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THE NATIONAL ASSEMBLY
THIRTEENTH PARLIAMENT- FOURTH SESSION - 2025
DIRECTORATE OF DEPARTMENTAL COMMITTEES
DEPARTMENTAL COMMITTEE ON LABOUR

REPORT ON THE VETTING OF DR. JANE KERE IMBUNYA,
NOMINEE FOR APPOINTMENT AS PRINCIPAL SECRETARY, STATE
DEPARTMENT FOR PUBLIC SERVICE AND HUMAN CAPITAL DEVELOPMENT

VOLUME I

CLERK'S CHAMBERS
DIRECTORATE OF DEPARTMENTAL COMMITTEES
PARLIAMENT BUILDINGS
NAIROBI

APRIL, 2025

THE NATIONAL ASSEMBLY PAPERS LAID	
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TABLED BY:	Hon. Fabian Kyule MP Vice Chairperson
CLERK-AT THE TABLE:	A. Shibuko

Report on the Vetting of Dr. Jane Kere Imbunya, nominee for appointment as Principal Secretary, State Department for Public Service and Human Capital Development

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LIST OF ABBREVIATIONS

HELB	Higher Education Loans Board
KRA	Kenya Revenue Authority
CBS	Chief of the Order of the Burning Spear
ORPP	Office of the Registrar of Political Parties
SAGAs.	Semi-Autonomous Government Agencies
MDAs.	Ministries, Departments, and Agencies
EACC.	Ethics and Anti-Corruption Commission
DCI	Directorate of Criminal Investigations

LIST OF ANNEXURES (VOLUME II OF THE REPORT)

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CHAIRPERSON'S FOREWORD

Pursuant to Articles 132(2)(d) and 155(3) of the Constitution, His Excellency the President, through a letter by the Head of the Public Service Reference No. EOP/CAB.26/4A VOL.V/ (13) dated 20th March 2025, forwarded to the Speaker of the National Assembly a notification of presidential action, nominating fourteen (14) persons for appointment as Principal Secretaries, including Dr. Jane Kere Imbunya, nominee for appointment as Principal Secretary, State Department for Public Service and Human Capital Development.

On **26th March 2025**, the Speaker of the National Assembly relayed the Message from His Excellency the President to the Members and referred the nominees' names together with their curriculum vitae to the respective Departmental Committees for Approval Hearing (Vetting) and reporting to the House on or before **Tuesday, 22nd April 2025**.

Consequently, and in fulfilment of the provisions of Article 118(1)(b) of the Constitution, Section 6(4) of the Public Appointments (Parliamentary Approval) Act and Standing Order 45(3), the Clerk of the National Assembly on **27th March, 2025** facilitated placement of an advert in the print media notifying the public on the date, time and place of the Approval Hearing of the nominees.

In compliance with Section 6(9) of the Public Appointments (Parliamentary Approval) Act, the Clerk invited the public to submit memoranda by way of written statements on oath (*affidavits*) on the suitability or otherwise of the nominees. The Memoranda were to be received by **Thursday, 3rd April 2025 by 5.00 pm**. By close of the deadline, the Committee had not received any Memorandum in support or in contestation of the suitability of Dr. Jane Kere Imbunya, nominee for appointment as Principal Secretary, State Department for Public Service and Human Capital Development

Further, on **27th March 2025**, Clerk wrote to the nominees notifying them of the date, time and place of the Approval Hearing which was scheduled to be conducted today **Friday, 4th April 2025**, in the **Committee Room 7, First Floor, Main Parliament Buildings** at **10.00am**.

To fulfil the requirement on personal integrity, the Clerk on **27th March, 2025** wrote to the Kenya Revenue Authority, the Ethics and Anti-Corruption Commission, the Directorate of Criminal Investigations, the Higher Education Loans Board and the Registrar of Political Parties to ascertain the nominee's integrity and good standing with the said government institutions. The nominee was also required to submit clearance certificates from the said institutions.

