

REPUBLIC OF KENYA



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KENYA NATIONAL ASSEMBLY

*By the chairman
Justice and Legal
Affairs, Hon
Samuel Chekungu
On Tuesday 3/13/15*

ELEVENTH PARLIAMENT – THIRD SESSION (2015)

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THE DEPARTMENTAL COMMITTEE

ON

JUSTICE AND LEGAL AFFAIRS

REPORT ON THE APPROVAL FOR APPOINTMENT OF MR. KIPNG'ETICH
ARAP KORIR BETT AND WINNIE WACEKE GUCHU AS COMMISSIONERS,
JUDICIAL SERVICE COMMISSION (JSC)

3 MAR 2015

Clerk Chambers,
Parliament Buildings,
Nairobi.

March 2015

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PREFACE

Hon Speaker,

On behalf of the Departmental Committee on Justice and Legal Affairs, and pursuant to provisions of Standing Order 199(6), it is my pleasant privilege and honour to present to this House the report of the Committee on the approval for appointment of **Mr. Kipng'etich Arap Korir Bett** and **Mrs. Winfred Waceke Guchu** as members of the Judicial Service Commission (JSC).

1.1. Mandate of the Committee

The Committee derives its mandate from Standing Order No. 216(5) which provides as follows:-

- a) To investigate, inquire into, and report on all matters relating to the mandate, management, activities, administration, operations and estimates of the assigned ministries and departments;*
- b) To study the programme and policy objectives of ministries and departments and the effectiveness of their implementation;*
- c) To study and review all legislation referred to it;*
- d) To study, assess and analyze the relative success of the ministries and departments measured by the results obtained as compared with their stated objectives;*
- e) To investigate and enquire into all matters relating to the assigned ministries and departments as may be deemed necessary, and as may be referred to it by the House or a minister; and*
- f) To make reports and recommendations to the House as often as possible, including recommendations of proposed legislation.*

The Second Schedule of the Standing Orders on Departmental Committees further states the subjects which the Committee is supposed to deal with while discharging its mandate. The subjects are as follows:-

- (a) Constitutional affairs;
- (b) The administration of law and Justice, including the Judiciary, public prosecutions, elections, ethics, integrity and anti-corruption; and
- (c) Human rights.

1.2. Committee Membership

The Committee was constituted on Thursday 16th May, 2013 and comprises the following:-

1. Hon. Samuel Chepkong'a, M.P. – Chairperson
2. Hon. Priscilla Nyokabi, M.P. – Vice Chairperson
3. Hon. Njoroge Baiya, M.P.
4. Hon. Muriithi Waiganjo, M.P.
5. Hon. Ndirangu Waihenya, M.P.
6. Hon. Florence Kajuju, M.P.
7. Hon. Kang'ata Irungu, M.P.
8. Hon. Benson Mutura, M.P.
9. Hon. John Njoroge Chege, M.P.
10. Hon. William Cheptumo, M.P.
11. Hon. Mohamed Abdi Haji, M.P.
12. Hon. Kangongo Bowen, M.P.
13. Hon. Sammy Koech, M.P.
14. Hon. Moses Cheboi, M.P.
15. Hon. Paul Bii, M.P.
16. Hon. Charles Gimose, M.P.
17. Hon. Johanna Ng'eno, MP.
18. Hon. Boniface Otsiula, M.P.
19. Hon. David Ouma, M.P.
20. Hon. Neto Agostinho, M.P.
21. Hon. Kaluma Peter, M.P.
22. Hon. Fatuma Ibrahim Ali, M.P.
23. Hon. Ben Momanyi Orari, M.P.
24. Hon. T. J. Kajwang', M.P.
25. Hon. (Bishop) Mutua Mutemi, M.P.
26. Hon. Olago Aluoch, M.P.
27. Hon. (Dr.) Christine Oduor Ombaka, M.P.
28. Hon. Munuve G. Mati, M.P.
29. Hon. Mwamkale William Kamoti, M.P.

1.3. Nomination for appointment of Mr. Kipng'etich Arap Korir Bett and Mrs. Winifred Waceke Guchu as Commissioners to the Judicial Service Commission (JSC)

In exercise of powers conferred on him by Article 171(2)(h) of the Constitution of Kenya as read with Section 15(1) of the Judicial Service Act of 2011, His Excellency the President nominated and forwarded to the National Assembly the names of Mr. Kipng'etich Arap Korir Bett and Mrs. Winifred Waceke Guchu for approval for appointment as Commissioners to the Judicial Service Commission (JSC).

Section 171(2)(h) states as follows:-

2. "The Commission shall consist of:-

(h) One woman and one man to represent the public, not being lawyers, appointed by the President with the approval of the National Assembly"

Section 15(1) of the Judicial Service Act states as follows:-

1. Where the members are to be appointed by the President under Article 171(2)(h) of the constitution, the following procedure shall apply:-

- (a) Until after the first elections under the constitution, the President shall subject to the National Accord and Reconciliation Act, 2008 (No.4 of 2008) and after consultation with the Prime Minister, within seven days of the commencement of this Act, submit the names of the nominees to the National Assembly;**
- (b) The National Assembly shall within seven days after it first meets after receiving the names of the nominees-**
 - (i) Consider the nominees and either approve or reject the nominees**
 - (ii) Notify the President as to the approval or rejection**
- (c) If the National Assembly approves the nominees under Article 1(2)(h), the President shall within three days after receiving the notification from the National Assembly appoint the nominees as members of the Commission**
- (d) If the National Assembly rejects a nominee submitted by the President, the President shall within three days after receiving the notification from the National Assembly submit the names of a new nominee to the National Assembly and the provisions of this sub section shall apply with necessary modifications with respect to the new nominee.**

The nomination of the Mr. Bett and Mrs. Guchu for appointment was conveyed to the House by the Speaker on Thursday, 12th March, 2015. On 17th March, 2015 the House extended the timeline by further ten (10) days from the 20th of March, 2015 within which the Committee was to conclude the vetting process. This followed a motion by the Committee Chair after it became apparent that the

seven days timeline provided by the Judicial Service Act was inadequate. The motion was premised on Section 13 of the Public Appointments (Parliamentary Approval Act) which states as follows:-

“despite the provisions of this Act or any other written law, where a time is prescribed for doing an act or taking a proceeding by the National Assembly relating to a public appointment, the National Assembly may by a resolution extend that time by a period not exceeding fourteen days”

1.4. Public participation in the vetting process

Article 118(1) of the constitution of Kenya provides as follows:-

“Parliament shall:-

- (a) Conduct its business in an open manner, and its sittings and those of its Committees shall be in public***
- (b) Parliament shall facilitate public participation and involvement in the legislative and other business of Parliament and its Committees”***

In line with Article 118 (1) of the constitution, the Committee through notices in the local daily newspapers (the Daily Nation and Standard) of 17th March, 2015 invited the public to submit memorandum on the suitability of the nominees for appointment to the position.

The nominees did not have issues with:-

- (i) Kenya Revenue Authority (KRA)
- (ii) Higher Education Loans Board; and
- (iii) Ethics and Anti-Corruption Commission (EACC)

To stop them from being approved by the National Assembly for appointment. In this regard, letters from the three government agencies are annexed hereto as appendix 2, 3 and 4.

Two memoranda were submitted all expressing reservations on the nominees suitability for appointment. The following submitted the memoranda which are annexed hereto as appendix 5 and 6.

- (i) Prof. Yash Pal Ghai and Jill Cottrel Ghai
- (ii) Mr. Isaack Otieno

The Committee considered all the memoranda before arriving at a decision on their suitability for appointment.

1.5 Sittings of the Committee

The Committee held three sittings in the course of the vetting process. The first sitting was held on 24th March, 2015 where the Committee examined the nominees while the second sitting was held on 26th March, 2015 where the Committee made a determination on the suitability of the nominees' appointment. All minutes of the sitting of the Committee are annexed hereto as appendix 1.

While conducting the hearing, the Committee was guided by the Constitution of the Republic of Kenya, the National Assembly Standing Orders, the Public Appointments (Parliamentary Approval) Act, Chapter 136, the Judicial Service Act No. 1 of 2011 and common conventions, practices and usages.

1.5. Acknowledgement

The Chairperson wishes to thank and commend Committee Members for their devotion and commitment to duty which made this vetting exercise a success. The Committee on the other hand wishes to thank the Office of the Speaker and Clerk of the National Assembly which provided technical support without which the production of this report would have been in vain.

Finally, the Committee wishes to record its appreciation to the staff. Indeed the role they played was critical to the production of this report.

Mr. Speaker Sir,

On behalf of the Committee, I now wish to table this report and urge the House to adopt it.

SIGNED.....

Hon. Samuel Chepkong'a, MP
(Chairperson)

Departmental Committee on Justice and Legal Affairs

DATE.....31.03.2015.....

2.0

EXECUTIVE SUMMARY

Pursuant to Article 171(2) of the Constitution of Kenya 2010 as read with Section 15(1) of the Judicial Service Act, His Excellency the President, Uhuru Kenyatta, CGH, nominated Mr. Kipng'etich Arap Korir Bett and Mrs. Winifred Guchu for appointment as Commissioners to the Judicial Service Commission after approval by the National Assembly. The nominees were to replace Prof. Christine Mango and Rev. Samuel Kobia. Prof. Mango's term expired in December, 2013 and was not renewed while Rev. Samuel Kobia resigned in March, 2015.

Mr. Kipng'etich Arap Korir Bett is a holder of Bachelors degree in Commerce and Post Graduate Diploma in Computer Science from the University of Nairobi and has a rich Curriculum Vitae. He is a Certified Public Accountant, Certified Information Systems Auditor and Certified Public Secretaries amongst other professional qualifications.

