the State offices—

(i) Two-Thirds Gender Rule

29. Article 27(8) of the Constitution provides that the State shall take legislative and other measures to implement the principle that not more than two-thirds of the members of elective or appointive bodies shall be of the same gender.

(ii) Representation of Regional and Ethnic Diversity

30. Article 130(2) of the Constitution stipulates that the composition of the national executive shall reflect the regional and ethnic diversity of the Kenyan people.

(iii) Leadership and Integrity

31. The Committee, in determining the suitability of the nominees, was guided by the provisions on leadership and integrity as outlined under Chapter Six of the Constitution. Article 73(2) of the Constitution provides that the guiding principles of leadership and integrity include —

- (a) selection on the basis of personal integrity, competence and suitability, or election in free and fair elections;*
- (b) objectivity and impartiality in decision making, and in ensuring that decisions are not influenced by nepotism, favouritism, other improper motives or corrupt practices;*
- (c) selfless service based solely on the public interest, demonstrated by —*
 - (i) honesty in the execution of public duties; and*
 - (ii) the declaration of any personal interest that may conflict with public duties.*

- (d) *accountability to the public for decisions and actions; and*
- (e) *discipline and commitment in service to the people.*

32. Article 75 of the Constitution provides that a State Officer, regardless of their involvement in public or private life, conduct themselves in a manner that avoids any conflict between their personal interests and their duties as a public official. Furthermore, this Article prohibits any State Officer removed from office in accordance with its stipulations from assuming any other State office.
33. Article 77(1) of the Constitution expressly forbids a full-time State Officer from engaging in any form of gainful employment.
34. Article 77(2) of the Constitution specifically prohibits an appointed State Officer from occupying a position within a political party.
35. Article 78 of the Constitution disqualifies individuals who are not Kenyan citizens from appointment as State Officers. Additionally, a State Officer is prohibited from holding dual citizenship.
36. The Committee also considered the requirements outlined in the Leadership and Integrity Act, Cap 185C.

2.7.3 Suitability of the nominees for the proposed appointment

37. The suitability of the nominees was evaluated through an examination of their academic credentials, professional training and experience, personal integrity, background, and qualities, as well as their performance during the approval hearings conducted on 14th April 2025.

CHAPTER THREE

3. MEMORANDA FROM THE PUBLIC ON THE SUITABILITY OF NOMINEES

38. Article 118 of the Constitution provides that Parliament shall facilitate public participation and involvement in the legislative business and other business of Parliament and its Committees.
39. Section 6(9) of the Public Appointments (Parliamentary Approval) Act 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 office to which the candidate has been nominated"*.
40. Pursuant to Article 118 of the Constitution as read with section 6(9) of Public Appointments (Parliamentary Approval) Act, the Clerk of the National Assembly placed an advertisement in the print media on 3rd April, 2025 inviting the public to submit memoranda by way of written statement on oath (affidavit) on the suitability or otherwise of the nominees in conformity with section 6(9) of the Public Appointments (Parliamentary Approval) Act.
41. The advertisement indicated that the submissions were to be received by 10th April, 2025 at 5.00 pm. At the close of the submission deadline, the Committee had **received one (1) memorandum via email and two (2) memoranda that were hand-delivered making a total of three (3) memoranda** against the suitability of the nominees.
42. Out of these, **one (1) memorandum was a written statement on oath** that complied with Section 6(9) of the Public Appointments (Parliamentary Approval) Act. The remaining two (2) memoranda were unsworn statements and hence inadmissible in the approval hearings.

3.1 Memoranda that complied with section 6(9) of the Public Appointments (Parliamentary Approval) Act

43. The Committee received one (1) statement on oath sworn by Eliud Karanja Matindi contesting the suitability of the two (2) nominees on grounds that their appointment as members of the national executive of the Republic would be unconstitutional, given the current composition of the Cabinet as it would not reflect gender balance, regional balance, ethnic diversity and persons with disability.
44. The deponent further contested the suitability of Hon. Geoffrey K. Kiringa Ruku on grounds that once the nominee is appointed to Cabinet, pursuant to Article 152(3) of the Constitution, the nominee would have to resign as a Member of Parliament for Mbeere North Constituency and this would necessitate a by-election to fill the vacancy in the National Assembly, thus resulting in a wasteful and avoidable by-election. That further, the appointment of the nominee would deprive the people of Mbeere North of representation in the National Assembly.

Committee Observations

45. The Committee observed that—
- (1) The memorandum by the deponent was a written statement on oath and therefore complied with section 6(9) of the Public Appointments (Parliamentary Approval) Act.
 - (2) Articles 132(2) and 152(2) of the Constitution of Kenya vest the power to constitute Cabinet solely on the President.

3.2 Memoranda that did not comply with Section 6(9) of the Public Appointments (Parliamentary Approval) Act

46. The Committee received two (2) memoranda that did not comply with section 6(9) of the Public Appointments (Parliamentary Approval) Act.

47. The memoranda were unsworn statements and hence were inadmissible.

48. The memoranda were received from the following two (2) persons—
(1) Hon. Shakeel A. Shabbir Ahmed, CBS, MP; and
(2) Leonard G. Kamweti.

Observation

49. The Committee observed that section 6(9) of the Act envisages that the memoranda contesting the suitability of a candidate to hold the office to which the candidate has been nominated should be a written statement on oath. The memoranda were not written statements on oath. In this regard, the memoranda were inadmissible.