The nominee appeared before the Committee on **Friday, 4th April 2025** and was orally interviewed under Oath pursuant to Article 132(2) and 155(3) of the Constitution, The Public Appointments (Parliamentary Approval) Act, Cap 7F and The National Assembly Standing Orders.

The Committee observed that the nominee met the integrity threshold; demonstrated knowledge of topical, administrative and technical issues touching on the positions to which she had been nominated; and had the requisite abilities, academic qualifications and professional experience to be approved for appointment as Principal Secretary, State Department for Public Service and Human Capital Development

The Committee recommends that the House **approves** the appointment of Dr. Jane Kere Imbunya, as Principal Secretary, State Department for Public Service and Human Capital Development.

I take this opportunity to thank all the Members of the Committee for their input and valuable contributions during the approval hearings and writing of this report. The Committee also appreciates the Offices of the Speaker and of the Clerk of the National Assembly for the technical support accorded to it during the exercise.

On behalf of the Departmental Committee on Labour, and pursuant to Articles 132(2)(d), 155(3) and Section 8 of the Public Appointments (Parliamentary Approval) Act, Cap. 185 and provisions of Standing Orders 45 and 199, it is now my duty and privilege to present to the House, the Report of the Departmental Committee on Labour on the approval hearing of Dr. Jane Kere Imbunya, nominee for appointment as Principal Secretary, State Department for Public Service and Human Capital Development.

Hon. Richard Kiti Chonga, MP
Chairperson

CHAPTER ONE

1.0 PREFACE

1.1 Introduction

1. In accordance with Articles 132(2)(d) and 155(3) of the Constitution, His Excellency the President, through a letter by the Head of the Public Service Reference No. EOP/CAB.26/4A VOL.V/ (13) dated 20th March 2025, forwarded to the Speaker of the National Assembly a notification of presidential action, nominating fourteen (14) persons for appointment as Principal Secretaries , including Dr. Jane Kere Imbunya , nominee for appointment as Principal Secretary, State Department for Public Service and Human Capital Development.
2. 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.
3. This report details the proceedings of the Departmental Committee on Labour during the approval hearings of Dr. Jane Kere Imbunya, nominee for appointment as Principal Secretary, State Department for Public Service and Human Capital Development.

1.2 Establishment and Mandate of the Committee

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

1.3 Committee Subjects

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

- iii) Public Service Commission; and
- iv) Salaries and Remuneration Commission.

1.4 Committee Membership

7. The Departmental Committee on Labour was constituted by the House on 27th October 2022 and reconstituted on Wednesday, 5th March 2025 and comprises the following Members:

Chairperson
Hon. Richard Kiti Chonga, MP
Kilifi South Constituency
ODM Party

Vice-Chairperson
Hon. Fabian Kyule Muli, MP
Kangundo Constituency
GDDP

Members

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

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

Hon. Omboko Milemba, CBS, M.P.
Emuhaya Constituency
ANC Party

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

Hon. George Aladwa Omwera,
Makadara Constituency
ODM Party

MP Hon. Catherine Wambiliaga, MP
Bungoma County
FORD-K

Hon. Amina Dika Abdullahi, MP
Tana River County
KANU

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

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

Hon. Wachira, Rahab Mukami, M.P.
Nyeri County
UDA Party

Hon. Peter Irungu Kihungi, MP
Kangema Constituency
UDA Party

Hon. Chelule, Liza Chepkorir M.P.
Nakuru County
UDA Party

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

1.5 Committee Secretariat

8. The Committee Secretariat comprises the following technical staff:

Mr. Abenayo Wasike
Principal Clerk Assistant I/Head of Secretariat

Mr. Joseph Ndirangu
Fiscal Analyst I

Mr. Samuel Wanjiru
Clerk Assistant III

Ms. Colletah Sigilai
Senior Legal Counsel

Ms. Josephine Osiba
Hansard reporter III

Ms. Wambui Nyachae
Research Officer III

Mr. Timothy C. Tsungulah
Research Officer III

Ms. Yasmin Hassan
Assistant Serjeant-At-Arms II

Ms. Mercylyn Kerubo
Audio Officer III

Mr. Ambrose Nguti
Media Relations Officer III

Ms. Faith Njiru
Public Communication Officer

Ms. Shirleen Kyalo
Intern

CHAPTER TWO

2.0 BACKGROUND

2.1 Legal Framework

9. Article 155 of the Constitution provides that:

155. (1) There is established the office of Principal Secretary, which is an office in the public service.

(2) Each State department shall be under the administration of a Principal Secretary.

(3) The President shall—

(a) nominate a person for appointment as Principal Secretary from among persons recommended by the Public Service Commission; and

(b) with the approval of the National Assembly, appoint Principal Secretaries.

(4) The President may re-assign a Principal Secretary.

(5) A Principal Secretary may resign from office by giving notice, in writing, to the President.

10. In accordance with Article 155(3) of the Constitution and the Public Appointments (Parliamentary Approval), the National Assembly is required to vet the nominee to ascertain her suitability for the appointment and make an appropriate recommendation to the President.

11. While conducting the approval hearing, the Committee was guided by the following statutes and articles of the constitution of Kenya-

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

ii) Chapter 6 of the Constitution on leadership and integrity;

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

iv) Article 78 of the Constitution on dual citizenship;

v) Article 118 of the Constitution on public participation;

vi) Article 155 of the Constitution on Principal secretaries; and

vii) The Public Appointments (Parliamentary Approval) Act, Cap. 7F.

The Public Appointments (Parliamentary Approval) Act Cap. 7F.

12. Section 7 of the Public Appointments (Parliamentary Approval) Act (Cap. 7F)), provides for issues which the relevant House of Parliament (in this case, the National Assembly) is supposed to consider in relation to any nomination. These issues include:

i) the procedure used to arrive at the nominee;

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

iii) 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.

13. Section 6 (7) to (10) of the Public Appointments (Parliamentary Approval) Act (Cap. 7F) provides as follows-

i) An approval hearing shall focus on a candidate's academic credentials, professional training and experience, personal integrity and background);

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

iii) Any person may, prior to the approval hearing, and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated; and

- iv) *A candidate may, at any time, by notice in writing addressed to the Clerk, withdraw from the approval process and the candidate's nomination shall end.*

Article 10(2) of the Constitution on national values and principles of governance

14. Article 10(2) of the Constitution provides for the national values and principles of governance which include patriotism, national unity, sharing and devolution of power, the rule of law, democracy and participation of the people; human dignity, equity, social justice, inclusiveness, equality, human rights, non-discrimination and protection of the marginalized; good governance, integrity, transparency and accountability; and sustainable development.

Chapter 6 of the Constitution (Leadership and Integrity)

15. There are important provisions in Chapter 6 of the Constitution worth pointing out. Article 73 of the Constitution provides that the authority assigned to a State officer (a member of a commission to which chapter fifteen applies being a state officer under Article 260 of the Constitution) *"is a public trust to be exercised in accordance to the Constitution, demonstrate respect for the people, bring honour to the nation and dignity to the office and promote public confidence in the integrity of the office. Also, the State officer shall have the responsibility to serve the people, rather than the power to rule them."*
16. The guiding principles of leadership and integrity are listed as selection based on personal integrity, competence and suitability, objectivity and impartiality in decision making, selfless service based solely on the public interest, accountability and discipline and commitment in service to the people.

Article 77 of the Constitution (Restriction on activities of State officers)

17. Article 77 of the Constitution provides that a full-time State officer shall not participate in any other gainful employment and that any appointed State officer shall not hold office in a political party.

