

*Approved  
SNA  
4/11/25*


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

**REPORT ON THE APPROVAL HEARING (VETTING) OF HON. ENG. MICHAEL THOYAH KINGI, NOMINEE FOR APPOINTMENT AS A MEMBER OF THE SALARIES AND REMUNERATION COMMISSION (SRC)**

**VOLUME I**

**CLERK'S CHAMBERS  
DIRECTORATE OF DEPARTMENTAL COMMITTEES  
PARLIAMENT BUILDINGS  
NAIROBI**

**NOVEMBER, 2025**

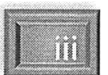
 <b>THE NATIONAL ASSEMBLY PAPERS LAID</b>	
<b>DATE:</b> 04 NOV 2025	<b>DAY:</b> TUESDAY
<b>TABLED BY:</b> 04 NOV 2025	Hon. KEN CATHOLICA (CHAIRPERSON)
<b>CLERK-AT THE-TABLE:</b> IMZPV	MWALE

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## LIST OF ABBREVIATIONS

SRC	Salaries and Remuneration Commission
HELB	Higher Education Loans Board
KRA	Kenya Revenue Authority
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
ODPP.	Office of Director of Public Prosecutions



## LIST OF ANNEXURES (VOLUME II OF THE REPORT)

- Annexure 1: Message from H.E the President regarding nomination for appointment of Hon. Eng. Michael Thoyah Kingi as a Member of the Salaries and Remuneration Commission (SRC)
- Annexure 2: Message from the Hon. Speaker to the House regarding nomination for appointment of Hon. Eng. Michael Thoyah Kingi as a Member of the Salaries and Remuneration Commission (SRC)
- Annexure 3: Advertisement notifying the public and the nominee of the approval hearing and submission of memoranda
- Annexure 4: Letter from the Clerk of the National Assembly inviting the nominee for the approval hearing
- Annexure 5: Letters from the Clerk of the National Assembly to ORPP, KRA, HELB, EACC, ODPP and DCI requesting for information on the nominee
- Annexure 6: Letters of clearance from ORPP, KRA, HELB, EACC, ODPP and DCI
- Annexure 7: Nominee's Clearance Certificates from ORPP, KRA, HELB, EACC and DCI
- Annexure 8: Nominee's filled Questionnaire
- Annexure 9: Nominee's Curriculum Vitae, academic and professional certificates
- Annexure 10: Report of the Selection Panel
- Annexure 11: Minutes of Committee Sitings
- Annexure 12: Committee's Report Adoption Schedule

## CHAIRPERSON'S FOREWORD

In line with the constitutional and statutory requirements governing the appointment of Members of the Salaries and Remuneration Commission, His Excellency the President, through a letter by the Head of Public Service, Reference No. EOP/CAB.26/4A VOL.VIII/ (13) dated 30<sup>th</sup> September 2025, forwarded to the Speaker of the National Assembly a notification of presidential action, nominating Hon. Eng. Michael Thoyah Kingi for appointment as a Member of the Salaries and Remuneration Commission (SRC).

The nominee has been nominated to represent the Public Service Commission in the Salaries and Remuneration Commission, pursuant to Article 230(2)(b)(ii) of the Constitution.

**On 7<sup>th</sup> October 2025**, the Speaker of the National Assembly relayed the Message from His Excellency the President to the Members and referred the nominee's name together with the curriculum vitae to the Departmental Committee on Labour for Approval Hearing (Vetting) and reporting to the House on **Tuesday, 4<sup>th</sup> November 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, Cap.7F and National Assembly Standing Order 45(3), the Clerk of the National Assembly on **9<sup>th</sup> October, 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 nominee.

In compliance with Section 6(9) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F, the Clerk invited the public to submit memoranda by way of written statements on oath (*affidavits*) on the suitability or otherwise of the nominee. The Memoranda were to be received by **Thursday, 16<sup>th</sup> October 2025** by **5.00 pm**. By the close of the deadline, the Committee had not received any Memorandum in support or in contestation of the suitability of Hon. Eng. Michael Thoyah Kingi, nominee for appointment as a Member of the Salaries and Remuneration Commission.