3.3 Notification of the Nominees of the Issues Raised in the Memorandum

50. The Committee received a total of three (3) memoranda from the public comprising of one (1) memorandum received via email and two (2) memoranda that were hand-delivered to the Office of the Clerk. Out of these, only one (1) memorandum complied with section 6(9) of the Public Appointments (Parliamentary Approval) Act.

51. In this regard, therefore, the Clerk of the National Assembly vide letters dated 10th August, 2024 (*Annexure 6*) wrote to specific nominees to respond to issues that were raised in the affidavits by the public pursuant to Section 6(9) of the Act contesting their suitability for appointment to office.

52. During the approval hearings, the Committee examined the nominees on the issues that were raised in the memoranda. The responses by the nominees and the observations of the Committee on the issues raised by the public are contained in Chapter Four.

CHAPTER FOUR

4. APPROVAL HEARINGS OF THE NOMINEES

53. The Committee held the approval hearings on 14th April 2025 and noted the following—

(1) The nominees had not notified the Clerk of the National Assembly of their withdrawal from the approval process as outlined in section 6(10) of the Public Appointments (Parliamentary Approval) Act.

(2) The Committee had received three memoranda from the public, comprising one (1) memorandum received via email and two (2) memoranda hand-delivered to the Office of the Clerk. Only one memorandum complied with section 6(9) of the Public Appointments (Parliamentary Approval) Act.

54. The Committee, therefore, proceeded to examine the nominees on the areas set out in sections 6(7), 6(8) and 7 of the Public Appointments (Parliamentary Approval) Act as follows —

4.1 HON. GEOFFREY K. KIRINGA RUKU, NOMINEE FOR APPOINTMENT AS CABINET SECRETARY FOR PUBLIC SERVICE, HUMAN CAPITAL DEVELOPMENT AND SPECIAL PROGRAMMES

55. The nominee appeared before the Committee on 14th April 2025 and was vetted under oath to examine his suitability for appointment as Cabinet Secretary for Public Service, Human Capital Development and Special Programmes. The Committee noted the following—

4.1.1 Questions from the General Questionnaire

Citizenship, Date and Place of Birth

56. The nominee is a Kenyan citizen born on 15th February 1978 in Embu County. The nominee confirmed that he is a Kenyan citizen by birth and does not hold any dual citizenship.

Academic and Professional Qualifications

57. The nominee holds a Master of Business Administration in Finance from the University of Nairobi (2009), a Postgraduate Diploma in Diplomacy and International Relations from the University of Nairobi (2005), and a Bachelor of Commerce degree in Business Administration from the Catholic University of Eastern Africa (2003).

Employment Record and Work Experience

58. The nominee has served as a Member of Parliament for Mbeere North Constituency since August 2022, participating in the Public Accounts Committee; the Trade, Industry and Cooperatives Committee; and Committee on Delegated Legislation.
59. He has served as the founding Director of Climate Pal Ltd. from June 2013 to the present. Additionally, he was Chairman of the Investment and Monitoring Committee of the Water Services Trust Fund from December 2015 to May 2017 and a Trustee of the Water Services Trust Fund from April 2015 to May 2017.
60. The nominee spearheaded a climate-smart agriculture initiative in Makueni County, Kenya, in 2014. Additionally, he held the position of Independent Contractor - Carbon Team Coordinator for the Fair Climate Network in Southern Africa from 2013 to 2015, served as the Managing Director of Climate Pal Limited from January 2011 to June 2013, and established Carbon Manna Africa Ltd in January 2009, which continues to operate. He also acted as the Mashav Coordinator for the Embassy of the State of Israel in December 2006 and fulfilled the role of Lecturer at the Kenya Polytechnic from 2004 to 2005.

Memberships and Professional Associations

61. The nominee has been a member of the Africa Carbon Asset Development Network.

Public Office, Political Activities and Affiliations

62. The nominee indicated that he is currently a Member of Parliament for Mbeere North Constituency, elected under the Democratic Party of Kenya. He indicated that he had previously been a member of the United Republican Party (URP), the Jubilee Party (JP) and the United Democratic Alliance (UDA).

Integrity

63. The nominee submitted that he has not been charged in a court of law, nor has he been adversely mentioned in any investigatory report produced by Parliament or a Commission of Inquiry within the past three years. In addition, the nominee stated that he has never been dismissed or removed from office for violating the provisions outlined in Article 75 of the Constitution.

Income and Net Worth

64. The nominee stated that his current sources of income include salary and emoluments, income from company business and SMEs amounting to Kshs. 100,000,000. He estimated his net worth to be Kshs. 377,000,000 comprising land and buildings, family residences, SACCO savings, shares from a private company, and motor vehicles.

Potential Conflict of Interest

65. The nominee declared that he is not currently associated with any individuals or issues that could present a conflict of interest if he assumed the Cabinet Secretary position. If a conflict of interest were to arise, he stated that he would resolve it according to the provisions of the law.

4.1.2 General and Sector-Specific Questions for the Nominee

66. The Committee posed several questions to the nominee on his suitability for appointment as Cabinet Secretary for Public Service, Human Capital Development and Special Programmes. The nominee responded as follows—

On his suitability

67. The nominee stated that during his tenure as a Member of Parliament for Mbeere North Constituency for the period of two and a half years, he had subjected himself to the national values and principles of governance as espoused in Articles 10 and 232 of the Constitution. If approved as Cabinet Secretary, he stated that he would uphold the same values as provided for in Articles 10 and 232 of the Constitution and would serve the country without fear, favour or contradiction.