Mr. Bett is a Director, Rift Valley Bottlers, Image Registrars Ltd, Savemore Distributors Ltd, Council Member of Kabarak University, Flora Ola Ltd, Salt Lake Trading Ltd among other companies. He has previously been a Deputy Director, Human Resource at Central Bank of Kenya, Managing Director, Uchumi Supermarkets Ltd, Consolidated Bank of Kenya, Joint Receiver Manager of Muhoroni and Miwani Sugar Companies among others. He has also been a Director at CMC Holdings, Kenya Revenue Authority, American Life Insurance (ALICO), Electricity Regulatory Board, Unilever Tea Kenya Ltd, Kenya Anti-Corruption Commission Advisory Board, Higher Education Loans Board among others. He has also been the Executive Director, Industrial and Commercial Development Corporation (ICDC) by virtue of which he was a Director at Development Bank of Kenya, Industrial Development Bank, General Motors Ltd, Kenya Wine Agencies Ltd amongst other companies.

Mr. Bett informed the Committee that his wealth of experience in governance, human resource and risk management would be useful to the Judicial Service Commission (JSC). He denied having illegally acquired land in the Mau Forest but admitted having applied for the same though he never got a response to his application. He after appearance submitted to the Committee an affidavit attached as appendix 9 affirming that he did not own any land in the Mau Forest.

Mrs. Winifred Waceke Guchu holds a Bachelors Degree in Education and is currently the Training Director and Senior Consultant at WMG Management Consultant Ltd. She is currently acting for National Democratic Institute (NDI) and Hanns Seidel Foundation to develop

programmes on women and leadership training in preparation for the 2017 general elections. She recently developed a training manual for Gender Management Systems (GMS) for International Development Law Organization (IDLO) and the Ministry of Devolution and Planning. She was part of the team that developed the Judicial Transformation Framework (JTF), has developed training manuals for five county governments and has conducted a needs assessment for the Ford Foundation.

She has done consultancy works for the Independent Electoral and Boundaries Commission (IEBC), National Aids Control Council, Kenya Human Rights Institute, Gender and Governance Programme in Kenya, Association of Persons with Disabilities (APDK), Kenya Prisons, Kenya Women Parliamentary Association (KEWOPA), Rwanda for Rwanda Women's Network, Somalia for International Medical Corps amongst others.

She informed the Committee that her experience and skill in policy formulation would be useful to the Judicial Service Commission (JSC) in realizing its objectives. She also stated that though she served as a Commissioner at the Interim Independent Electoral Commission (IIEC), she was not involved in the irregular procurement of electoral materials (chicken scandal) and that the Tender Committee was responsible after approval by the Commission.

She admitted the key role she played for TNA Party during and after the 2013 general elections and submitted that here affiliation to TNA would not in any way compromise her service delivery to Kenyans if appointed a JSC Commissioner. She was independent minded and would ensure her actions are dictated by the rule of law and integrity, not party affiliation.

The Committee was persuaded that the two nominees qualified for appointment based on their professional qualifications, experience and response to issues raised by Members but expressed concern that recent nominations for government appointments for approval by the House were skewed towards two regions from which the two nominees hailed.

The Committee recommends that the House approves the nominees for appointment but wishes to state that in future, it will not recommend for approval names of persons whose representation does not reflect the face Kenya.

This report has been adopted by majority members with only one Member dissenting on grounds that the nominations favoured two regions.

3.0. BACKGROUND

3.1. Establishment of the Judicial Service Commission (JSC)

The Judicial Service Commission (JSC) is established by Article 171 of the Constitution of Kenya which outlines its composition and functions.

3.2. Membership of the Commission

Article 171 (2) of the constitution provides as follows:-

“The Commission shall consist of:-

- (i) the Chief Justice who shall be the chairperson of the Commission;*
- (ii) one Supreme Court Judge elected by the Judges of the Supreme Court;*
- (iii) one Court of Appeal Judge elected by the Judges of the Court of Appeal;*
- (iv) one High Court Judge and one Magistrate, one a woman and one a man elected by members of the Association of Judges and Magistrates;*
- (v) The Attorney General;*
- (vi) two Advocates, one a woman and one a man, each of whom has at least fifteen years’ experience elected by members of the statutory body responsible for the professional regulation of advocates;*
- (vii) one person nominated by the Public Service Commission; and*
- (viii) one woman and one man to represent the public not being lawyers, appointed by the President with the approval of the National Assembly.*

4.0. HEARING ON THE APPROVAL FOR THE APPOINTMENT OF MR. KIPNG’ETICH ARAP KORIR BETT AND MRS. WINIFRED WACEKE GUCHU AS JSC COMMISSIONERS

The nominees were nominated under Article 171(2) (viii) i.e.

“one woman and one man to represent the public not being lawyers, appointed by the President with the approval of the National Assembly”

The nominees were to replace Prof. Christine Mango and Rev. Samuel Kobia. Prof. Mango's term expired in December, 2013 and was not renewed while Rev. Samuel Kobia resigned in March, 2015.

MR. KIPNG'ETICH ARAP KORIR BETT

The nominee appeared before the Committee on 24th March, 2015 at 11.00 a.m. and responded to questions put to him by the Committee as follows:-

4.1. Self introduction and educational background

He was born on 4th January, 1961 in Sacho location, Baringo County. He completed high school education in 1980 at Nairobi School and joined University of Nairobi the same year where he obtained a Bachelors degree in Commerce (accounting option) in the year 1984. He also obtained a Post Graduate Diploma in Computer Science at the same University in the year 1988.

4.2. Professional qualifications

He holds the following professional qualifications:-

- (i) Certified Public Accountant by virtue of which he was a member of Certified Public Secretaries of Kenya;
- (ii) Certified Information Systems Auditor attained in the year 2009;
- (iii) Certified Public Secretaries of Kenya membership attained in 1990 by virtue of which he was a member of the Institute of Certified Public Secretaries of Kenya;
- (iv) Member of the Institute of Bankers.

The nominee also informed the Committee that he had taken several other courses and attended several workshops and seminars notably:-

- (i) International Trade, Contracts and Malpractices Course, SGS, UK Training Centre;
- (ii) Managing Regulators and Independent Operators and Monitoring Private Contracts in Washington DC on March, 2001;
- (iii) Performance contracts by Boston Institute for Developing Economies in March, 2007;
- (iv) Micro Finance Course by the World Bank Institute in May-June, 2003;
- (v) TPM Foundation training by Unilever Kenya Ltd in May, 2004;

- (vi) Strategic Management Workshop by WillPower Institute in December, 2003;
- (vii) Good Corporate Governance organized by the Anti-Corruption Police Unit in May, 2003.

4.3. Employment and work experience

He has been in Private Practice for over twenty four (24) years in the following areas: Human Resource Management, Accountancy, Auditing, Company Secretary, Company Registrar, Corporate Management, Receivership and Financial Services through: Bett/MGI Adam & Associates Certified Public Accountants and Management consultancy firms and Image Registrars Ltd where he still serves as Managing Partner and Director respectively.

He is currently a Director at Rift Valley Bottlers, Image Registrars Ltd, Savemore Distributors Ltd, Council Member, Kabarak University, Flora Ola Ltd, Salt Lake Trading Ltd among Among others.

He was the Managing Director, Uchumi Supermarkets Limited from June to November 2004. He has been Joint Receiver and Manager of Ricardo E.P.Z International Ltd (In Receivership) November 2015 to date; Manager Rupa Cotton Mills (EPZ) Ltd. (In Receivership) May 2014 to July 2014; Joint Receiver Manager Muhoroni Sugar Co. Ltd. (In Receivership); Joint Receiver Manager Miwani Sugar Co. (1989) Ltd. (In Receivership)

He has previously been a Director at CMC Holdings, CMC Aviation, CMC Motors Group, Kenya Revenue Authority (KRA), American Life Insurance (ALICO), Moi Teaching and Referral Hospital (MTRH), The then Electricity Regulatory Board (ERB), Unilever Tea Kenya Ltd, The then Kenya Anti-Corruption Advisory Board (KACC-AB) and Higher Education Loans Board (HELB). He also served as a board member in over 15 companies where ICDC held significant shareholding in the period, between February 1999 to November 2001.

From Nov 2001 to January 2004 he was the Managing Director, Consolidated Bank of Kenya Limited. During this period, he put the Bank to profitability and restructured the capital base to ensure compliance with the Central Bank requirements. In the same period he implemented an online real-time banking system that made Consolidated Bank among the first branch less banks in Kenya in 2002.

From February 1999 – November 2001 he was the Executive Director (CEO), Industrial and Commercial Development Corporation (ICDC) now Centum Investment. As the CEO, he was responsible for all

portfolio investments of the corporation which covered commercial loans and direct equity holdings in over 20 companies that spread across a number of sectors in Kenya: manufacturing, trading, banking and transport services.

As Executive Director ICDC I held directorship in a number of companies where the corporation had direct interest among them were: Mount Kenya Bottlers (as Board Chairman), Development Bank of Kenya (DBK), Industrial Development Bank of Kenya (IDB), AON Minet Insurance Brokers Ltd, Eveready Kenya, Kenya Wine Agencies (KWAL), Agro-Chemical & Food Co., Funguo Investment Ltd. (as Board Chairman), Panafrican Paper Mills, General Motors Kenya, Rift Valley Bottlers, Raymond Woolen Mills, Kenya National Trading Corporation (as Board Chairman), Kisii Bottlers and Nairobi Bottlers.

He worked for Central Bank of Kenya from 1984 to 1997 when he went for early retirement. At the time of retirement, he was the Deputy Director, Human Resources. He had also been the Liquidation Agent, Trade Bank (in liquidation) under Deposit Protection Fund Board, Assistant Liquidation Agent, Post Bank Credit (in liquidation) under Deposit Protection Fund Board, Financial Analyst - Bank Supervision Department, Superintendent - Exchange Control, Exports Division In charge of processing export documents and monitoring export proceeds and Assistant Superintendent - Exchange Control, Imports Division In charge of processing import documents.

4.4. What he knows about the Judicial Service Commission (JSC) ?.

The Judicial Service Commission (JSC) comprises thirteen Commissioners and a Secretary and its functions include:-

- (i) Appointing Judges and Magistrates;
- (ii) Determining terms and conditions of service for Judiciary Staff;
- (iii) Capacity building for Judiciary staff, Judges and Magistrates;
- (iv) Dealing with complaints against judicial officers;
- (v) Advising the national government on administration of justice.