Further, on **9<sup>th</sup> October 2025**, Clerk wrote to the nominee notifying him of the date, time and place of the Approval Hearing which was scheduled to be conducted on **Tuesday, 21<sup>st</sup> October 2025**, in the **Mini-Chamber, First Floor, County Hall, Parliament Buildings** at **11.00am**.

To fulfil the requirement on personal integrity, the Clerk on **8<sup>th</sup> October, 2025** wrote to the Kenya Revenue Authority, the Ethics and Anti-Corruption Commission, the Directorate of Criminal Investigations, the Higher Education Loans Board, the Director of Public Prosecutions 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 **Tuesday, 21<sup>st</sup> October 2025** and was orally interviewed under Oath having been nominated pursuant to Article 230(2)(b)(ii) and 250 of the Constitution, the Public Appointments (Parliamentary Approval) Act, (Cap.7F), the Salaries and Remuneration Commission Act, Cap.412D 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 position to which he had been nominated; and had the requisite abilities, academic qualifications and professional

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experience to be approved for appointment as a Member of the Salaries and Remuneration Commission, to represent the Public Service Commission.

Emanating from the above observations, the Committee recommends that the House **approves** the appointment of Hon. Eng. Michael Thoyah Kingi, as a Member of the Salaries and Remuneration Commission.

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.

Further, the Committee 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 Article 230(2)(b)(ii) and 250 of the Constitution, Section 8 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F 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 Hon. Eng. Michael Thoyah Kingi, nominee for appointment as a Member of the Salaries and Remuneration Commission.

**Hon. Richard Kiti Chonga, MP**  
**Chairperson**

## **1.0 PREFACE**

### **1.1 Introduction**

1. Pursuant to Articles 230 and 250 of the Constitution and section 7(10) of the Salaries and Remuneration Commission Act, Cap.412D, as read together with sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, Cap.7F, His Excellency the President, through a letter by the Head of the Public Service, Reference No. EOP/CAB.26/4A VOL.VIII/ (13) dated 30<sup>th</sup> September 2025, forwarded to the Speaker of the National Assembly a notification of presidential action, nominating Hon. Eng. Michael Thoyah Kingi for appointment as a Member of the Salaries and Remuneration Commission.
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 hearing of Hon. Eng. Michael Thoyah Kingi, nominee for appointment as a Member of the Salaries and Remuneration Commission.

### **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, 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.



#### **I.4 Committee Membership**

7. The Departmental Committee on Labour 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. Omboko Milemba, CBS, MP  
Emuhaya Constituency  
**ANC Party**

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

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

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

Hon. George Aladwa Omwera, MP  
Makadara Constituency  
**ODM Party**

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

Hon. Njoroge, Mary Wamaua MP  
Maragua Constituency  
**UDA Party**

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, MP  
Nyeri County  
**UDA Party**