On his legislative record

68. The nominee stated that the principal object of the proposed Anti-Corruption and Economic Crimes (Amendment) Bill, 2023 is to amend the Anti-Corruption and Economic Crimes Act to remove the inordinate delay and undue criminalization of flaws in public procurement processes. He further stated that he was driven by the desire to make the fight against corruption efficient, effective and timely, adding that more money was being spent on investigations and prosecution of corruption cases which take several years to be concluded.
69. The nominee stated that the principal object of the Assembly and Demonstration Bill, 2024 is to regulate the right of assembly and protect the rights of those not participating in demonstrations. He added that he intended to ensure that demonstrations are conducted in a peaceful manner without causing destruction of property and loss of life. Additionally, he stated that the enjoyment of rights is limited under Article 24 of the Constitution.
70. The nominee further stated that he had introduced other Bills in Parliament apart from the ones cited above in furtherance of his constitutional legislative mandate as a Member of Parliament.

On Human Capital Development in public service

71. The nominee stated that training of public servants is a key component in ensuring effective public service delivery. He added that he would utilize the resources at the Kenya School of Government to ensure that public servants are well equipped and responsive to the needs of Kenyans.

On previous utterances

72. The nominee acknowledged that he was on record saying that the Teachers Service Commission is corrupt. He noted that his utterances were based on the fact that his friends who were teachers both in primary and secondary school had served for many years without promotion. He noted that some of them were unable to get promotion on merit as they were asked to pay bribes for them to be promoted.
73. The nominee further stated that with respect to his support for imposition of the Motor Vehicle Circulation Tax, the proposal was subsequently shelved as a result of public participation.

On Special Programmes

74. The nominee stated that during his service in various capacities, including Member of Parliament for Mbeere North Constituency, lecturer at Kenya Polytechnic and Director at Climate Pal Ltd, he had travelled to different parts of the country and worked with various communities and was therefore well versed with the challenges faced by citizens living in different parts of the country, including the marginalized communities. He further stated that as a member of Mbeere community which is marginalized, he had successfully co-ordinated special programmes including provision of relief food and feeding programmes for school going children.

On equity in public service recruitment

75. The nominee informed the Committee that he would abide by the provisions of Articles 10, 73 and 232 of the Constitution and ensure

fairness and transparency as well as fair representation of all ethnic communities, gender and persons with disabilities. Further, he stated that he would ensure gender mainstreaming and a just and fair representation of the people across the public service.

76. The nominee added that he is passionate about matters of equity and mainstreaming ethnic inclusion and affirmative action. He added that, as an MP, he was on record for asking specific questions to the Teachers Service Commission and the Public Service Commission on actions taken to ensure equity and mainstream minorities and marginalised groups in public service employment.

On the inclusion of 'muguka' in the definition of miraa

77. The nominee stated that he did not initiate legislative changes in the definition of *miraa* to include *muguka* as this was an initiative of the Ministry of Agriculture when presenting the Crops (Miraa) Regulations, 2023. He stated that since *muguka* and *miraa* are part of the same crop and share the same botanical name, *catha edulis*, the Ministry had intended to ensure that there was no discrimination in the definition of the two words in legislation. He further stated that he did not use his position as a Member of the Committee on Delegated Legislation to advance the definition of the word *miraa* to include *muguka*.

On the wage bill and ghost workers in civil service

78. The nominee acknowledged that the government had a bloated wage bill that needed to be reviewed against the numbers and roles of public servants. He added that he would digitalize the public service and develop a framework to ensure accountability and output by public servants. In this regard, the nominee added that he would link all Government institutions for proper coordination and this would curb the issue of ghost workers and help reduce the government wage bill.

On motivating civil servants

79. The nominee stated that if approved as Cabinet Secretary, he would develop a legal framework to reward public servants for their innovations and outstanding performance in order to motivate them.

On the mandate of Constitutional Commissions and Independent Offices

80. The nominee stated that, if approved, he would not interfere with the constitutional mandate of the Public Service Commission or any other institution established under the law.
81. He further stated that he would consider formulating a harmonized public service delivery policy. He would further institutionalize a public service charter in government.

On service delivery at Huduma Centres

82. The nominee informed the Committee that there was need to establish Huduma Centres in every constituency to improve public service delivery. He further noted that, if approved as Cabinet Secretary, he would ensure that more government services are offered at Huduma Centres.

On disclosure of confidential information

83. The nominee stated that he was aware of the provisions of the Official Secrets Act and would abide by the Act in the discharge of his duties as a Cabinet Secretary.

On absorption of interns in the Public Service

84. The nominee stated that there was need to enhance absorption of interns in the public service. He added that he would ensure that previous service as an intern would be an added advantage during recruitment for positions in the public service. He further stated that he would ensure that interns are issued with certificates after completion of the internship programme.

On retirement age for public servants

85. The nominee informed the Committee that there was need to harmonize the retirement age across the public service. If approved as Cabinet Secretary, he stated that he would develop an integrated system that would digitalize the data of all public servants to ensure that they retire within the stipulated period as per the law.

On liaising with other Government institutions

86. The nominee stated that he would work closely with other Government institutions including the National Assembly and the Senate and would continue to articulate government policies.

On the Inua Jamii Programme

87. The nominee informed the Committee that *Inua Jamii* is an important programme for the older persons in society. He stated that if approved as Cabinet Secretary, he would ensure the programme is well targeted for the benefit of the people and ensure the program is not politicized.

On lifestyle audit for public servants

88. The nominee stated that there have been previous attempts at lifestyle audits for public officers. He stated that if approved as Cabinet Secretary, he would consider implementing the same for accountability.