4.5. What would he bring to the Judicial Commission if given the job ?.

He stated that his wide experience in governance, human resource and risk management would be useful to the Commission and the Judiciary.

4.6. What would he do to tackle corruption?

He informed the Committee that having worked for the Ethics and Anti-Corruption Commission (EACC) he had the necessary expertise of dealing with corruption in the Judiciary. Most importantly, he would put in place systems and procedures that enhance governance.

4.7. Illegal land allocation in the Mau Forest

In their memorandum to the Committee, Prof. Yash Pal Ghai and Jill Cottrel Ghai informed the Committee that they had reservations with the nominee being approved for the job because he was a beneficiary of illegal land allocation in the Mau Forest.

The nominee informed the Committee that even the famous Ndungu report on illegal land allocation named him as a beneficiary of illegal land allocation in the Mau Forest. He stated that though he applied for land allocation in the area, he never got a response to his application and never took possession of any land in the forest, neither had he even been there. He submitted an affidavit attached as appendix 9 affirming that he did not own any land in Mau forest.

He applied for the allocation of the land in 1997 in good faith not knowing that it was gazetted as a forest. As soon as he learnt the land was in a forest area, he never followed up the application.

4.8. His tenure as the Chief Executive Officer (CEO), Industrial and Commercial Development Corporation (ICDC) and the performance of Development Bank of Kenya (DBK) and Industrial Development Bank (IDB)

As the ICDC CEO, he was responsible for all portfolio investments of the corporation which covered commercial loans and direct equity. As the CEO of ICDC, he represented the corporation in several boards of companies where the corporation had stake. Development Bank of Kenya (DBK) and Industrial Development Bank (IDB) were on lending institutions in which ICDC had stake.

He was not responsible for the two banks' poor performance. When he left, Development Bank of Kenya (DBK) was performing well while Industrial Development Bank (IDB) performed poorly because it relied on credit facilities for its operations which was not sustainable because there came a time when the line of credit was not forthcoming. During his tenure, ICDC made profit.

4.9. His representation of the public in JSC

He had been nominated to represent the public in JSC and allayed fears that he would represent particular interests. One of the major

issues he would ensure is addressed is the backlog of cases. In this regard, he said that he would ensure capacity enhancement and effective case management systems to clear backlogs.

4.10. Why he retired from the Central Bank of Kenya (CBK) at the young age of thirty five (35) ?.

In 1997, he was the Deputy Director, Human Resource Division (Central Bank of Kenya (CBK). During the year, the Bank restructured whereby some Directorates were merged including his. The restructuring came with an early retirement package which he opted to take in order to concentrate on private business.

4.11. Relationship between the Judiciary and other organs of the Government

Should he become a JSC Commissioner, he would ensure cordial relations through dialogue and improved linkages between the Judiciary and other government organs.

4.12. Question on how he joined the University of Nairobi at the age of nineteen (19) which was young

He stated that he joined class one early at the early age of five and joined University immediately after completion of high school. During their years, they joined university immediately after completion of high school unlike subsequent years where those admitted had to join the National Youth Service for some time before joining the University. It was therefore perfectly in order for him to join the university at the age of nineteen (19).

The nominee's Curriculum Vitae and testimonials are annexed hereto as appendix 7

MRS. WINIFRED WACEKE GUCHU

4.13. Educational background

She completed her O Level education at Gathirimu Girls Technical High School, Kiambu where she obtained 1st division. She completed her A Level education at State House Girls High School, Nairobi where she attained 8 points. She graduated in Education (Home Economics) at the Kenyatta University in 1991.

4.14. Key qualifications and work history

She is currently working at WMG Management Consultancy Limited as the Training Director and Senior Consultant. WMG will run a series

of workshop as the Kenyan electoral cycle unfolds towards the General Elections under the new constitutional dispensation.

She is working on two programmes in Kenya on Women and Leadership Training to prepare women for elective positions for the 2017 general elections in Kenya. These programmes are continuous and will run till 2017 August general elections. The two programmes are run by the National Democratic Institute (NDI) and Hanns Seidel Foundation through ICDI.

She recently developed the training manual for Gender Management Systems (GMS) for International Development Law Organization (IDLO) and the Ministry of Devolution and Planning.

She has conducted a needs assessment for Ford Foundation grantees and made recommendations on key areas of programme focus relevant in the Kenya, Uganda and Tanzania.

She has developed training content and trained five (5) County Governments on effective and efficient ways of running County Governments in line with the devolved legislation and the Kenyan Constitution with reference to international best practices.

She was part of the team that developed the Judicial Transformation Framework (JTF). Also implemented the process of devolving the Judicial Transformation Framework to all the court stations in the country and developing the stations and regional results oriented strategic plans. She was also part of the team that developed the new institutional structure with a framework to implement the JTF. She also developed the strategic planning framework for the Judiciary.

She worked with the National Democratic Institute in developing election timelines in line with the Kenyan new constitution, the Elections Act 2011, the Political Parties Act 2011 and the Campaign Financing Bill 2011. These timelines were used to guide the National Elections Observation Group throughout the election cycle towards the 2013 Kenya General Elections. She is also developing tools for collecting data to ensure that these timelines are met.

She has worked with the UN Women – Gender and Governance Programme (GGP) Kenya. This is a national elections programme that UN Women manages on behalf of the GGP basket fund. There are 41 NGOs implementing various programmes such as increasing women's participation in decision-making positions as well as civic educations. She was contracted to train the NGOs on programme implementation within the electoral cycle and the help the organizations understand

legislation on elections and the inter-relationship in the Constitution and other elections related laws.

From 2012 to 2013, she worked as the Executive Director for The National Alliance which is the ruling party in Kenya. She set up the political party and build its member base to be the largest party in Kenya. She played a key role to mobilize voters and coordinate all party activities at the grassroots. She was responsible for training and coordinating all party agents' activities during the general elections and was the presidential agent. She was also the key witness in the presidential petition case.

From 2008 to 2011 she was a Commissioner at the Interim Independent Electoral Commission of Kenya (IIECK) to bring about electoral reforms. She was the Chairperson of the Human Resource and Training Committee. She has also been responsible of developing training content on elections and overseen the training of all election staff, which has lead to the successful conduct of by elections and the referendum.

She has also worked for the Federation of Women Lawyers – Kenya (FIDA-K) as a Programme Officer, Legal and Gender Awareness Programme as well as Otieno Odongo and Partners Consulting Engineers where she served as Administration and Personnel Manager.

4.15. Achievements

She cited the following as her main achievements in her career:-

- (i) Participated in developing the organizational structure, job descriptions and recruitment process of the newly established Elections Management Body in Kenya namely the Interim Independent Electoral Commission.
- (ii) Developed the cascade training modules for by- elections and referendum management, which has been successfully operationalised.
- (iii) Developed the phased voter education programmes for the Electoral Cycle in preparation for the Referendum.
- (iv) Participated in the drafting and development of the Referendum Rules and Regulations 2010, Independent Elections and Boundaries Act 2011, Elections Act 2011 and Political Parties Act 2011.
- (v) Developed the elections operational plan, which has been institutionalized for running elections;

- (vi) Conceptualized and developed the operations of call centres at the constituency and national levels during by elections and referendum;
- (vii) Reviewed the National Voter Education Curriculum and the IIEC Exit Report.

4.16. Experience in developing national frameworks

In 2008, she developed the Action Plan, Guidelines and indicators for Gender Mainstreaming in the National HIV responses. The instructing client was the National Aids Control Council (NAACC).

In 2008, she developed the National Framework on Gender Based Violence. The instructing client was the National Commission on Gender and Development.

In 2009, she developed the Implementation Framework for Gender Based Violence including Child Sexual Abuse. The instructing client was the East, Central and Southern African Health Community.

4.17. Experience in developing strategic plans

Since 2002, she had developed strategic plans for the following institutions:-

- (i) International Republican Institute (IRI), Uganda;
- (ii) National Democratic Institute – Kenya;
- (iii) National Aids Control Council (NACC);
- (iv) Kenya Human Rights Institute;
- (v) Gender and Governance Programme in Kenya;
- (vi) Ministry of Gender, Sports, Culture and Social Services;
- (vii) Kenya Women Parliamentary Association (KEWOPA);
and
- (viii) Association of Persons with Disabilities in Kenya (APDK).

She has developed training materials for:-

- (i) Law and Health Initiative Project
- (ii) Interim Independent Electoral Commission
- (iii) Kenya Women Judges Association and Women in Law and Development
- (iv) Proginist – Ethiopian Non Government;
- (v) Rwanda for Rwanda Women's Network;
- (vi) Kenya for the National Democratic Institute;
- (vii) Somalia for International Medical Corps;

- (viii) Kenya for the Kenya Police Force and Women in Law and Development;
- (ix) Kenya for the Attorney General's office and Women in Law and Development;
- (x) Management of Decentralized Funds in Kenya for ABANTU for Development;
- (xi) Human Rights Training Manual for Kenya Prisons;
- (xii) Fact sheets on Women in Political leadership for Abantu for Development – Kenya
- (xiii) Training manual on Women's Participation in the Constitutional Review Process for the Federation of Women Lawyers – Kenya;
- (xiv) NGO management & Sustainability Training Manual for AMREF
- (xv) Handbook on Sexual and Gender Based Violence in Refugee Camps for UNHCR
- (xvi) Voter Education and Electoral Process for the Electoral Commission of Kenya.

From 1992 to 2015, she has conducted evaluations for the following:-

- (i) Ethiopia for Henrich Boll Foundation, Effectiveness
- (ii) Kenya for CIDA-GESP, DANIDA, SIDA and DFID
- (iii) Kenya for ABANTU Development
- (iv) Kenya for Education Centre for Women in Development;
- (v) Kenya for ITDG in Nyanza and Western Provinces;
- (vi) Kenya for Christian Children Fund.

4.18. Key issues to address at the Judiciary if appointed JSC Commissioner

She informed the Committee that she had a lot of experience and skill in policy formulation and she would use them in improving staff welfare and services. She stated that poor terms and conditions of service were a major contributory factor for corruption by staff.