Hon. Peter Irungu Kihungi, MP  
Kangema Constituency  
**UDA Party**

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

#### **I.5 Committee Secretariat**

8. The Committee Secretariat comprises the following technical staff:

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

Mr. Joseph Ndirangu  
**Fiscal Analyst I**

Ms. Colletah Sigilai  
**Senior Legal Counsel**

Ms. Wambui Nyachae  
**Research Officer III**

Ms. Yasmin Hassan  
**Assistant Serjeant-At-Arms II**

Mr. Ambrose Nguti  
**Media Relations Officer III.**

Mr. Samuel Wanjiru  
**Clerk Assistant III**

Ms. Josephine Osiba  
**Hansard reporter III**

Mr. Timothy C. Tsungulah  
**Research Officer III**

Ms. Mercylyn Kerubo  
**Audio Officer III**

Ms. Michelle Wanjau  
**Intern**

## 2.0 BACKGROUND

### 2.1 Legal Framework

9. The Salaries and Remuneration Commission is established under Article 230 of the Constitution.
10. Article 230 (2) provides that the Salaries and Remuneration Commission consists of the following persons appointed by the President—
- (a) a chairperson;
  - (b) one person each nominated by the following bodies from among persons who are not members or employees of those bodies—
    - i) the Parliamentary Service Commission;
    - ii) **the Public Service Commission;**
    - iii) the Judicial Service Commission;
    - iv) the Teachers Service Commission;
    - v) the National Police Service Commission;
    - vi) the Defence Council; and
    - vii) the Senate, on behalf of the county governments;
  - (c) one person each nominated by—
    - i) an umbrella body representing trade unions;
    - ii) an umbrella body representing employers; and
    - iii) a joint forum of professional bodies as provided by legislation;
  - (d) one person each nominated by—
    - i) the Cabinet Secretary responsible for finance; and
    - ii) the Attorney-General; and
  - (e) one person who has experience in the management of human resources in the public service, nominated by the Cabinet Secretary responsible for public service.
11. While conducting the approval hearing, the Committee was guided by the following statutes and articles of the Constitution of Kenya-
- i) The Public Appointments (Parliamentary Approval) Act, Cap. 7F;
  - ii) The Salaries and Remuneration Commission Act, Cap. 412D;
  - iii) Article 10 of the Constitution on the national values and principles of governance;
  - iv) Chapter 6 of the Constitution on leadership and integrity;
  - v) Article 77 of the Constitution on restriction on activities of State Officers;
  - vi) Article 78 of the Constitution on dual citizenship; and
  - vii) Article 118 of the Constitution on public participation;

### **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.

### **The Salaries and Remuneration Commission Act, Cap. 412D**

14. Section 5 (2) provides that a person shall be qualified for appointment as a member if the person—

- (a) holds a degree from a university recognized in Kenya;
- (b) has knowledge and at least ten years 'experience in either—
  - i) finance and administration;
  - ii) public management;
  - iii) economics;
  - iv) human resource management; or
  - v) labour laws;
- (c) meets the requirements of Chapter Six of the Constitution; and
- (d) has had a distinguished career in their respective fields.

15. Section 5 (3) provides that a person shall not be qualified for appointment as the chairperson or a member if the person—

- i) is a member of Parliament or County Assembly;
- ii) is a member of a governing body of a political party;
- iii) is a member of a local authority;
- iv) is an undischarged bankrupt; or
- v) has been removed from office for contravening the provisions of the Constitution or any other law.

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

16. 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)**

### **Article 73 of the Constitution (Responsibilities of Leadership)**

17. 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.”

18. 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)**

19. 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 (Citizenship and Leadership)**

20. 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**

21. 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**

22. Pursuant to Articles 230 and 250 of the Constitution and section 7(10) of the Salaries and Remuneration Commission Act, Cap.412D, as read together with sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, Cap.7F, His Excellency the President, through a letter by the Head of the Public Service, Reference No. EOP/CAB.26/4A VOL.VIII/ (13) (Annexure I), dated 30<sup>th</sup> September 2025, forwarded to the Speaker of the National Assembly a notification of presidential action, nominating for appointment, Hon. Eng. Michael Thoyah Kingi as a Member of the Salaries and Remuneration Commission, to represent the Public Service Commission.

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### **2.3 Notification to the House and Referral to the Committee**

23. Pursuant to the provisions of Standing Order 42(1), on 7<sup>th</sup> October 2025, the Speaker of the National Assembly relayed the Message from H.E. the President to the House and referred the nominee's name together with the curriculum vitae to the Departmental Committee on Labour for Approval Hearing (Vetting) and reporting to the House on 4<sup>th</sup> November 2025.

### **2.4 Notification to the Public**

24. 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, Cap.7F 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.
25. Further, Section 6(9) of the Public Appointments (Parliamentary Approval) Act, Cap.7F 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".
26. In compliance with the above provisions, the Clerk of the National Assembly on 9<sup>th</sup> October 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 nominee.
27. In compliance with Section 6(9) of the Public Appointments (Parliamentary Approval) Act, Cap.7F the Clerk invited the public to submit memoranda by way of written statements on oath (affidavits) on the suitability or otherwise of the nominee.
28. The Memoranda were to be received by Thursday, 16<sup>th</sup> October 2025 by 5.00 pm. By close of the deadline, the Committee had not received Memoranda in support or contestation of the suitability of the nominee.