4.1.3 Nominee's Response to Allegations arising from Memoranda

89. The nominee responded to the Affidavit by Eliud Karanja Matindi contesting his suitability vide an Affidavit sworn on 11th April, 2025 as follows—

(1) On the allegation that his appointment as Cabinet Secretary and member of the National Executive of the Republic, would be unconstitutional as the composition of Cabinet would not

reflect gender balance, regional balance, ethnic diversity and persons with disabilities, the nominee noted—

- (a) That his nomination had no relationship whatsoever with the legislative and other measures to implement the principle that not more than two-thirds of the members of elective and appointive bodies shall be of the same gender that are contemplated under Article 27(8) of the Constitution.
 - (b) That his nomination had no relationship whatsoever with the progressive implementation of the principle that at least five percent of the members of the public in elective and appointive bodies shall be persons with disabilities that is contemplated under Article 54(2) of the Constitution.
 - (c) That he is a member of the minority and marginalized Mbeere tribe and his nomination therefore satisfied Article 130(2) of the Constitution which requires the composition of the national executive to reflect the regional and ethnic diversity of the people of Kenya.
 - (d) That the deponent did not annex any evidence to demonstrate that his academic credentials, professional training, experience, personal integrity, background abilities and qualities did not meet the needs of the Ministry of Public Service, Human Capital Development and Special Programmes to which he had been nominated.
- (2) On the allegation that his appointment would result in a wasteful and avoidable by-election and deprive the people of Mbeere North Constituency of representation in the National Assembly, the nominee noted—
- (a) That the deponent did not annex any evidence to demonstrate how his appointment as a Cabinet Secretary

was a threat to the principles of public finance in Article 201 of the Constitution.

(b) That his vacation of office of Member of Parliament by resignation is provided for under Article 103(1)(d) of the Constitution.

(c) That the Democratic Party of Kenya had commenced the process of exiting the Kenya Kwanza Coalition upon which exit it would be expected that the nominee would be deemed to have resigned as its member pursuant to Article 103(1)(e) of the Constitution and section 14A(1)(e) of the Political Parties Act, 2011 for promoting the ideology, interests or policies of Kenya Kwanza Coalition and by extension the United Democratic Alliance.

(d) That Mbeere North Constituency would not in any way be prejudiced as it would elect another Member of Parliament pursuant to Article 101(4)(b) of the Constitution.

90. The nominee responded to the memorandum by **Hon. Shakeel A. Shabbir Ahmed, CBS, MP** contesting his suitability vide a Replying Affidavit sworn on 11th April, 2025 as follows—

(1) On the allegation that the nominee's parliamentary record was marked by persistent sponsorship and support of retrogressive legislative proposals that undermined constitutional principles, democratic values and the rule of law, the nominee noted—

(a) That the memorandum was fatally incompetent as it was not under oath as required under section 6(9) of the Public Appointments (Parliamentary Approval) Act Cap. 7F.

(b) That the nominee was constitutionally empowered to participate in Parliament's exercise of legislative power and he

introduced Bills to Parliament in strict compliance with the Constitution.

- (c) That the Bills introduced in Parliament did not purport to limit—
 - (i) the freedom from torture and cruel, inhuman or degrading treatment or punishment;
 - (ii) freedom from slavery or servitude;
 - (iii) right to a fair trial; or
 - (iv) right to an order of *habeas corpus*.
- (d) That the principal object of the Anti-Corruption and Economic Crimes (Amendment) Bill, 2023 was to remove the inordinate and undue criminalization of administrative and procedural flaws in public procurement proceedings and the Bill proposed to remove the ambiguity of the term *prior planning* in section 45(2)(b) and (c).
- (e) That the provisions of section 45 of the Anti-Corruption and Economic Crimes Act were capable of being adequately and administratively addressed under Article 226(5) of the Constitution, the Public Procurement and Asset Disposal Act, the Fair Administrative Action Act, the Public Service (Values and Principles) Act, Employment Act, Public Officer Ethics Act and other Act of Parliament that governed professional conduct of various professionals engaged in procurement proceedings.
- (f) That the Anti-Corruption and Economic Crimes (Amendment) Bill, 2023 was informed by the lengthy and expensive criminal investigations, prosecution and low conviction rate, which negated Article 47(1) of the Constitution, which requires expeditious, efficient, lawful, reasonable and procedurally fair investigations and prosecutions and Article 232(1)(b) which requires efficient, effective and economic use of resources in criminal investigations.
- (g) That the Assembly, Demonstration, Picketing and Petition Bill, 2023 was informed by the need to stem the extreme violence, deaths and damage to property that characterized the

demonstrations held after the 2022 election and further, the right to assembly, demonstration, picketing and petition was not an absolute right under Article 25 of the Constitution.

- (h) That the nominee was concerned that demonstrations were becoming increasingly violent and were infringing on the rights of others and thus the principal object of the Assembly, Demonstration, Picketing and Petition Bill, 2023 was to provide a legal framework for the regulation of assemblies, demonstration, picketing and petition and to give effect to the provisions of Article 37 of the Constitution.
- (i) That the Assembly, Demonstration, Picketing and Petition Bill, 2023 proposed that every person has the right to peacefully assemble, demonstrate, picket and present petitions to public authorities but this right shall be limited to the extent that such limitation is necessary and reasonable in a democratic society in the interest of public safety, public order and the protection of the rights and freedoms of other persons.
- (j) That the Data Protection (Amendment) Bill, 2024, was informed by the need to reveal family or private affairs only for the purposes of assessment, enforcement and collection of tax and the right to privacy was not an absolute right by virtue of Article 25 of the Constitution.
- (k) That the core of the Ministry of Public Service, Human Capital Development and Special Programmes is the national values and principles of governance, fair administrative actions, principles of public finance and the values and principles of public service as set out under Articles 10, 47, 201 and 232 of the Constitution.
- (l) That the memorandum did not disclose any evidence to demonstrate that his academic credentials, professional training, experience, personal integrity, background abilities and qualities did not meet the needs of the Ministry.