Article 78 of the Constitution on citizenship and leadership

18. Article 78 of the Constitution states that a person is not eligible for election or appointment to a State office unless the person is a citizen of Kenya. It also provides that a State officer or a member of the defence forces shall not hold dual citizenship.

Article 118 of the Constitution on public access and participation

19. Article 118 of the Constitution provides that *Parliament shall:*
- i) *conduct its business in an open manner, and its sittings and those of its committees shall be in public; and*
 - ii) *facilitate public participation and involvement in the legislative and other business of Parliament and its committees.*

2.2 Notification of Nominations

20. Pursuant to Articles 155(3) of the Constitution, His Excellency the President, through a letter by the Head of the Public Service Reference No. EOP/CAB.26/4A VOL.V/ (13) dated **20th March 2025**, forwarded to the Speaker of the National Assembly a notification of presidential action, nominating fourteen (14) persons for appointment as Principal Secretaries, including Dr. Jane Kere Imbunya (PhD), nominee for appointment as Principal Secretary, State Department for Public Service and Human Capital Development. (*Annexure 1*)

2.3 Notification to the House and Referral to the Committee

21. Pursuant to the provisions of Standing Order 42(2), **on 26th March 2025** the Speaker of the National Assembly relayed the Message from H.E. the President to the Members and referred the nominees' names together with their curriculum vitae to the respective Departmental Committees for Approval Hearing (Vetting) and reporting to the House on or before **Tuesday, 22nd April 2025**. (*Annexure 2*)

2.4 Notification to the Public

22. 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. Further, Section 6(4) of the Public Appointments (Parliamentary Approval) Act, 2011 provides that the Clerk shall notify the public of the time and place for holding approval hearings at least seven days prior to the hearings.
23. Further, Section 6(9) of the Public Appointments (Parliamentary Approval) Act, 2011 provides that *"any person may, prior to the approval hearings and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated"*.
24. In fulfilment of the provisions of Article 118(1)(b) of the Constitution, Section 6(4) of the Public Appointments (Parliamentary Approval) Act and Standing Order 45(3), the Clerk of the National Assembly on **27th March, 2025** placed of an advert (*Annexure 3*), in the print media notifying the public on the date, time and place of the approval hearing of the nominees.
25. In compliance with Section 6(9) of the Public Appointments (Parliamentary Approval) Act, the Clerk invited the public to submit memoranda by way of written statements on oath (affidavits) on the suitability or otherwise of the nominees. The Memoranda were to be received by **Thursday, 3rd April 2025 by 5.00 pm**. By close of the deadline, the Committee had not received any memoranda contesting the suitability of the nominees.

2.5 Notification to the Nominees

26. Further, on **27th March 2025, 2024** the Clerk wrote to the nominees notifying them of the date, time and place of the Approval Hearing which was scheduled to be conducted on **Friday, 4th April 2025**, in the Committee Room 7, First Floor, Main Parliament Buildings starting at **10.00am**. (*Annexure 4*).

2.6 Clearance and Compliance Requirements

27. Section 6(7) of the Public Appointments (Parliamentary Approval) Act provides that an Approval Hearing shall focus on a candidate's academic credentials, professional training and experience, personal integrity and background.
28. To fulfill the requirement on personal integrity, the Clerk on **27th March 2025** wrote to the Kenya Revenue Authority, the Ethics and Anti-Corruption Commission, the Directorate of Criminal Investigations, the Higher Education Loans Board, the Registrar of Political Parties, and the Vice Chancellor of the University of Nairobi to ascertain the nominee's integrity, good standing with the said government institutions and authenticity of academic qualifications. (*Annexure 5*)
29. On ethics and integrity, the Ethics and Anti-Corruption Commission (EACC) through a letter Ref. No. EACC.7/10/5 VOL. XXXI (63) dated 4TH April 2025 (*Annexure 6*) stated that it had not undertaken any investigations or recommended prosecution against any of the nominees.