4.19. Her relationship with the Judicial Service Commission (JSC)

She had a good working relationship with the Judicial Service Commission (JSC) and the Judiciary. She was in the team that developed the Judiciary Transformation Programme. The development of the programme was funded by GIZ of Germany.

4.20. Public participation in the Judicial process

She cited public participation in the judicial process as necessary to fight corruption. Should she be appointed Commissioner, she would

do what she can to ensure enhanced public participation in the judicial process.

4.21. Capacity building for Judges, Staff and Magistrates

This was essential for quality service delivery and she would advocate for it if appointed a Commissioner.

4.22. Slow conclusion of court cases

This was an issue of great public concern and had created a backlog of cases. If appointed Commissioner, she would strive to ensure there is a clear policy on timelines for conclusion of court cases.

4.23. Inadequate and poor court facilities

This was another issue of great public concern. She pointed out cases where members of the public attending courts had no place to sit and Magistrates had to go to their homes to shower and back thereby delaying service delivery. If appointed Commissioner, this was an issue she will take necessary steps to ensure it is addressed.

4.24. Irregular procurement of election materials (chicken gate scandal) by the Independent Electoral and Boundaries Commission (IEBC)

The procurement took place while she was a Commissioner at the Interim Independent Electoral Commission (IIEC). The Tender Committee was responsible for the procurement after approval by the full Commission in a meeting she attended. She was not involved in the direct procurement of the materials and only learnt of the scandal through the media.

4.25. Public perception on representation by the nominee in JSC taking into account her role in TNA's victory of the 2013 Presidential election

She informed the Committee that she was independent minded and had a huge responsibility to act in the best interest of the public while serving them. In this respect, her actions would be guided by the rule of law and integrity and not political affiliation.

She further stated that though she had been nominated to represent women in JSC, she would ensure that men are equally represented well should she be appointed to the job.

4.26. Allegations that Mrs. Winifred Guchu of TNA and Mr. Davis Chirchir of URP were allowed access to the IEBC

**national tallying centre for the 2013 general elections
to the exclusion of other agents**

In their memorandum to the Committee, Prof. Yash Pal Ghai and Jill Corttrel Ghai claim that the nominee and Mr. Chirchir were allowed access to the IEBC national tallying centre for the 2013 general elections at the Bomas of Kenya to the exclusion of other agents. Their claim is based on the evidence of Mrs. Janet Ong'era of ODM in the 2013 Presidential Election Petition. Mrs. Ong'era was the party's agent.

She stated that all parties were given accreditation to access the national tallying centre including Mrs. Janet Onge'ra. All parties had equal access to the centre through their accredited agents.

4.27. Relationship between the Judiciary and other institutions

She was aware that the relationship between the Judiciary and other government institutions was wanting and informed the Committee that if appointed a Commissioner, she would do what she can to address the situation. Most importantly she would push for parties to dialogue and enhance cooperation.

4.28. Sexual harassment against women

She affirmed that cases of sexual harassment against women were common in the public service and stated that if appointed JSC Commissioner, she would push for the enactment of a policy to address the situation at the Judiciary.

The nominee's Curriculum Vitae and testimonials are annexed hereto as appendix 8.

5.0. OBSERVATIONS AND FINDINGS

Specific observations

5.1. Mr. Kipng'etich Arap Korir Bett

The main issue that would have hindered recommendation for his appointment was the allegation that he was illegally allocated land at the Mau Forest. He admitted that he applied for the land but never got a response to his application, neither was he in possession of any land in Mau Forest as affirmed by an affidavit annexed as appendix 5.

The Committee observed that the allegation that the nominee owned land illegally acquired was based on internet blog i.e. http://kotabsabaot.blogspot.com/2008_12_01_archive.html which in the absence of any other supporting evidence could not be credible proof of ownership. Its inadmissibility is even alluded to by Prof. Yash Pal Ghai and Jill Cottrel Ghai, the authors of a memorandum on his suitability for appointment.

Otherwise based on his professional qualifications, work experience and response to questions put to him by Members, the Committee by majority found the nominee qualified and competent for appointment as a Judicial Service Commissioner.

5.2. Mrs. Winifred Waceke Guchu

The Committee observed that though she was a Commissioner at the Interim Independent Electoral Commission (IIEC), she was not involved in the irregular procurement of election materials (chicken gate scandal) and was therefore not culpable.

The Committee was further persuaded by her assertion that though she was affiliated to TNA party, her actions while representing the public in JSC would be guided by the rule of law and integrity and not political affiliation.

Otherwise based on her professional qualifications, work experience and response to questions put to her by Members, the Committee by majority found the nominee suitable for appointment as a Judicial Service Commissioner.

General observation

The Committee observed with concern that recent nominations for approval by the House for appointment to various government positions favoured two regions and condemned this trend. In future, the Committee, will not recommend to the House for approval nominations whose representation does not reflect the face of Kenya. Appendix 10 of this report shows names of various office holders for Commissions and Independent Offices under Chapter 15 of the Constitution of Kenya.

6. RECOMMENDATIONS

The Committee recommends as follows:-

- (i) The House approves the appointment of Mr. Kipng'etich Arap Korir Bett as a Commissioner, Judicial Service Commission (JSC) by H.E. the President;**

- (ii) The House approves the appointment of Mrs. Winifred Waceke Guchu as a Commissioner, Judicial Service Commission (JSC) by H.E. the President;**
- (iii) H.E. the President should in future ensure that names submitted to the House for approval for appointment reflect the true face of Kenya failure of which the House will not approve them.**

APPENDIX 1

MINUTES OF THE FIFTEENTH SITTING OF THE DEPARTMENTAL COMMITTEE ON JUSTICE AND LEGAL AFFAIRS HELD ON TUESDAY 24TH MARCH 2015 AT 10.00 A.M. IN THE COMMITTEE ROOM ON 4TH FLOOR, CONTINENTAL HOUSE BUILDING, PARLIAMENT BUILDINGS

PRESENT:-

- | | | |
|-----------------------------------|---|-------------------------|
| 1. Hon. Samuel Chepkong'a, MP | - | Chairperson |
| 2. Hon. Priscilla Nyokabi, MP | - | Vice Chairperson |
| 3. Hon. Mohamed Abdi Haji, MP | | |
| 4. Hon. William Mwamkale, M.P | | |
| 5. Hon. Johanna Ngeno, MP | | |
| 6. Hon. Munuve Mati John, MP | | |
| 7. Hon. David Ouma Ochieng, MP | | |
| 8. Hon. Benson Mutura, MP | | |
| 9. Hon. Mutua Mutemi (Bishop), MP | | |
| 10. Hon. Kaluma Peter, MP | | |
| 11. Hon. John Njoroge Chege, MP | | |
| 12. Hon. Olago Aluoch, MP | | |
| 13. Hon. Ndirangu Waihenya, MP | | |
| 14. Hon. Ben Momanyi Orori, MP | | |
| 15. Hon. William Cheptumo, MP | | |
| 16. Hon. Njoroge Baiya, MP | | |
| 17. Hon. Fatuma Ibrahim Ali, MP | | |
| 18. Hon. Neto Agostinho, MP | | |
| 19. Hon. Moses Cheboi, MP | | |
| 20. Hon. Florence Kajuju, MP | | |
| 21. Hon. Boniface Otsiula, MP | | |
| 22. Hon. Dr. Christine Ombaka, MP | | |
| 23. Hon. Muriithi Waiganjo, MP | | |
| 24. Hon. Charles Gimose, MP | | |
| 25. Hon. T.J. Kajwang', MP | | |
| 26. Hon. Paul Bii, MP | | |
| 27. Hon. Sammy Koech, MP | | |

ABSENT WITH APOLOGIES:-

28. Hon. Kang'ata Irungu, MP
29. Hon. Kangongo Bowen, MP

IN ATTENDANCE:-

NATIONAL ASSEMBLY

- | | | |
|----------------------------|---|------------------------|
| 1. Mr. George Gazemba | - | Senior Clerk Assistant |
| 2. Ms. Mary Luka Lemerelle | - | Clerk Assistant III |
| 3. Mr. Ahmed Salim | - | Clerk Assistant III |
| 4. Mr. Yezzel Jilo | - | Serjeant-at-arms |

MIN No. 35/2015 - PRELIMINARIES

The Chairperson called the meeting to order at 10:15 a.m. and said prayers. He informed Members that the agenda for the meeting was to vet Mr. Kipng'etich Arap Bett Korir and one Ms. Winnie Waceke Guchu who had been nominated by the President for appointment as Commissioners to the Judicial Service Commission (JSC).

MIN No. 36/2015 - VETTING OF MR. KIPNG'ETICH ARAP KORIR BETT

Mr. Bett informed the Committee that he was a holder of Bachelor's degree in Commerce and Post Graduate Diploma in Computer Science from the University of Nairobi and has a rich curriculum vitae having worked for public and private institutions and or companies. He informed the Committee that his wealth experience in governance, human resource and risk management would be useful to the Judicial Service Commission. He denied having illegally acquired land in the Mau Forest but admitted having applied for the same though he never got a response to his application.

MIN No. 37/2015 - VETTING OF MS. WINNIE WACEKE GUCHU

Mrs. Guchu informed the Committee that she holder of a Bachelor Degree in Education and currently the Training Director and Senior Consultant at WMG Management Consultant Ltd. She was also acting for the National Democratic Institute (NDI) and Hanns Seidel Foundation to develop programmes on women and leadership training in preparation for the 2017 general elections. She demonstrated experience in consultancy having undertaken many assignments for several institutions and companies both locally and internationally.

She admitted the key role she played for TNA Party during and after the 2013 general elections and submitted that her affiliation to TNA would not in any way compromise her service delivery to Kenyans if appointed a JSC Commissioner.

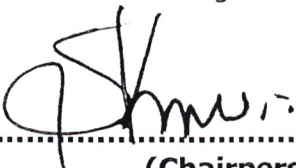
MIN No. 38/2015: - ANY OTHER BUSINESS

The Committee resolved to meet on 20th March, 2015 to make a decision on the suitability for appointment of the nominees to the Judicial Service Commission having heard from them.