91. The nominee responded to the memorandum by **Leonard G. Kamweti** contesting his suitability vide a Replying Affidavit sworn on 11th April, 2025 as follows—

(1) On the allegation that the nominee had issues of integrity which included financial irresponsibility, fraudulent conduct, disregard for legal obligations, obstruction of legal processes and outright dishonesty, the nominee noted—

(a) That the memorandum was fatally incompetent as it was not under oath as required under section 6(9) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F.

(b) That the memorandum was *sub-judice* by virtue of Standing Order 89 of the National Assembly Standing Orders as it sought discussion of a court case - *Milimani Commercial Courts Chief Magistrates Court Case No. MCCC/E3815/2023—Leonard G. Kamweti vs. Hon. Geoffrey Kiringa Ruku* which was active and scheduled for further hearing on 29th May, 2025. In this regard, the nominee annexed a copy of the hearing notice.

(c) That there was also another active court case between the same parties *HCCOMMA/E053/2025—Hon. Geoffrey Kiringa Ruku vs. Leonard G. Kamweti* which was scheduled for directions on 21st May, 2025. In this regard, the nominee annexed a copy of the Cause List.

(d) That the dispute before court was a landlord/tenant dispute which was governed by private law and contract and therefore did not merit discussion in Parliament during its pendency in court.

(2) On the allegation of default on rent, utility bills and property damage, the nominee denied the allegations and noted as follows—

- (a) That the matter was the subject of court cases No. MCCC/E3815/2023—*Leonard G. Kamweti vs. Hon. Geoffrey Kiringa Ruku* and HCCOMMA/E053/2025 *Hon. Geoffrey Kiringa Ruku vs. Leonard G. Kamweti* which were active before court and needed not to be discussed in Parliament.
 - (b) That Mr. Kamweti did not annex any copies of Receipts and Statement of Rent Account to demonstrate that the nominee defaulted on rent payments between November 2020 and May 2021.
 - (c) That he had never met Mr. Kamweti in person nor discussed with him the affairs of his mother.
 - (d) That he had never been summoned, investigated, prosecuted or convicted for any offence under Section 316A of the Penal Code or at all.
- (3) On the allegation that he dishonestly used a sympathy narrative to stall recovery by presenting the recovery agent with a cheque which was allegedly dishonoured, the nominee noted that this allegation was hearsay and inadmissible and Mr. Kamweti had not annexed a sworn written statement in support of this claim.
- (4) On the allegation that he accumulated an electricity bill and frustrated any recovery efforts or disconnection attempts, the nominee noted that Mr. Kamweti did not annex any evidence to demonstrate that the nominee used his position as a Trustee of the Water Services Trust Fund to frustrate efforts to disconnect water or recover the unpaid bill. He further noted that Mr. Kamweti did not annex the unpaid water bills for the period that the nominee was a Trustee of the Water Services Fund.

- (5) On the allegation of assaulting a recovery agent, the nominee noted that the allegation was hearsay and inadmissible as Mr. Kamweti did not annex any written statement on oath or witness statements by the said victim.
- (6) On the allegation of obstructing and interfering lawful auctioneering process, the nominee denied the allegations and noted that the allegations were preposterous since he had already vacated the premises on February 2021 and yet the goods were proclaimed on 4th May, 2021. Further, Mr. Kamweti did not invite the nominee during the inspection of the property.
- (7) On the allegation that the total financial liability incurred by the nominee amounted to Kshs. 1,070,546/-, the nominee noted—
- (a) That the said amount was arbitrary and unsubstantiated and indeed during an out-of-court settlement process initiated by the nominee, Mr. Kamweti demanded a total sum of Kshs. 2,346,748.32/= from the nominee. The nominee in this regard, annexed a copy of email dated 7th April 2025.
 - (b) That he never instructed any Advocate to admit any liability on his behalf nor did Mr. Kamweti annex a copy of the minutes with the lawyer to prove the allegations.
 - (c) That the dispute arose during a time when he was not a State Officer and Mr. Kamweti was taking advantage of the approval hearing to circumvent the court process and to arm-twist the nominee to pay the fictitious claim.
 - (d) That if Mr. Kamweti was aggrieved, his recourse would be in the criminal justice system, the Distress for Rent Act and the Auctioneers Rules. Consequently, Mr. Kamweti's complaint was

barred by the doctrines of exhaustion, waiver and abandonment.

- (e) That the memorandum was fatally incompetent, malicious, frivolous and of no probative value and Parliament lacked jurisdiction to entertain it.
- (f) That Mr. Kamweti had not provided any evidence to demonstrate that the nominee's credentials, professional training, experience, personal integrity, background, and qualities fell short of the qualifications required of Cabinet Secretary the Ministry of Public Service, Human Development and Special Programmes, to which he had been nominated.
- (g) That the memorandum was therefore, malicious and made in bad faith and intended to embarrass the nominee and force him to pay a fictitious claim.
- (h) That the alleged Tenancy Lease Agreement was a forgery, intended to mislead both Parliament and the court and the signature and stamp of Wanjohi Gachie, Advocate & Commissioner for Oaths was irregularly imprinted in an attempt to cure this defect after the nominee filed a Notice of Preliminary Objection seeking to strike out Case No. SCCCOMM/E6145/2022 — *Leonard Kamweti vs Geoffrey Kiringa Ruku*. In this regard, the nominee annexed a copy of the Preliminary Notice.
- (i) That further the Proclamation of Attachment /Repossession/Distrain of Movable Property dated 4th May, 2021 was a forgery as the nominee had never signed it, nor was the Proclamation served on him as claimed.