30. The Directorate of Criminal Investigations (DCI) through a letter Ref. No. DCI/CRO/SEC/6/7/2/A/VOL.XVI/91 dated 2nd April 2025 (*Annexure 6*) stated that eight (8) nominees had no previous criminal records. The six (6) nominees, including Dr. Jane Kere Imbunya were requested to present themselves to the nearest Huduma Centre or DCI Headquarters for fingerprinting services. The nominee presented her clearance certificate from the Directorate of Criminal Investigations (DCI).
31. On tax compliance, the Kenya Revenue Authority, through a letter Ref. KRA/5/1002/5(12219) dated 8th April 2025 stated that the nominee was tax compliant. (*Annexure 6*)
32. The Higher Education Loans Board (HELB) through a letter Ref. No. HELB/RR/112009/V/378 dated 2nd April 2025 (*Annexure 6*), stated that Dr. Jane Kere Imbunya was not a beneficiary.
33. On party affiliation, pursuant to Article 77(2) of the Constitution, the Office of the Registrar of Political Parties (ORPP), through a letter Ref. No. RPP/ORG/34 Vol. VIII (70) dated 2nd April, 2025 (*Annexure 6*) indicated that the nominees were not officials of any fully registered political party.

2.7 Issues for Consideration during the Approval Hearings

34. In conducting the approval hearings, the Committee was guided by Section 6(7) and (8) of the Public Appointments (Parliamentary Approval) Act, 2011 which provides that:
 - (7) *An approval hearing shall focus on a candidate's academic credentials, professional training and experience, personal integrity and background.*
 - (8) *The criteria specified in the Schedule shall be used by a Committee during an approval hearing for the purposes of vetting a candidate.*
35. Additionally, Section 7 of the Act provides that the issues for consideration by the relevant House of Parliament in relation to any nomination shall be:
 - (a) *the procedure used to arrive at the nominee;*
 - (b) *any constitutional or statutory requirements relating to the office in question; and*
 - (c) *the suitability of the nominee for the appointment proposed having regard to whether the nominee's abilities, experience and qualities meet the needs of the body to which nomination is being made.*
36. On 19th November, 2024, the Executive Office of the President noted a vacancy in the office of the Principal Secretary following various reassignment at the Senior level and requested the Commission to recommend suitable candidates for appointment.
37. Public Service Commission advertised for the said positions, shortlisted, interviewed candidates and recommended suitable names for consideration for nomination as Principal Secretaries. (*Annexure 9*).

2.8 Memoranda from Members of the Public in respect of the Nominees

38. The Clerk of the National Assembly invited the public to submit memoranda by way of written statements on oath (affidavits) on the suitability or otherwise of the nominees. The Memoranda were to be received by **Thursday, 3rd April 2025 by 5.00 pm**. By close of the deadline, the Committee had not received any memoranda contesting the suitability of the nominee.

CHAPTER THREE

3.0 APPROVAL HEARINGS (VETTING) OF THE NOMINEE

38. The Committee conducted the approval hearing on **Friday, 4th April 2025** in the Committee Room 7, First Floor, Parliament Building at 10:00 am.
39. The Committee noted the following:
- (i) **THAT**, the nominee had notified the Clerk of the National Assembly of their withdrawal from the approval process as outlined under section 6(10) of the Public Appointments (Parliamentary Approvals) Act (Cap. 7F).
 - (ii) **THAT**, the Committee examined the nominee against the criteria set out in Section 7 of the Public Appointments (Parliamentary Approval) Act (Cap. 7F).
 - (a) Academic qualifications;
 - (b) Employment record;
 - (c) Professional affiliations;
 - (d) Potential conflict of interest;
 - (e) Knowledge of the relevant subject;
 - (f) Overall suitability for the position;
 - (g) Integrity;
 - (h) Vision and leadership; and
 - (i) Expectations and key priorities.
40. Dr. Jane Kere Imbunya, nominee for appointment as Principal Secretary, State Department For Public Service and Human Capital Development, was orally interviewed under Oath pursuant to Article 132(2) and 155(3) of the Constitution, the Public Appointments (Parliamentary Approval) Act, Cap 7F and the National Assembly Standing Orders. The Committee noted the following:

Citizenship, Date and Place of Birth

41. The nominee is a Kenyan citizen with national ID No. 34645601, born in 1969 in Kakamega County.

Academic and Professional Qualifications

42. The nominee holds a doctorate (PhD) from the University of Botswana (2017) and Master's degrees in Philosophy (2013) and Education (2008) from the University of Botswana and a Bachelor's degree in Education from the University of Nairobi (1992). She is also a certified internal auditor (2022), a licensed certified assessor, moderator and trainer.

Work and Professional Experience

43. To date, the nominee has been the Dean of the School of Education and Social Sciences at Kaimosi Friends University, having previously served as a director of Quality assurance and management systems at the same University. The nominee has been a long-serving lecturer since 2013, holding different positions at the University of Botswana and the Gaborone University College in Botswana.
44. She has also been an education expert advisor to the Botswana Parliamentary Education Committee and a director of research and linkages at the Gaborone University College. The Nominee was appointed a member of the Presidential Working Party on Educational Reforms in Kenya between 2022 and 2023.

Honours and Awards

45. The nominee was awarded the following:

- i. The 1st prize best lecturer of the Year 2020-2021
- ii. Award of the year award 2022. Kaimosi Friends University.

Other Activities and Membership

46. The nominee is a member of the African Curriculum Association, Society for Educational Research in Kenya and Botswana Teaching Professional Council.
47. The Nominee has published different books on competency-based curriculum, journal articles, conference papers, and seminar papers.

Pro-Bono/Charity Work/Donation to Charity

48. The nominee has run more than 62 voluntary radio and TV interviews on matters of education, creating awareness to the public on the same.

Public Office, Political Activities and Affiliations

49. The nominee is not an official of any Political Party.

Integrity

50. The nominee has not been charged in a court or law and has not been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry.

3.1. 1 ORAL SUBMISSIONS

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

On the question of net worth

52. The nominee stated that she is worth Kshs. 479,000,000 consisting of vehicles, family lands, income from farms and the sale of books.

On the nominee's suitability having spent most of her time working in Botswana and in the education sector.

53. The nominee submitted to the Committee that she had undertaken her primary, secondary and undergraduate studies in Kenya and thereafter worked as a teacher for around ten years in the Western and Nyanza Region. She thereafter moved to the Republic of Botswana after her husband was enlisted as a Medical Doctor. In Botswana the nominee highlighted her career progression, having held different positions at the University of Botswana and the Gaborone University College including being a lecturer and director of research and linkages. The nominee was appointed as member of the Presidential Working Party on Educational Reforms in Kenya between 2022 and 2023.
54. In addition, the nominee informed the Committee of her understanding of Public Service having worked in Public Service in Kenya and Botswana. The nominee further underscored the need for development of synergies between the public and private Sectors.

On her Identification card indicating a recent number reading 34645601

55. The nominee informed the Committee that her initial identification number was 10479482 as captured on some of her clearance documents including from the Higher Education Loans Board. Upon returning to Kenya from Botswana, the nominee applied and acquired the 2nd generation identification card with the new number.

On the question of her three (3) flagship agendas/ideas for public service in Kenya

56. The nominee highlighted the following areas requiring urgent interventions:
- i) Inefficiency in public service – She indicated the need for identification of issues affecting the public service by undertaking monkey surveys. The surveys will serve as an important tool for citizenry feedback and public service employee engagement.
 - ii) Non-payment or delayed payment of retirement benefits and pensions- the nominee reiterated the need for fast-tracking of payment of the benefits and establishment of a system to track the claims, thereby reducing the need for travel by the pensioners.
 - iii) Mental Health in Public Service- Noting the rising cases of mental health issues among public servants in Kenya, the nominee informed the Committee of possible interventions including training and deployment of Public Service Mental Health Champions. This will help identify the issues and possible intervention to deal with the same.
57. The nominee indicated that the three agendas would help raise the happiness index in public service in Kenya.