### **2.5 Notification to the Nominee**

29. On 9<sup>th</sup> October, 2025 the Clerk wrote to the nominee notifying him of the date, time and place of the Approval Hearing which was scheduled to be conducted on Tuesday, 21<sup>st</sup> October 2025, in the Mini-Chamber, First Floor, County Hall, Parliament Buildings starting at 11.00am.

### **2.6 Clearance and Compliance Requirements**

30. Section 6(7) of the Public Appointments (Parliamentary Approval) Act, Cap.7F provides that an Approval Hearing shall focus on a candidate's academic credentials, professional training and experience, personal integrity and background.
31. To fulfill the requirement on personal integrity, the Clerk on 8<sup>th</sup> October, 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.

32. In addition, the Clerk wrote to the Office of the Director of Public Prosecution (ODPP) for a report on whether there are any active criminal proceedings against the nominee or any other previous charges against him.
33. On ethics and integrity, the Ethics and Anti-Corruption Commission (EACC) through a letter Ref. No. EACC.7/10/5 VOL. XXXIV (59) dated 16<sup>th</sup> October 2025, (Annexure 6) stated that it had not undertaken any investigations or recommended prosecution against the nominee.
34. On tax compliance, the Kenya Revenue Authority (KRA), through a letter Ref. No. KRA/5/1002/5(13089), dated 22<sup>nd</sup> October 2025, confirmed that the nominee was tax compliant.
35. The Directorate of Criminal Investigations (DCI), through a letter Ref. No. DCI/CRO/SEC/6/7/2/A/VOL.XVIII/7 dated 16<sup>th</sup> October 2025 (Annexure 6) requested the nominee's fingerprints to facilitate a search in the criminal database. The nominee submitted the fingerprints as requested and thereafter obtained the police clearance certificate (Annexure 7),
36. The Higher Education Loans Board (HELB), through a letter dated 14<sup>th</sup> October 2025 (Annexure 6), stated that the nominee was not a beneficiary of higher education loans.
37. 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. IX (39) dated 14<sup>th</sup> October, 2025 (Annexure 6) indicated that the nominee was not an official of any registered political party.
38. On criminal proceedings against the nominee, the Office of the Director of Public Prosecution (ODPP), through a letter Ref. ODPP/SPP/GEN dated 15<sup>th</sup> October 2025, indicated that there are no active criminal proceedings or previous charges recorded against the nominee.

## **2.7 Issues for Consideration during the Approval Hearings**

39. In conducting the approval hearings, the Committee was guided by Section 6(7) and (8) of the Public Appointments (Parliamentary Approval) Act, Cap.7F, 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.
40. 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.



### **3.0 APPROVAL HEARING (VETTING) OF HON. ENG. MICHAEL THOYAH KINGI, NOMINEE FOR APPOINTMENT AS MEMBER OF THE SALARIES AND REMUNERATION COMMISSION (SRC)**

41. Hon. Eng. Michael Thoyah Kingi, nominee for appointment as a Member of the Salaries and Remuneration Commission, appeared before the Committee on Tuesday, 21<sup>st</sup> October 2025 and was orally interviewed under oath pursuant to Article 230 (2) (b)(ii) of the Constitution, the Public Appointments (Parliamentary Approval Act, Cap.7F, Salaries and Remuneration Commission Act, Cap.412D and the National Assembly Standing Orders.

42. The Committee noted the following:

#### **Citizenship, Date and Place of Birth**

43. The nominee is a Kenyan Citizen of ID Number 22598903 and was born in Kilifi County in 1980.

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

44. The nominee holds a Diploma in Civil Engineering from the Kenya Institute of Highways and Buildings Technology. He also has a Bachelor of Science in Civil Engineering from the Jomo Kenyatta University of Agriculture and Technology (JKUAT), where he graduated with Second Class Honors – Upper Division.