4.1.4 Observations on Memorandum Submitted Against the Nominee

92. The Committee noted that the President has the prerogative under Articles 132(2) and 152(2) of the Constitution to nominate and, with the approval of the National Assembly, appoint Cabinet Secretaries.

93. The Committee further noted that the matters relating to the alleged tenancy agreement between the nominee and the Mr. Leonard Kamwetii are still pending and active before various courts.

4.1.5 Committee Observations on the Suitability of the Nominee

94. The Committee having considered the nominee's filled questionnaire pursuant to section 6(8) of the Public Appointments (Parliamentary Approval) Act, his *curriculum vitae*, memorandum from the public and having heard his oral submission during the approval hearing, made the following observations on his suitability for appointment as Cabinet Secretary —

- (1) **THAT** in accordance with Article 78(1) and (2) of the Constitution, the nominee is eligible for appointment to State Office as he is a Kenyan citizen and does not hold dual citizenship.
- (2) **THAT** the nominee possesses relevant experience in public service, having served as a Member of Parliament for Mbeere North Constituency and a Trustee of the Water Services Trust Fund.
- (3) **THAT** the nominee holds a Master of Business Administration in Finance, a Postgraduate Diploma in Diplomacy and International Relations, and a Bachelor of Commerce degree in Business Administration.
- (4) **THAT** the nominee meets the requirements of Chapter 6 of the Constitution regarding leadership and integrity, having

obtained clearances from the following statutory bodies: the CUE, EACC, DCI, HELB, KRA, ODPP, and ORPP.

(5) **THAT** the nominee has neither been charged in a court of law nor adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry in the past three years.

(6) **THAT** the nominee does not hold office in any political party.

(7) **THAT** the nominee has never been dismissed from office under Article 75 of the Constitution for contravention of the provisions of Article 75(1) (conflict of interest), Article 76 (financial probity), Article 77 (restriction on activities of State Officers), and Article 78(2) (dual citizenship) of the Constitution.

(8) **THAT** the nominee demonstrated knowledge of topical, administrative and technical issues touching on government and has the requisite abilities, qualifications and experience to serve as Cabinet Secretary for Public Service Human Capital Development and Special Programmes.

4.2 MS. HANNA WENDOT CHEPTUMO, NOMINEE FOR APPOINTMENT AS CABINET SECRETARY FOR GENDER, CULTURE, THE ARTS AND HERITAGE

95. The nominee appeared before the Committee on 14th April 2025 and was vetted under oath to examine her suitability for appointment as Cabinet Secretary for Gender, Culture, The Arts and Heritage. The Committee noted the following—

4.2.1 Questions from the General Questionnaire

Citizenship, Date and Place of Birth

96. The nominee is a Kenyan Citizen born on 2nd August 1968 in Baringo County. The nominee confirmed that she is a citizen of Kenya by birth and does not hold any dual citizenship.

Academic and Professional Qualifications

97. The nominee is an Advocate of the High Court having been admitted to the bar in 2006. She holds a Postgraduate Diploma of Law from the Kenya School of Law (2006), a Bachelor's Degree in Law from the University of Nairobi (2005) and a Diploma in Cooperative Management (1991).

Employment Record and Work Experience

98. The nominee has been the Managing Partner of Cheptumo and Company Advocates LLP since 2008. She has previously served as a Cooperative Officer in the Ministry of Cooperatives and Marketing (1991-2008).

Memberships and Professional Associations

99. The nominee has been a member of the Law Society of Kenya since 2006. She has been a past Trustee and Board Member of the Undugu Society of Kenya (Undugu Pension Fund), Chairlady of the AIC-Lang'ata Women Local Church Council, Board Member of the Africa Inland Child and Community Agency for Development and a Member of the AIC-Kenya Christian Education Department.

Public Office, Political Activities and Affiliations

100. The nominee has stated that she previously served in a public office as a member of the Disciplinary Committee of the Institute of Certified Public Accountants of Kenya for three years, commencing on 1st July 2021.

Integrity

101. The nominee submitted that she had neither been charged in a court of law nor adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry in the last three years. In addition, she stated that she has never been dismissed or otherwise removed from office for contravention of the provisions of Article 75 of the Constitution.

Income and Net Worth

102. The nominee indicated that her current sources of income include legal fees, interest from bank deposits, rental income, shares, and farming, amounting to Kshs. 88,949,000. She estimated her net worth to be Kshs. 420,049,000 comprising land, residential houses, shares, legal fees, interest on bank deposits and rental income.

Potential Conflict of Interest

103. The nominee declared that she is currently not associated with any persons or matters that would present a potential conflict of interest should she assume the position of Cabinet Secretary for Gender, Culture, The Arts and Heritage.

4.2.2 General and Sector-Specific Questions for the Nominee

104. The Committee posed several questions to the nominee on her suitability for appointment as Cabinet Secretary for Gender, Culture, The Arts and Heritage. The nominee responded as follows—

On suitability for appointment as a Cabinet Secretary

105. The nominee informed the Committee that she had worked in the Ministry of Cooperative Development for fourteen years. She stated that she would engage in wide consultations with the Principal Secretaries and Heads of Department to enable her to function effectively, noting that she is qualified for the role.