On the nominee's experience in financial management, accounting, or budget oversight within government or private institutions and its relevance to the position of an accounting officer as a Principal Secretary

58. The nominee submitted that she had worked as a member of the university management boards which are mandated with management and coordination of university activities, including resource and finance management. The nominee indicated that she had been inducted on the Public Finance and Management Act and Regulations and the Public Procurement and Asset Disposal Act, 2015. The nominee further reiterated the need for internal controls and implementation of recommendations of both the internal and external auditors and adherence to Chapter 12 of the Constitution on Public Finance.

On the Kenyan wage bill and the menace of ghost workers

59. Noting the need for opportunities for unemployed youth, the nominee stated there is a need for mechanisms to mitigate the wage bill and weed out ghost workers from the payroll by automating and integrating of services followed by continuous monitoring.
60. She further highlighted the Unified Payroll Number, being implemented by the State Department, which aims to streamline payroll management and enhance accountability.

On vision of public service as a representation of all ethnic groups, free of corruption and regional balance

61. The nominee submitted that the Constitution has stipulated guidelines on representation, regional balance and corruption and therefore need for adherence to the Constitution. She further informed the Committee on the need for taking up recommendations from reports from other organisation on the subject matter including Human Rights Watch and the National Cohesion and Integration Commission (NCIC).

On the question of Huduma centers, their benefits and failures and how well services can be improved

62. The nominee acknowledged that Huduma Service centres is a good initiative offering a one-stop shop for government services. Noting the Government's initiative on Digital Superhighway, which seeks to enhance the country's ICT infrastructure, the nominee indicated that there's a need for enhanced technology, improved facilities and training of officers to enhance both provision and access to services.

On the question of salary increments having been frozen since 2024 and plans to review the same for civil servants, citing harsh economic conditions

63. The nominee stressed on the need for her acquittance with the reports on the matter and assured the Committee that she would work closely with the relevant units including human resource management to ensure the public officers are adequately motivated.

On corruption in the public service and ineffective enforcement of legal and policy frameworks on transparent and accountable management of resources

64. The nominee indicated that there are agencies entrusted with matters of Chapter Six on Leadership and Integrity. She underscored the need for adherence to the set provisions and establishment of in-house interventions including oversight panels in prone areas including procurement and adherence to the recommendations of the Office of the Auditor General. The nominee further submitted that she would be strict on accountability and transparency.

On the outsourcing of human resource management (HRM) functions

65. The nominee averred that she was aware of a Cabinet Memo on the matter and indicated that she would evaluate the same and give her input upon implementation.

On performance management in the public service

66. The nominee submitted to the Committee that she had served as Director of Quality Assurance at Kaimosi Friends University, where she had mobilized various operation units for certification. From the exercise, the nominee noted that performance management should be at the core of public service.

67. She further reiterated the need to review the tools and instruments deployed for performance management indicating that the tools are keen on Key Performance Indicators and Targets, and silent on monitoring and evaluation.

68. The Honourable Members informed the nominee, if approved, on the need to address a long-standing issue in the National Assembly, of the classification of duty stations as hardship areas.