45. The nominee has received professional training on Public Procurement and Asset Disposal Act (2015) and Labour Laws and Industrial Relations, as well as a Senior Management Course and Strategic Leadership program by the Kenya School of Government.

#### **Employment Record and Work Experience**

46. The nominee has recently served as the Personal Assistant to the Speaker of the Senate, following his term as a Member of the National Assembly for Magarini Constituency from 2017 to 2022.

47. Prior to this, the nominee held the positions of the Managing Director at Malindi Water & Sewerage Co. Ltd from 2015 to 2017, Technical & Operations Manager at Kilifi Mariakani Water and Sewerage Co. between 2014 and 2015, and Superintendent at the same company from 2012 to 2014. The nominee also has experience as a water technician at the Coast Development Authority (2011-2012), Project Supervisor at Maritech Engineering (K) Ltd and Private General Buildings and Civil Works (2010-2011 and 2005 to 2007).

#### **Professional Association and Memberships**

48. The nominee has been a member of the Engineers Board of Kenya (EBK) as a registered graduate engineer since 2015.

#### **Public Office, Political Activities and Affiliations**

49. The nominee is not an official of any Political Party, but has served as both a Member of Parliament in 2017 under ODM and a Personal Assistant in the office of the Speaker of the Senate.

### **Income and Net worth**

50. The nominee listed his sources of income in the current calendar year preceding nomination as Ksh. 357,000 per month as a Personal Assistant to the Speaker of the Senate and Ksh. 1.2 million per year in farming, totaling Ksh. 1.6 million.
51. He further listed his total net worth as Ksh. 77,594,00, with the approximate amounts consisting of:
- i) Homes – Ksh. 35 million
  - ii) Land – Ksh. 37 million
  - iii) Shares – Ksh. 470,000
  - iv) Car – Ksh. 3 million
  - v) Cash – Ksh. 1.8 million and
  - vi) Livestock – Ksh. 600,000

### **Potential Conflict of Interest**

52. The nominee declared that he does not have any person or matter that would present a potential conflict of interest. However, should it arise, the nominee submitted that he would disclose and recuse himself.

### **Pro-bono/Charity Work/Donation to Charity**

53. The nominee has served as the Chairperson of the Boards of Management of Marereni Secondary School and Adu Secondary School between 2016 and 2017.
54. The nominee has also occasionally made Children's Home Food Contribution of sh. 50,000 as well as Ksh. 3M over 3 years on sponsoring needy students.

### **Integrity**

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

## **3.1 Oral Submission**

56. To assess the nominee's overall suitability for the position, the Committee posed questions to the nominee and he responded as recorded hereunder:

### ***On his alleged candidacy for the Magarini Constituency by-election, set for November 27th 2025.***

57. The nominee informed the Committee that he would not be participating in the exercise. Further, prospective candidates had already submitted and obtained clearance from the Independent Electoral and Boundary Commission (IEBC). In addition, the nominee submitted that he had adhered to the set procedures by the Office of the Registrar of Political Parties to have his name removed from the political parties' register.



***On his academic background in civil engineering and related technical fields and its relevance to understanding complex remuneration structures and economic data at the Salaries and Remuneration Commission***

58. The nominee informed the Committee that engineering involves evidence-based decision-making guided by data analysis. In Comparison, the Salaries and Remuneration Commission (SRC) uses data analysis for tasks including conducting labour market surveys and job evaluations. The commission uses data analysis to guide remuneration and benefits packages.

***On his plans for the Salaries and Remuneration Commission, if approved for appointment.***

59. The nominee submitted that he would seek to offer correct advice to the Commission on remuneration and benefits, noting the need to strike a balance between government austerity measures and fair remuneration.

60. The nominee further stressed on the need to lower the wage bill to revenue ratio to the recommended and sustainable 35% threshold.