On retreat with IEBC, scheduled for 7th and 8th April, 2015 in Mombasa, the meeting resolved that since the House would be on recess during that week, other earmarked retreats with the National Gender and Equality Commission, the Kenya National Commission on Human Rights and Judiciary be held during the same week for convenience.

MIN No. 39/2015 - ADJOURNMENT

The Chairperson adjourned the meeting at one o'clock till Wednesday, 26th March 2015 at ten in the morning.

Signed: 
(Chairperson)

Date: 31.03.2015

MINUTES OF THE SIXTEENTH SITTING OF THE DEPARTMENTAL COMMITTEE ON JUSTICE AND LEGAL AFFAIRS HELD ON THURSDAY, 26TH MARCH 2015 AT 10.00 A.M. IN THE BOARDROOM ON 9TH FLOOR, HARAMBEE CO-OPERATIVE PLAZA, PARLIAMENT BUILDINGS

PRESENT:-

- | | | |
|-----------------------------------|---|-------------------------|
| 1. Hon. Samuel Chepkong'a, MP | - | Chairperson |
| 2. Hon. Priscilla Nyokabi, MP | - | Vice Chairperson |
| 3. Hon. Mohamed Abdi Haji, MP | | |
| 4. Hon. William Mwamkale, M.P | | |
| 5. Hon. Johanna Ngeno, MP | | |
| 6. Hon. Munuve Mati John, MP | | |
| 7. Hon. David Ouma Ochieng, MP | | |
| 8. Hon. Benson Mutura, MP | | |
| 9. Hon. Mutua Mutemi (Bishop), MP | | |
| 10. Hon. Kaluma Peter, MP | | |
| 11. Hon. John Njoroge Chege, MP | | |
| 12. Hon. Olago Aluoch, MP | | |
| 13. Hon. Ndirangu Waihenya, MP | | |
| 14. Hon. Ben Momanyi Orori, MP | | |
| 15. Hon. William Cheptumo, MP | | |
| 16. Hon. Njoroge Baiya, MP | | |
| 17. Hon. Fatuma Ibrahim Ali, MP | | |
| 18. Hon. Neto Agostinho, MP | | |
| 19. Hon. Moses Cheboi, MP | | |

ABSENT WITH APOLOGIES:-

20. Hon. Florence Kajuju, MP
21. Hon. Boniface Otsiula, MP
22. Hon. Dr. Christine Ombaka, MP
23. Hon. Muriithi Waiganjo, MP
24. Hon. Kangongo Bowen, MP
25. Hon. Paul Bii, MP
26. Hon. Sammy Koech, MP
27. Hon. Charles Gimose, MP
28. Hon. Kang'ata Irungu, MP.
29. Hon. T.J. Kajwang', MP

IN ATTENDANCE:-

NATIONAL ASSEMBLY

- | | | | |
|----|--------------------|---|------------------------|
| 1. | Mr. George Gazemba | - | Senior Clerk Assistant |
| 2. | Mr. Ahmed Salim | - | Clerk Assistant III |
| 3. | Mr. Yeziel Jilo | - | Sejeant-at-arms |

MIN No. 40/2015: - PRELIMINARIES

The Chairperson called the meeting to order at 10:15 a.m. followed by a word of prayer by Hon. Mutua Mutemi (Bishop), MP.

MIN No. 41/2015: CONSIDERATION OF REPORT ON THE VETTING OF NOMINEES FOR APPOINTMENT AS JUDICIAL SERVICE COMMISSIONERS

The Committee considered the draft report on the vetting of Mr. Kipng'etich Arap Korir Bett and Mrs. Winnie Guchu, nominees for appointment as Judicial Service Commissioners and resolved that the two were qualified and competent. Consequently, the Committee would be recommending to the House to approve them for appointment.

The Committee however expressed concern that recent approvals by the House for appointments to government positions favoured two regions and resolved that in future, it would not recommend to the House approval of nominees who do not reflect the face of Kenya.

It was agreed that the Committee meets on Tuesday, 31st March, 2015 to formally adopt the report.

MIN No. 42/2015 - ADJOURNMENT

There being no business to transact, the Chairperson adjourned the meeting at one o'clock till Thursday, 31st March, 2015 at ten in the morning.

Signed:
(Chairperson)

Date:

**MINUTES OF THE SEVENTEETH SITTING OF THE DEPARTMENTAL
COMMITTEE ON JUSTICE AND LEGAL AFFAIRS HELD ON TUESDAY 31ST
MARCH 2015 AT 10.00 A.M. IN COMMITTEE ROOM, 5TH FLOOR,
CONTINENTAL HOUSE, PARLIAMENT BUILDINGS**

PRESENT:-

- | | | | |
|-----|--------------------------------|---|-------------------------|
| 1. | Hon. Samuel Chepkong'a, MP | - | Chairperson |
| 2. | Hon. Priscilla Nyokabi, MP | - | Vice Chairperson |
| 3. | Hon. Charles Gimose, MP | | |
| 4. | Hon. Mutua Mutemi (Bishop), MP | | |
| 5. | Hon. Kaluma Peter, MP | | |
| 6. | Hon. Benson Mutura, MP | | |
| 7. | Hon. Paul Bii, MP | | |
| 8. | Hon. Ben Momanyi Orori, MP | | |
| 9. | Hon. David Ouma Ochieng, MP | | |
| 10. | Hon. Kangongo Bowen, MP | | |
| 11. | Hon. Mohamed Abdi Haji, MP | | |
| 12. | Hon. Ndirangu Waihenya, MP | | |
| 13. | Hon. John Njoroge Chege, MP | | |
| 14. | Hon. Johanna Ngeno, MP | | |
| 15. | Hon. Moses Cheboi, MP | | |
| 16. | Hon. Boniface Otsiula, MP | | |
| 17. | Hon. Kang'ata Irungu, MP | | |
| 18. | Hon. Olago Aluoch, MP | | |
| 19. | Hon. William Mwamkale, M.P | | |

APOLOGIES:-

20. Hon. Florence Kajuju, MP
21. Hon. Dr. Christine Ombaka, MP
22. Hon. Muriithi Waiganjo, MP
23. Hon. Sammy Koech, MP
24. Hon. T.J. Kajwang', MP
25. Hon. Munuve Mati John, MP
26. Hon. William Cheptumo, MP
27. Hon. Njoroge Baiya, MP
28. Hon. Fatuma Ibrahim Ali, MP
29. Hon. Neto Agostinho, MP

IN ATTENDANCE:-

- | | | |
|-----------------------|---|------------------------|
| Mr. George Gazemba | - | Senior Clerk Assistant |
| Ms. Mary L. Lemerelle | - | Clerk Assistant III |
| Mr. Ahmed Salim | - | Clerk Assistant III |
| Mr. Zainab Wario | - | Serjeant-at-arms |

MIN No. 43/2015 - PRELIMINARIES

The Chairperson called the meeting to order at 10:15 a.m. followed by a word of prayer by Hon. Robert Mutemi. The Chairman informed the Members that the main agenda of the meeting was to formally adopt the report after considering it on 24th March, 2014 and taken a position.

MIN No. 44/2015: CONFIRMATION OF MINUTES OF PREVIOUS SITTINGS

Minutes of the fifteenth and sixteenth sittings held on 24th and 25th March, 2015 were confirmed by members present and signed by the chair. Matters arising were deferred.

MIN No. 44/2015: ADOPTION OF REPORT ON APPROVAL OF APPOINTMENT OF NOMINEES FOR COMMISSIONERS TO THE JUDICIAL SERVICE COMMISSION (JSC)

The Committee by majority adopted the report on the approval for appointment of Mr. Kipng'etich Arap Bett and Mrs. Winifred Waceke Gichu as Commissioners to the Judicial Service Commission (JSC) to the effect that the House approves them for appointment. Hon. Boniface Otsiula proposed the adoption of the report while Hon. Moses Cheboi seconded after which the chairperson signed the report. The attendance list is annexed hereto.

Hon. Benson Mutura and Hon. Peter Kaluma dissented to the report. Hon. Mutura's dissent was based on grounds that the appointment of the two would not reflect ethnic balance and further that Mrs. Winifred Guchu's integrity was questionable having been part of the Interim Independent Electoral Commission (IIEC) that was responsible for irregular procurement of election materials (chicken gate scandal) which was the subject of EACC investigations.

Hon. Kaluma dissented on grounds that the appointment of the two would not reflect regional balance. He further stated that Hon. Kipng'etich Arap Korir Bett's integrity was questionable having been a beneficiary of illegal land allocation in the Mau Forest while Mrs. Winnie Guchu's affiliation to TNA party would compromise her fair representation of the public at JSC.

MIN No. 45/2015 - ADJOURNMENT

The Chairperson adjourned the meeting at twelve o'clock. The next meeting was scheduled for 1st April 2015, subject to the Hon. Speaker's approval.

Signed: 

(Chairperson)

Date: 31.03.2015

MEMBERS ATTENDANCE

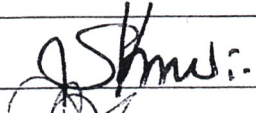


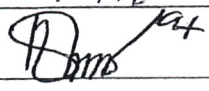
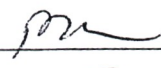
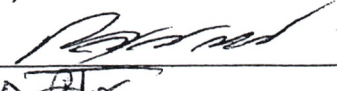

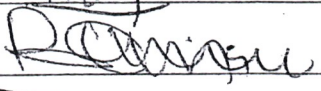
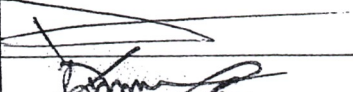

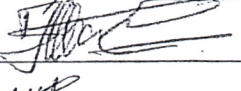


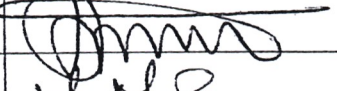


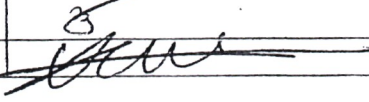
DEPARTMENTAL COMMITTEE ON JUSTICE AND LEGAL AFFAIRS

11TH PARLIAMENT

DATE: 31ST MARCH 2015

VENUE: 5TH FLOOR CONTINENTAL HOUSE

AGENDA: EACC PETITION HEARING, & ADOPTION OF THE REPORT ON VETTING OF JSC NOMINEES

NO.	NAME	SIGNATURE
1.	SAMUEL CHEPKOYA	
2.	PRISCILLA NYOKABI	
3.	CHARLES G. GIMOSE	
4.	Bishop R. Mutemi	
5.	PETER KAFUMA	
6.	BENSON MUTURA	
7.	Paul K. Bii	
8.	BEN MOMANTI	
9.	DAVID OCHUOKI	
10.	KANGOGO BOHOKO	
11.	MUHAMMAD ABASI HATI	
12.	WALTER NDWAPU	
13.	JOHN NIDROSE	
14.	Ngemo Johana	
15.	JOSEPH CHUBOI	
16.	BONFACE OTSINIA	
17.	Hon. Irungu Kangata	

P.T.O.