3.1. 2 COMMITTEE OBSERVATIONS

69. The Committee, having considered the nominee's filled questionnaire pursuant to section 6(8) of the Public Appointments (Parliamentary Approval) Act, her curriculum vitae and having heard her oral submission during the approval hearing, made the following observations on her suitability for appointment as Principal Secretary, State Department for Public Service and Human Capital Development:

- i) **THAT**, she is a Kenyan Citizen of ID Number 34645601, born in 1969 in Kakamega County.
- ii) **THAT** the nominee holds doctorate (PhD) from the University of Botswana (2017) and Master's degrees in Philosophy (2013) and Education (2008) from the University of Botswana and a Bachelor's degree in Education from the University of Nairobi (1992). She is also a certified internal auditor (2022), a licensed certified assessor, moderator and trainer.
- iii) **THAT**, the nominee is currently serving as Dean of the School of Education and Social Sciences at Kaimosi Friends University.
- iv) She has having previously served as a director of Quality assurance and management systems at the same University and has held holding different positions at the University of Botswana and the Gaborone University College in Botswana. She has

also been an education expert advisor to the Botswana Parliamentary Education Committee and a director of research and linkages at the Gaborone University College. The Nominee was appointed a member of the Presidential Working Party on Educational Reforms in Kenya between 2022 and 2023.

- v) **THAT**, the nominee had obtained clearance from the Ethics and Anti-Corruption Commission (EACC), the Kenya Revenue Authority (KRA), the Directorate of Criminal Investigations (DCI), Office of the Registrar of Political Parties (ORPP) and the Higher Education Loans Board (HELB). She was therefore compliant with the provisions of Chapter Six of the Constitution.
- vi) **THAT**, the nominee demonstrated impressive knowledge of topical, administrative and technical issues touching on the roles of a Principal Secretary, for Public Service and Human Capital Development, and therefore has the requisite abilities, qualifications and experience to serve in the office.
- vii) **THAT**, by close of the deadline of submission of memoranda on 3rd **January 2025** by **5.00 pm**, the Committee had not received any memoranda contesting the suitability of the nominee.

CHAPTER FOUR

4.0 COMMITTEE FINDINGS ON THE SUITABILITY OF DR. JANE KERE IMBUNYA, NOMINEE FOR APPOINTMENT AS PRINCIPAL SECRETARY, STATE DEPARTMENT FOR PUBLIC SERVICE AND HUMAN CAPITAL DEVELOPMENT

70. After conducting the approval hearings, the Committee made the following findings on the nominee:

- i) The nominee has the requisite academic and professional qualifications recognized in Kenya.
- ii) The nominee has vast knowledge and experience which qualify her for appointment to the position of Principal Secretary, State Department for Public Service and Human Capital Development.
- iii) According to the records and information availed to the Committee by the Nominee and the various clearing agencies, the nominee meets the requirements of Chapter Six of the Constitution on leadership and integrity.
- iv) The candidate demonstrated extensive knowledge on topical issues including public management, finance and administration and the status of the public service sector including the challenges such as delayed processing of retirement benefits, mental health issues and inefficiency in the public service.
- v) The Committee did not receive any written statement on oath contesting suitability of the nominee as required under section 6(9) of the Public Appointments (Parliamentary Approval) Act (Cap.7F).
- vi) The Committee exercised due diligence and contacted vetting bodies for confidential information but did not receive any adverse report on the nominee.
- vii) The nomination of Dr. Jane Kere Imbunya was in compliance with the Constitution, and the Public Appointments (Parliamentary Approval) Act (Cap.7F).

CHAPTER FIVE

5.0 COMMITTEE RECOMMENDATION

71. Having conducted the approval hearings pursuant to Articles 124 (4) and 155 (3) (a) of the Constitution; Sections 3 and 8 of the Public Appointments (Parliamentary Approval) Act; (Cap.7F) and Standing Order 216 (5) (f), the Committee recommends that the House **approves** the appointment of Dr. Jane Kere Imbunya, as Principal Secretary, State Department For Public Service And Human Capital Development.

SIGNED: DATE: 08/04/2025

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

STATE DEPARTMENT FOR PUBLIC SERVICE AND HUMAN CAPITAL DEVELOPMENT	
DATE: 08 APR 2025	
FILED	
SECRETARY	
CHIEF CLERK	