***On his tenure as a Member of Parliament and view on the strained relationship between the Commission and Parliament.***

61. The nominee submitted that the Salaries and Remuneration Commission is guided by law in executing its mandate and there's need to adhere to the same. The nominee further reiterated the need for consultations and engagement with the relevant stakeholders to enhance inter-institutional relations.

***On Public Servants being underpaid and the need to enhance the same***

62. The nominee submitted that, upon establishment, the Salaries and Remuneration Commission inherited salary disparities. Over the years, the Commission has worked towards harmonization and balancing of remuneration and benefits, albeit with limited implementation mandate. There is therefore a need to enact legislation to grant the Commission powers to enforce its guidelines and recommendations.

63. The nominee further indicated that harmonisation and balancing of remuneration and benefits would save and avail more resources to cushion the low-paid cadres in the public service.

***On the menace of ghost workers in the public service and the mechanisms to address the problem***

64. The nominee stressed on the need for cooperation with the Public Service Commission to ensure automation and integration of data relating to public sector human resources. Further, there is a need for regular payroll audits to weed out ghost workers.

### **3.2 Committee observations**

65. The Committee, having considered the nominee's filled questionnaire pursuant to section 6(8) of the Public Appointments (Parliamentary Approval) Act, Cap.7F, his curriculum vitae and having heard his oral submission during the approval hearing, made the following observations on his suitability for appointment as a Member of the Salaries and Remuneration Commission:

- i) **THAT**, he is a Kenyan Citizen of ID 22598903 and was born in Kilifi County in 1980 and does not hold dual citizenship;



- ii) **THAT**, the nominee holds a Diploma in Civil Engineering from Kenya Institute of Highways and Buildings Technology. He also has a Bachelor of Science in Civil Engineering from the Jomo Kenyatta University of Agriculture and Technology (JKUAT).

In addition, the nominee has received professional training on Public Procurement and Asset Disposal Act (2015) and Labour Laws and Industrial Relations, as well as a Senior Management Course and Strategic Leadership program by the Kenya School of Government.

- iii) **THAT**, the nominee has recently served as the Personal Assistant to the Speaker of the Senate, following his term as Member of the National Assembly for Magarini Constituency from 2017 to 2022.

Prior to this, the nominee held the positions of the Managing Director at Malindi Water & Sewerage Co. Ltd from 2015 to 2017, Technical & Operations Manager at Kilifi Mariakani Water and Sewerage Co. between 2014 and 2015, and Superintendent at the same company from 2012 to 2014. The nominee also has experience as a water technician at the Coast Development Authority (2011-2012), Project Supervisor at Maritech Engineering (K) Ltd and Private General Buildings and Civil Works (2010-2011 and 2005 to 2007).

- iv) **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 Loan Board (HELB). He was therefore compliant with the provisions of Chapter Six of the Constitution.
- v) **THAT**, the nominee demonstrated extensive knowledge of topical, administrative and technical issues touching on the roles of a Member, and therefore has the requisite abilities, qualifications and experience to serve as a Member of the Salaries and Remuneration Commission.

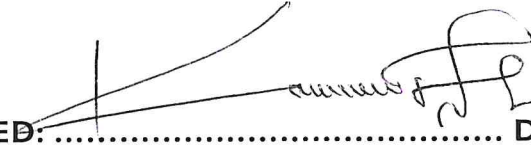
#### **4.0 COMMITTEE FINDINGS ON THE SUITABILITY OF HON. ENG. MICHAEL THOYAH KINGI, NOMINEE FOR APPOINTMENT AS A MEMBER OF THE SALARIES AND REMUNERATION COMMISSION.**

66. The Committee, having considered the nominee's filled questionnaire pursuant to Section 6(8) of the Public Appointments (Parliamentary Approval) Act, CAP.7F, the curriculum vitae and having heard his oral submissions during the approval hearing, made the following findings:


- i) The nominee is a Kenyan citizen and do not hold dual citizenship. Thus, he satisfies the requirements of Article 78(1) and (2) of the Constitution which bars state officers from holding dual citizenship.
- ii) The nominee presented his academic credentials and professional certificates and, during the approval hearings, demonstrated his suitability in accordance with the provisions of Section 6(7) of the Public Appointments (Parliamentary Approval) Act, Cap.7F.
- iii) The nominee does not hold office in any political party, a requirement under Article 77(2) of the Constitution and the Schedule to the Public Appointment (Parliamentary Approval) Cap.7F
- iv) In line with the provisions governing personal integrity, the Committee exercised due diligence and contacted the clearing agencies to ascertain the nominee's integrity and good standing with the said institutions. According to the 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.
- v) Further, the nominee has not been charged in a court of law in the last three years and has not been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years.
- vi) The nominee demonstrated extensive knowledge and experience in public management and administration and topical issues such as the status of remuneration in the public service sector including the menace of ghost workers and sustainability of the public wage bill.
- vii) Pursuant to Section 6(9) of the Public Appointments (Parliamentary Approval) Act Cap.7F, the Committee did not receive any written statement on oath contesting the suitability of the nominee.
- viii) Noting the findings of the Report of the Selection Panel for the recruitment of a Member of the Salaries and Remuneration Commission, the nomination of Hon. Eng. Michael Thoyah Kingi was in compliance with the Constitution and the Public Appointments (Parliamentary Approval) Act (Cap.7F).

**5.0 COMMITTEE RECOMMENDATION**

67. Having conducted the approval hearings pursuant to Article 230(2)(b)(ii) of the Constitution; Sections 3 and 8 of the Public Appointments (Parliamentary Approval) Act, Cap 7F; Salaries and Remuneration Commission Act, Cap.412D and Standing Order 216 (5) (f), the Committee recommends that the House **approves** the appointment of Hon. Eng. Michael Thoyah Kingi as a Member of the Salaries and Remuneration Commission.

SIGNED:  DATE: 4<sup>th</sup> November 2025

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

 <b>THE NATIONAL ASSEMBLY PAPERS LAID</b>	
DATE: 04 NOV 2025	
DAY: TUESDAY	
TABLED BY:	HON. KEM CHONGA, MP (CHAIRPERSON)
CLERK-AT-THE-TABLE:	INZOPU MWALE





REPUBLIC OF KENYA  
THE NATIONAL ASSEMBLY  
THIRTEENTH PARLIAMENT-FOURTH SESSION -2025  
DEPARTMENTAL COMMITTEE ON LABOUR

REPORT ADOPTION LIST

We, the members of the Departmental Committee on Labour, have pursuant to Standing Orders 216(5) (f) and 199, adopted this report on the Approval Hearing/Vetting of Hon. Eng. Michael Thoyah Kingi, nominee for appointment as a Member of the Salaries and Remuneration Commission (SRC), and affix our signatures to affirm our approval and confirm its accuracy, validity and authenticity.

	NAMES	SIGNATURE
1.	Hon. Kiti, Richard Ken Chonga, M.P.- Chairperson	
2.	Hon. Muli Fabian Kyule, MP- Vice Chairperson	
3.	Hon. Omboko Milemba, CBS, M.P.	
4.	Hon. K'Oyoo James Onyango, M.P.	
5.	Hon. Kagesi Kivai Ernest Ogesi, M.P.	
6.	Hon. Lomwa Joseph Samal, M.P.	
7.	Hon. Omwera George Aladwa, M. P.	
8.	Hon. Wambilianga Catherine Nanjala, MP	
9.	Hon. Abdullahi Amina Dika, M.P.	
10.	Hon. Aburi Donya Dorice, M.P.	
11.	Hon. Njoroge Mary Wamaua, M.P	
12.	Hon. Wachira, Rahab Mukami, M.P.	
13.	Hon. Barasa Patrick Simiyu, M.P.	
14.	Hon. Kihungi Peter Irungu, M. P.	
15.	Hon. Siyoi Lillian Chebet, M.P.	

for SIGN.....  
Mr. Abenayo Wasike, Principal Clerk Assistant II HOD DATE.....28/10/2021.....