17.		
18.	J. Olof Ahusu	MA
19.	DAMOTI MWAMIKAU	DAMOTI
20.		
21.		
22.		
23.		
24.		
25.		
26.		
27.		
28.		
29.		

George Gazemba

For: Clerk of the National Assembly

APPENDIX 2

D/Com Hqs



24/3/15

ETHICS AND ANTI-CORRUPTION COMMISSION

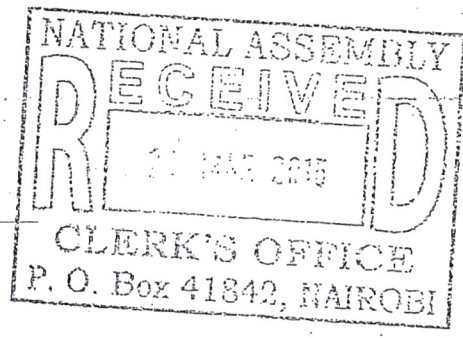
INTEGRITY CENTRE (Valley Rd. /Milimani Rd. Junction) P.O. Box 61130 -00200, NAIROBI, Kenya
TEL.: 254 (020) 2717318/ 310722, MOBILE: 0729 888881/2/3
Fax: 254 (020) 2719757 Email: eacc@integrity.go.ke Website: www.eacc.go.ke

When replying please quote:

EACC. 6/42 VOL. XX/ (123)

20th March, 2015

Justin N. Bundi, CBS
Clerk of the National Assembly
P. O. Box 41842 - 00100
NAIROBI



Dear *Mr Bundi*

VETTING OF NOMINEES FOR APPOINTMENT AS COMMISSIONERS TO THE JUDICIAL SERVICE COMMISSION (JSC)

Your letter **NA/JLA/030/2015** dated **16th March, 2015** on the above matter is acknowledged.

We confirm that we have no outstanding issues or ongoing investigations against nominees for appointment as Commissioners to the Judicial Service Commission whose details are given below;

S/No.	Name	Designation
1.	Mr. Kipng'ich Arap Korir Bett	Commissioner
2.	Ms. Winifred Waceke Guchu	Commissioner

Please note that absence of records in our database is not a guarantee of absolute integrity of the nominees.

Yours: *Sincerely*

Halakhe D. Waqo ACI Arb
Secretary/Chief Executive Officer

APPENDIX 3

APPENDIX 3



George Amos
Bring to the attention of the committee
19/3/15
4087

HIGHER EDUCATION LOANS BOARD

Tel: 0711052000, 2278000, 0722205292, 0733205292,
0704333035, 0704 333036, 0737205292, 0754556899.
Fax: 2252330
E-mail: ceo@helb.co.ke
Website: www.helb.co.ke

Anniversary Towers
18th Floor, University Way
P.O Box 69489-00400
Nairobi, Kenya

HELB/RD/56593/POV/178

Mr. Justin N. Bundi,
Clerk, National Assembly,
P.O Box 41842-00100,
NAIROBI.

Dear Justin,

CLEARANCE OF NOMINEES FOR JUDICIAL SERVICE COMMISSION

15th March, 2015

Mr. Enjari
To bring to the attention of the Justice & Legal Affairs Committee
Sakai
19/3/15

We acknowledge with thanks the receipt of your letter regarding the clearance of nominees for the appointments to Judicial Service Commission.

Please find a list confirming the loan status of the applicants with the Board.

S/NO	NAME	ID NO.	STATUS	YEAR OF CLEARANCE
1	Kipng'etich Arap Korir Bett	0002144	Cleared cert no 29306	Jul-2011
2	Winifred Weceke Guchu	851623	Cleared cert no 22238	Oct-2010

We urge you to encourage applicants to seek their compliance certificate from the Board as part of testimonials and conformity to Chapter six of the constitution of Kenya.

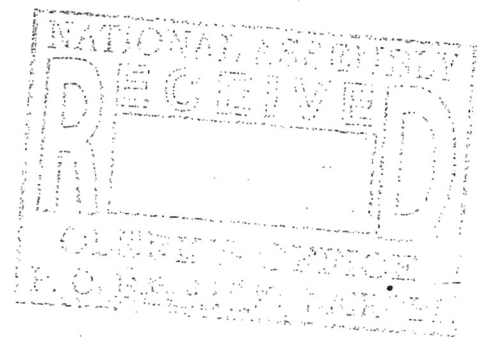
We wish to thank you most sincerely for allowing us to provide you this information as this kind of collaboration goes a long way in assisting HELB finance needy Kenyans pursuing higher education now and in the future.

Yours

Sincerely

Charles M. Ringera

CHARLES M. RINGERA
CHIEF EXECUTIVE OFFICER & BOARD SECRETARY



APPENDIX 4

APPENDIX A

5064.



KENYA REVENUE
AUTHORITY

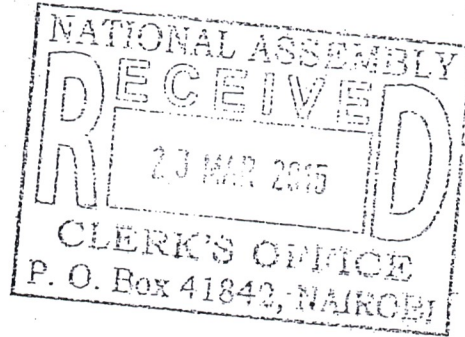
D/Gambas

*Reasoning
Brg to the attache
of the committee
28/3/15*

Ref: CDT/DR/HO/54

20th March, 2015

The Clerk
National Assembly
Parliament Buildings
P. O. Box 41842-00100
NAIROBI



**VETTING OF NOMINEES FOR APPOINTMENT AS COMMISSIONER
TO THE JUDICIAL SERVICE COMMISSION**

Your letter Ref. *NA/JLA/031/2015* refers.

We wish to confirm that the following two (2) nominees are tax compliant.

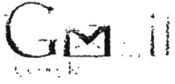
- 1. Mr. Kipng'etich Arap Korir Bett - Pin No.A000110600H
- 2. Ms. Winifred Waceke Gichu - Pin No A002743698L

**Alice Owuor, OGW
COMMISSIONER OF DOMESTIC TAXES**

Times Tower Building



APPENDIX 5



George Jusa <ggazemba@gmail.com>

Fwd: Nomination of Bett and Guchu

nick eme <emejen@gmail.com>
To: George Jusa <ggazemba@gmail.com>

Mon, Mar 16, 2015 at 11:44 PM

----- Forwarded message -----

From: **Justin Bundi** <clerk@parliament.go.ke>
Date: Tue, Mar 17, 2015 at 9:36 AM
Subject: Fwd: Nomination of Bett and Guchu
To: nick eme <emejen@gmail.com>
Cc: George Gazemba <ggazemba@parliament.go.ke>

From: "Isaack Otieno" <iotieno@gmail.com>
To: clerk@parliament.go.ke
Sent: Monday, March 16, 2015 10:24:36 PM
Subject: Nomination of Bett and Guchu

Dear Sir,

I respond to the advert placed on Daily Nation Newspaper of 17th March 2015. In the advert as required by law you request for submission touching on suitability of the above two.

My only concern, speaking as a Kenyan citizen is the fact that there is a trend to fill any available public position with qualified Kenyans from either Kikuyu or Kalenjin Communities.

This trend undermines national unity project. It would be better if President has moral courage to also nominate/appoint Kenyan from other communities.

I suspect I am a minority voice. I suspect that this concern will be dismissed.

On record, I have nothing against the two nominees whatsoever at professional level.

As a Kenyan of good will I point out that the perception and reality that this administration is pushing evident through public appointments seriously poses long term threat to national unity project.

Perhaps, the can reconsider.

Anyhow, I suspect in the parliament where tyranny of numbers and politics of expediency and patronage dominate, voices of reason will be dismissed and disregarded.

The rest of Kenya is watching. God bless Kenya

Best regards
Isaack Otieno

APPENDIX 6

D/Commissioner

APPENDIX 6 69.

Garemba

24/3/15

REPUBLIC OF KENYA
IN THE MATTER OF OATHS AND STATUTORY
DECLARATIONS ACT

CAP 15 OF THE LAWS OF KENYA

IN THE MATTER OF
THE NOMINATION OF KIPNG'ETICH ARAP KORIR BETT AND
WINIFRED WACHEKE GUCHU AS A MEMBER OF THE JUDICIAL
SERVICE COMMISSION

AFFIDAVIT

WE, YASH PAL GHAI and JILL COTTREL GHAI of P.O. Box 26586-00100, Nairobi and a resident of Nairobi within the Republic of Kenya do hereby MAKE OATH and state as follows:

1. THAT we are adults of sound mind and thus competent to depose this Affidavit.
2. THAT we are acting on our own behalf and in the public interest in giving my views in regards to the appointment of Kipng'etich arap Korir Bett and Winifred Wacheke Guchu to the Judicial Service Commission.