On balancing Cabinet duties with the other engagements

106. The nominee stated that she would stop practicing if appointed. On her church responsibilities, the nominee stated that she would not abandon teaching in church as her teaching duties were conducted on Saturdays and Sundays.

On gender-based violence and femicide

107. The nominee stated that addressing issues of gender-based violence must begin at the grassroots level and that it was necessary to engage with community leaders, religious leaders, Members of Parliament, Members of County Assemblies and the county governments.
108. She further raised concern on the effectiveness of GBV desks at police stations, and noted that victims may find it difficult to report cases at police stations. She added that, if approved, she would consider introducing a one-stop gender desk in public hospitals where victims of GBV would report, be treated and receive psychosocial support.
109. On the issue of femicide, the nominee stated that it is often driven by economic dependency. She stated that when girls and women have economic power, they are less likely to depend on either gender for financial support and are therefore better positioned to avoid abusive and dangerous relationships. She added that education plays a vital role in navigating societal challenges. The nominee further stated that there was need to establish recovery centres and safe spaces where victims of gender-based violence and harmful cultural practices can seek refuge and support for purposes of protection, rehabilitation and reintegration.

On funding of the Ministry

110. The nominee stated that there was a challenge in the funding of the Ministry activities due to budget cuts. She noted that there are pressing and urgent issues such as gender-based violence that require enhanced budget allocations. She stated that gender-based violence is a matter that demands prioritization, as it concerns the sanctity of life.
111. The nominee stated that the Ministry faced budget deficits and that she would liaise with Parliament to increase the budget allocation for the Ministry. Additionally, she stated that she would seek sponsorship to finance some of the activities of the Ministry. She further stated that it

was necessary to encourage SAGAs like the Bomas of Kenya to be self-sustaining instead of relying on government allocations.

112. The nominee noted that the Kenya National Library Service is currently selling e-books as a way of generating Appropriation-in-Aid.

On peace efforts in the North Rift Region

113. The nominee stated that the insecurity experienced in the North Rift Region is largely rooted in economic factors. She further stated that cattle rustling in areas such as Baringo is driven by the cultural demand for livestock to be used as bride-price. To address the situation, she proposed that there was need to reconsider the tradition of paying cattle as bride price. She further emphasized the importance of promoting alternative economic activities like agriculture to reduce reliance on livestock rearing which had contributed to persistent insecurity. She committed to work with other state departments to encourage residents of the North Rift to engage in sustainable and diversified economic ventures thereby fostering long-term peace in the region.

On harmful cultural practices

114. The nominee stated that in order to curb issues relating to early marriages and female genital mutilation, there was need to address the issues through education, especially through Technical and Vocational Education and Training (TVET) institutions. She informed the Committee that access to tertiary education provides an alternative pathway for girls.

On the two-thirds gender principle

115. The nominee stated that Article 27 espouses issues on equality and freedom from discrimination. She further stated that currently, the two-thirds gender rule had not been realized in the National Assembly and in the Senate, however the county governments had attained the two-thirds gender rule at Article 177 of the Constitution. She proposed that

Parliament should amend Articles 97 and 98 of the Constitution to provide for gender top-up seats.

On teaching by non-teaching staff

116. The nominee stated that there is need for non-teaching staff to adhere to the applicable procedures in any engagement with students in learning institutions.

On promoting The Arts

117. The nominee stated that she would prioritize job creation in the sector and ensure that artists are competitively remunerated. She noted that Collective Management Organizations (CMOs) have been collecting royalties on behalf of artistes but have not been remitting them to the artistes in a timely manner. If approved, she would engage the CMOs to address the issue.

On promoting heritage and culture

118. The nominee stated that Kenya is a country with diverse culture which makes it difficult to develop one national cultural identity. She proposed the wearing of national-flag-themed attire as an option. Additionally, she stated that she would engage with county governments to hold frequent cultural days in the counties to promote cultural heritage.
119. The nominee added that she would work with the Ministry of Tourism and Wildlife to market Kenya's heritage sites. Additionally, she would encourage students to write essays to popularize Kenya's heritage sites.
120. She noted that she would engage with Parliament to fast-track legislation relating to heritage and culture including the Culture Bill and the Heritage and Museums Bill.

On repatriation of artefacts

121. The nominee informed the Committee that there are ongoing efforts to repatriate Kenyan artefacts from foreign countries. If approved as a

Cabinet Secretary, the nominee stated that she would conduct an audit of artefacts in Kenyan museums and partner with the Ministry of Tourism to market the museums.

On women economic empowerment

122. The nominee informed the Committee that she worked in the Ministry of Co-operatives where she supported Cooperatives which are now the largest deposit-taking organizations.
123. She stated that she would champion women training and ensure sensitization on available Funds for affirmative action. She further stated that she would recommend an audit of the Funds to prevent misuse and mismanagement.

On aligning SDGs and Vision 2030

124. The nominee informed the Committee that Bomas of Kenya was currently being renovated having been earmarked as part of Vision 2030 Agenda. If approved as Cabinet Secretary, she stated that she would ensure that the Ministry aligns its policies with the Sustainable Development Goals and the Vision 2030.

4.2.3 Nominee's Response to Allegations arising from Memoranda

125. The nominee responded to the Affidavit by Eliud Karanja Matindi contesting her suitability vide an Affidavit sworn on 11th April, 2025 as follows—

- (1) That the deponent had not disputed her suitability for the role of Cabinet Secretary for Gender, Culture, Arts and Heritage Development.
- (2) That her appointment would aid in the realization of the achievement of the two-thirds gender rule pursuant to Article 27(8) of the Constitution.