Introduction

3. THAT three days ago (on 17th March 2015), we saw an advertisement by the National Assembly in the *Daily Nation* that the President had nominated two persons to the Judicial Service Commission (JSC) by the names of King'etich arap Korir Bett and Winifred Wacheke Guchu. The advertisement then said that those who wished to submit any representations on the suitability of these candidates should do so by 20th March 2015, i.e., to say within effectively two or two and half days. Considering that most people generally have other commitments, they would have hardly a day or less (as is the case with us).
4. THAT the difficulties of representation as a form of participation (a national value and principle under Article 10 of the Constitution) is that this time scale leaves no opportunities for consultations with others of a like mind or members of one's organisation. Nor does it allow for any research, either on the objectives of the law under which the appointment is made, or the persons who have been nominated.

5. THAT as we have had less than a day (compounded by the need to prepare an Affidavit, which seems to us to be unnecessary and highly exclusive), we have not been able to provide a detailed analysis of the Constitution and other laws on the subject. Nor have we had any opportunity to study the record of the nominees. The least your Committee could have done was to make available their CVs online.
6. THAT consequently, though we consider that your process is unconstitutional, we have decided to make our representations as best as we could. We would be willing to expand on our points and present additional points if the Committee were to extend the time for a detailed submission.

Nature and role of the Judicial Service Commission

7. THAT the Judicial Service Commission is one of thirteen independent commissions and officers which are established by the Constitution to:
 - (a) protect the sovereignty of the people;
 - (b) secure the observance by all State organs of democratic values and principles; and
 - (c) promote constitutionalism.
8. THAT the Constitution secures the independence of these organs of the state by the provision that they are:
 - (a) are subject only to this Constitution and the law; and
 - (b) are independent and not subject to direction or control by any person or authority.
9. THAT In addition, these organs are guaranteed adequate funds by Parliament to enable them to perform their tasks. (Article 249)
10. THAT these organs can rightly be regarded as the fourth arm of the state. Experience has shown, in Kenya and elsewhere, that the executive and legislature cannot fully be trusted on their own to fully respect the constitution and its values and principles, manage state finances economically and honestly,
11. THAT Commissions and independent offices are intended to provide redress to those who suffer discrimination or unfairness from the government, protect human rights, ensure fair distribution of revenue to counties, deal with past and present land injustice, and so on. A primary reason for these independent commissions is to ensure fair processes, free from bias, and most of all, free from politics.
12. THAT to some extent therefore the commissions stand as between the citizen and the government. Also, the commissions are regarded as primary defenders of the Constitution.

Independence of the Judiciary

13. THAT it is unnecessary to tell this Committee of the importance of the independence of the judiciary. The judiciary has been placed by the Constitution as the ultimate protector of the Constitution. It also protects the rule of law (another national value and principle). It stands between the citizen and the state, enforcing the rights and freedoms of the people. The courts have to decide cases purely by reference to the Constitution and the laws, firmly avoiding any political considerations. Hence the need for its independence—and distance from the government. The Constitution has many devices to ensure the independence of the judiciary, no doubt familiar to this Committee.
14. THAT as essential feature of the independence of the judiciary is the Judicial Service Commission, its functions and power are set out succinctly in Article 172. The most important for our purposes is in its functions in respect of the appointment, discipline and removal of the judges and judicial staff—again keeping party politics or other external considerations out of account.
15. THAT we should note that in recent months, there has been a challenge to the independence of the judiciary by both the executive and the legislature. Attempts have been made to politicise its work and procedures, both reacting to and aggravating tensions within the judiciary and staff. The issue of the appointment of the two person mentioned above comes therefore at a critical moment.
16. THAT the next few years are critical to the independence, integrity and competence of the judiciary. In the next five years, a new Chief Justice and Deputy Chief Justice would be appointed, in additions to other senior judges. The disputes between the judiciary and the executive and the legislature would need to be resolved, with a key role for the JSC.

Membership of the JSC

17. THAT the new JSC comprises of five judges (Chief Justice and four judges representing different levels of the court hierarchy, elected by their peers);¹ the Attorney General; two advocates – one woman and one man each of whom must have at least 15 years experience; one member nominated from the Public Service Commission; and two public representatives, one a woman and one a man, nominated by the President and approved by the National Assembly (but who may not themselves be MPs). Members of the JSC, apart from the Chief Justice and the Attorney General who serve *ex officio*, hold office for a once renewable five year term.
18. THAT several members are *ex officio*, and several are from within the profession (judges and lawyers). The only representation of the people are two, a woman and a man, where never the less the President has a key role. The JSC Act says that such members should not be partisan or political. They should be representatives of the community, knowledgeable of people's needs and aspirations. It is our fear that the two candidates presented by the

5 + 2 + 1 + 2
 (10) - 2
 (8) NB

¹ Representing the Supreme Court, Court of Appeal, High Court and Magistrates.

Reason in Political

*Representation of the community
 knowledge of people's needs and aspirations*

oriented towards the state and political parties.

government are essentially oriented towards the state and political parties. It is hard to resist the impression that one of them is the representative of the President and the other of the Deputy President, regardless of the objectives of these two types of membership, as envisaged by the CKRC, Bomas and the CoE.

19. THAT we have been able successfully to do research on one candidate, Ms Guchu, but had little success with the other.

Conclusion:

20. THAT the Committee on Justice and Legal Affairs is obliged to respect the letter as well as the spirit of the constitution (as are all other state organs).

21. THAT various committees of the National Assembly have come under severe criticism from the public as well as specialised institutions dealing with the conduct of state institutions. The credulity of the National Assembly is at stake. Your committee must not be seen as having endorsed the machinations of the President in subverting the independence of the judicial system.

22. THAT the government has shown scant respect for the judiciary (judgments not enforced, presidential refusal to appoint judges recommended by the JSC). There is apprehension that the executive and the legislature are determined to undermine the independence of the judiciary. The Committee will merely reinforce that impression if it rushes the process for the confirmation of these two candidates. *But - not a defense of anything.*

23. THAT for these reasons we urge the Committee that it should reject these two candidates and ask the President to come with candidates less close to government and political parties.

Appendix: The Candidates

24. THAT *Ms Winifred Guchu* is likely clearly to be identified as "political"; in fact more specifically her appointment as being "paying of debts". She was the Executive Director of The National Alliance (TNA), in other words the party of the President. In addition, she filed an affidavit in support of the President in the Presidential Election Petition case before the Supreme Court. And in the course of that case, she was identified as having been given favoured access to the county process. In the judgment in that case it was stated,

[143]...on the basis of the evidence of Janet Ong'era, it was submitted that Mr. Churchir of URP, and a Ms. Winnie Guchu of TNA were periodically allowed access into the National Tallying Centre, to the exclusion of other agents.

24. THAT information on *Mr Kiptgetich arap Korir Bett* is less easy to obtain - and makes the task of the public in commenting on his suitability difficult. Comments have been made that the pair of nominations look like a political affair, with one person from TNA and the

other from the community most closely associated with URP. This is unfortunate, but it is Kenyan reality.

25. THAT the internet does show that a person with the same (rather complex) name was accused in a website of "land grabbing" in Mount Elgon area. See [http://kotabsabaot.blogspot.com/2008 12 01 archive.html](http://kotabsabaot.blogspot.com/2008_12_01_archive.html) This is of course no proof of anything. But it should put the committee on its guard since they are required to approve people on the "basis of integrity" (Article 73(2)(a)).

SWORN by the said Yash Pal Ghai)

Yash Pal Ghai

Jill Cottrel Ghai)

Jill Cottrel Ghai

at Nairobi this 20th day of March)

2015)

BEFORE)

[Signature]
SUYANKA LEMPA & CO. ADVOCATES,
COMMISSIONERS FOR OATHS
P. O. BOX 5436-00100,
NAIROBI.

COMMISSIONER FOR OATHS)

APPENDIX 7

CURRICULUM VITAE

Name: Kipng'etich arap Korir Bett, MBA (UON), Post. Grad. Dip. Cs (UON), Bcom (UON), CPA(K), CPS(K)

Address: P.O. Box 7281, 20110 NAKURU
KFA Hqs Building Ground Floor, off Ravine Road, Nakuru

Telephone: Mobile:254-722-512841 or 254-732-512841

Email Address kakbett@image.co.ke or kakbett@yahoo.com

Date of Birth: 4th January, 1961(54 years)

Marital Status: Married

EDUCATION BACKGROUND

<u>Year</u>	<u>Course</u>
1991 - 1992	MBA, University of Nairobi
1987 – 1988	Post Graduate Diploma in Computer Science, University of Nairobi
1980 – 1984	Bachelor of Commerce Accounting Option, University of Nairobi

PROFESSIONAL QUALIFICATIONS

2004	Certified Information Systems Auditor (CISA) Examination Certification granted in 2009 (Through ISACA the recognized global leader in IT governance, control and assurance)
1990	CPS(K) Practicing member of Institute of Certified Public Secretaries of Kenya-Practicing No. P/CPSB/401
1986	CPA(K) Practicing member of Institute of Certified Public Accountants of Kenya-Practicing No. P.873
1987 – 1990	Institute of Bankers: Completed 3 subjects: Management, Investments and Accountancy.