- (3) That her appointment would help in curing the gap in Cabinet occasioned by vacancy in the position.

4.2.4 Observations on Memorandum Submitted Against the Nominee

126. The Committee noted that the President has the prerogative under Articles 132(2) and 152(2) of the Constitution to nominate and, with the approval of the National Assembly, appoint Cabinet Secretaries.

4.2.5 Committee Observations on the Suitability of the Nominee

127. The Committee having considered the nominee's filled questionnaire pursuant to section 6(8) of the Public Appointments (Parliamentary Approval) Act, her *curriculum vitae*, memorandum from the public and having heard her oral submission during the approval hearing, made the following observations on her suitability for appointment as Cabinet Secretary—

- (1) **THAT** in accordance with Article 78(1) and (2) of the Constitution, the nominee is eligible for appointment to a State office as she is a Kenyan citizen and does not hold dual citizenship.
- (2) **THAT** the nominee possesses relevant experience in public service, having previously served as a Cooperatives Officer and a Member of the Disciplinary Committee of the Institute of Certified Public Accountants of Kenya vide Gazette Notice No 9086 of 3rd September 2021.
- (3) **THAT** the nominee holds a Bachelor's Degree in Law and a Diploma in Cooperative Management.
- (4) **THAT** the nominee meets the requirements of Chapter 6 of the Constitution regarding leadership and integrity, having obtained clearances from the following statutory bodies: CUE, DCI, EACC, HELB, KRA, ODPP, and ORPP.

- (5) **THAT** the nominee has neither been charged in a court of law nor adversely mentioned in any investigatory report of Parliament or Commission of Inquiry in the past three years.
- (6) **THAT** the nominee does not hold office in any political party.
- (7) **THAT** the nominee has never been dismissed from office under Article 75 of the Constitution for contravening the provisions of Article 75(1) (conflict of interest), Article 76 (financial probity), Article 77 (restriction on activities of State Officers), and Article 78(2) (dual citizenship) of the Constitution.
- (8) **THAT** the nominee has demonstrated knowledge of topical, administrative, and technical issues related to government and possesses the requisite abilities, qualifications, and experience to serve as Cabinet Secretary for Gender, Culture, The Arts, and Heritage.

CHAPTER FIVE

5. COMMITTEE OBSERVATIONS

128. Pursuant to sections 6(7), 6(8) and 7 of the Public Appointments (Parliamentary Approval) Act, the Committee observed that—

(1) **Hon. Geoffrey K. Kiringa Ruku**, nominee for appointment as Cabinet Secretary for Public Service, Human Capital Development and Special Programmes demonstrated knowledge of topical, administrative and technical issues touching on the portfolio to which he had been nominated; and has the requisite abilities, academic qualifications and professional experience to be approved for appointment.

(2) **Ms. Hanna Wendot Cheptumo**, nominee for appointment as Cabinet Secretary for Gender, Culture, The Arts and Heritage demonstrated knowledge of topical, administrative and technical issues touching on the portfolio to which she had been nominated; and has the requisite abilities, academic qualifications and professional experience to be approved for appointment.

CHAPTER SIX

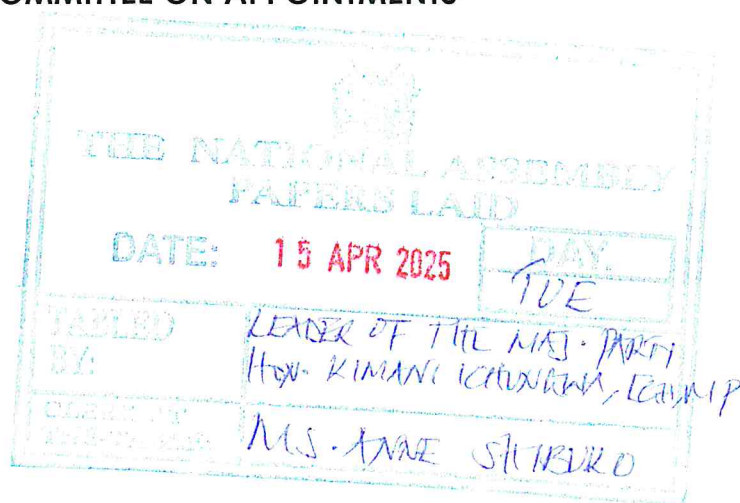
6. COMMITTEE RECOMMENDATIONS

129. Having considered the suitability of the nominees for appointment during the approval hearings pursuant to Article 152(2) of the Constitution and sections 3 and 8 of the Public Appointments (Parliamentary Approval) Act, and Standing Order 204(4) of the National Assembly Standing Orders, the Committee recommends that the House **approves**—

- (1) **Hon. Geoffrey K. Kiringa Ruku** for appointment as **Cabinet Secretary for Public Service, Human Capital Development and Special Programmes**; and
- (2) **Ms. Hanna Wendot Cheptumo**, for appointment as **Cabinet Secretary for Gender, Culture, The Arts and Heritage**.

Signed..... *Wetang'ula* Date..... *15/4/25*

RT. HON. (DR.) MOSES M. WETANG'ULA, EGH, MP
SPEAKER OF THE NATIONAL ASSEMBLY/ CHAIRMAN
COMMITTEE ON APPOINTMENTS



Fifth Report of the Committee on Appointments on the Approval Hearings of Nominees for Appointment as Cabinet Secretaries