Other Courses, Workshops, and Seminars:

September 2010	Strengthening E-Commerce for Regional Growth
March 2007	Performance Contracts by Boston Institute for Developing Economies

August 2006	Enterprise Resource Planning Systems Training by IBM
May 2004	TPM Foundation Training by Unilever Kenya Ltd
December 2003	Strategic Management Workshop by WillPower Institute
May - June 2003	Microfinance Course by the World Bank Institute
May 2003	Good Corporate Governance Seminar, organized by Anti-Corruption Police Unit
July 2002	Development of Strategic Plan for Consolidated Bank by Federation of Employers (FKE)
April 2002	Card Processing Technology Course, organized by DevData
April - May 2002	Strategy and Management in Banking Programme, organized by International Development Ireland Ltd., Dublin & London
February - March 2001	Managing Regulators and Independent Operators and Monitoring Private Contracts, Washington, DC
February 2001	Attended, Passed Examination and Certified as Trainer for Company Director Course, organized by Commonwealth Association for Corporate Governance
May 1995	Skills of Managing Human Resources, Seminar
July 1995	Workshop on Staff Appraisal Skills, by Institute of Personnel Management IPM(K)
October - November 1989	Seminar for Senior Supervisors, Banking School, Washington DC
September 1988	International Trade Seminar
June - July 1988	East African Central Banking Course, Bank of Uganda
March 1986	International Trade, Contracts and Malpractices Course, SGS, UK Training Centre

EMPLOYMENT AND WORK EXPERIENCE

December 1990 to Date **Private Practice for over twenty four (24) years** in the following areas: Human Resource Management, Accountancy, Auditing, Company Secretary, Company Registrar, Corporate Management, Receivership and Financial Services through: Bett/MGI Adam & Associates Certified Public Accountants and Management consultancy firms and Image Registrars Ltd where I serve as Managing Partner and Director respectively. **CEO/Director Image Registrars Ltd. from 2004 to November 2013 (for 9 Years) in this period I was able to grow the company to be the leading registrar in the region controlling over 75% of the shareholders' registers in the quoted companies holding over 1.5 million shareholder accounts.**

August 2005 to Date

~~Joint Receiver Manager in Four Companies~~

~~Joint Receiver and Manager Ricardo E.P.Z International Ltd (In Receivership)~~

~~November 2015 to Date~~

~~Joint Receiver and Manager Rupa Cotton Mills (EPZ) Ltd. (In Receivership) May 2014 to July 2014~~

~~Joint Receiver Manager Mthoroni Sugar Co. Ltd. (In Receivership)~~

~~Joint Receiver Manager Miwani Sugar Co. (1989) Ltd. (In Receivership)~~

~~(The Government is currently privatizing the two companies as part of the five public owned sugar companies)~~

July 2004 to November 2004: Managing Director, Uchumi Supermarkets Limited.

This was a six (6) months contract (June to November 2004).

Current Directorships:

Rift Valley Bottlers, Image Registrars Ltd, Savemore Distributors Ltd, Council Member, Kabarak University, Flora Ola Ltd., Salt Lake Trading Ltd. Among others

Previous Directorships:

CMC Holdings, CMC Aviation, CMC Motors Group, Kenya Revenue Authority (KRA), American Life Insurance (ALICO), Moi Teaching and Referral Hospital(MTRH), The then Electricity Regulatory Board (ERB), Unilever Tea Kenya Ltd, The then Kenya Anti-Corruption Advisory Board(KACC-AB) and Higher Education Loans Board (HELB). I also served as a board member in over 15 companies where ICDC held significant shareholding in the period, between February 1999 to November 2001 (key ones are listed below).

Member of Banking Committee of Institute of Certified Public Accountants of Kenya (ICPAK) 1993 to 1994, representing Central Bank of Kenya.

Previous Retirement Scheme Trusteeship:

1999-2001 - KNTC Staff Retirement Benefits Scheme
1999-2001 - ICDC Staff Retirement Benefits Scheme

Current Retirement Trusteeship:

2006 to May 2014 - Higher Education Loans Board Staff Retirement Benefits Scheme

Nov 2001 – January 2004

Managing Director, Consolidated Bank of Kenya Limited:

In this period I was able to put the Bank to profitability and restructured the capital base to ensure compliance with the Central Bank requirements. In the same period I was able to implement an online real-time banking system that made Consolidated Bank among the first branch less banks in Kenya in 2002.

Feb. 1999 – Nov. 2001

Executive Director, ~~CEO~~, Industrial and Commercial Development Corporation (ICDC):

As the CEO I was responsible for all portfolio investments of the corporation which covered commercial loans and direct equity holdings in over 20 companies that spread across a number of sectors in Kenya: manufacturing, trading, banking and transport services.

As Executive Director ICDC I held directorship in a number of companies where the corporation had direct interest among them were:

Mount Kenya Bottlers (as Board Chairman), Development Bank of Kenya (DBK), Industrial Development Bank of Kenya (IDB), AON Minet Insurance Brokers Ltd., Eveready Kenya, Kenya Wine Agencies (KWAL), Agro-Chemical & Food Co., Funguo Investment Ltd. (as Board Chairman), Panafrican Paper Mills, General Motors Kenya, Rift Valley Bottlers, Raymond Woolen Mills, Kenya National Trading Corporation (as Board Chairman), Kisii Bottlers, Nairobi Bottlers, ICDC Investment now Centum Investments Ltd. (I was CEO and Chairman from Feb to August 1999 but continued serving in the board till Nov. 2001) among others.

Central Bank of Kenya 1984 – 1997 (for 13 Years):

- 1995 – 1997 Deputy Director, Human Resources Division.
Represented Human Resources in Central Bank Staff Pension Scheme.
- 1994 – 1995 Liquidation Agent, Trade Bank (in liquidation) under Deposit Protection Fund Board.
- 1993 – 1994 Assistant Liquidation Agent, Post Bank Credit (in liquidation) under Deposit Protection Fund Board.
- 1989 – 1993 **Financial Analyst, Bank Supervision Department.**
As Financial Analyst my main function was to monitor the trend and financial condition of all banks and non-bank financial institutions and advise the Director on any areas that may require action. The objective was to ensure a sound financial system is in place.
- 1988 – 1989 Superintendent, Exchange Control, Exports Division
In charge of processing export documents and monitoring export proceeds.

1984 – 1988

Assistant Superintendent, Exchange Control, ~~Import Division~~
In charge of processing import documents and ~~recording allocation of ration~~

Kenya Post & Telecommunications Corporation (then):

April – August 1984

Accountant in charge of Final Telephone Accounts.

1982 – 1983

Accounts Clerk on part-time basis on long vacation periods.
exchange.

Social and Community Support Activities:

Chairman Baringo University Students 1982 to 1984

Board Member of a number of Secondary Schools:

Kapropita Girls High School 1999 to 2003

Tabagon Gils High School 1995 to 2013

AIC Kapkelelwa High School 1999 to 2010 (Board Chairman for 10 Yrs)

Ainabkoi Secondary School 1994 to 1997

Committee Member, Sacho Professionals Forum (SPF) 2008 to 2013

Chairman Sacho Professionals Forum (SPF) 2013 to date

REFEREES:

Dr. Eddah Gachukia
The Riara Group of Schools
P.O. Box 21389 Nairobi
Tel. 821059/824182/574409

Mr. Richard Kemoli
P.O. Box 18250 Nairobi
Tel. 882200 or 0722-363285

Eng. Martin O Owiti
P.O. Box 9287 00100 Nairobi
Tel 0722-675854 0734-675854

Dr. Julius Tangus Rotich
Trustee Rift Valley Institute of Technology
P.O. Box 7167 Nakuru
Tel. 0722-990077

**KENYA ACCOUNTANTS AND SECRETARIES
NATIONAL EXAMINATIONS BOARD**

This is to certify that

Kipngetich Arap Korir Bett

passed the

**Certified Public Accountants
Final Examination**

held in

June, 1986

having satisfied the examiners
in all the prescribed subjects

CHAIRMAN

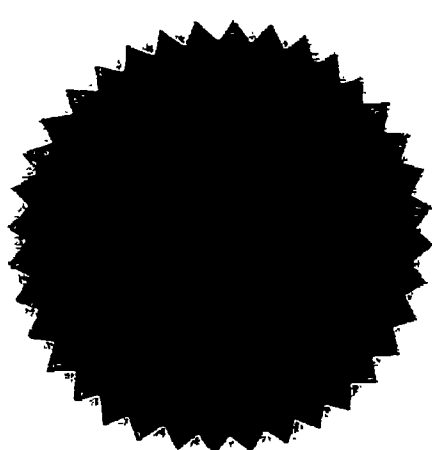
MEMBER

SECRETARY

[Signature]

[Signature]

[Signature]



Reg. No 1626

Institute of Certified Public Accountants of Kenya

Established under the Accountants Act (Cap 531) 1st. July 1977



Membership Certificate

This is to certify that

Kipnetich arap Koir Bett

is a


Member


of the Institute of Certified Public Accountants of Kenya

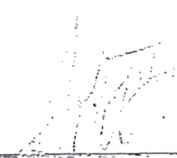
Given under the common seal of the
Institute of Certified Public Accountants of Kenya

on this *19th* day of *Oct. 1989*




Chairman


Member


Secretary

Registration
of
Certified Public Secretaries Board



Practising Certificate

This is to certify that

Kipngetich Arap Korir Bett

Registration No. *R/CPSB/700*.....

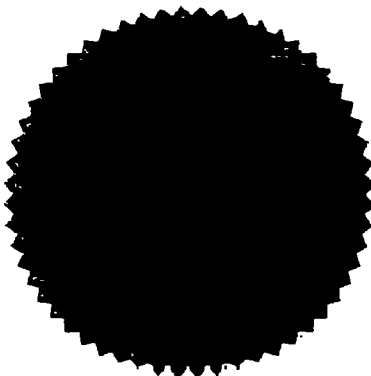
having complied with the relevant provisions of the
Certified Public Secretaries Act (Cap 534) is hereby issued with
this Practising Certificate No. *P/CPSB/401*....
to practise as a Certified Public Secretary.

Given under our hand and the Common Seal of the Board at Nairobi
this *19th*..... day of *Sept.* 19 *95*.....

Chairman

Member

Registrar



Serial No **050389**

This certificate is the property of the Board



REGISTRATION OF ACCOUNTANTS BOARD
KENYA

Practising Certificate

This is to certify that

Kipngetich Arap Korir Bett

OF

Nairobi

(Registration No. 1626)

having complied with the relevant provisions of the Accountants Act (Cap. 531) is authorized to practise in Kenya as a Certified Public Accountant (Kenya).

Given under our hand and the common seal of the Registration Board at Nairobi this 24th day of May, 1990



Chairman

Member

Registrar

UNIVERSITY OF NAIROBI



This is to certify that

Kipngetich Arapkorir Bett

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

BACHELOR OF COMMERCE
(ACCOUNTING OPTION)

Second Class Honours (Upper Division)

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

SEVENTEENTH DAY OF DECEMBER

1984

A large, stylized handwritten signature in dark ink, appearing to read 'Joseph M. Mutua'.

VICE - CHANCELLOR

A smaller handwritten signature in dark ink, appearing to read 'JAM Mutua'.

DEPUTY VICE - CHANCELLOR (ACADEMIC AFFAIRS)

UNIVERSITY OF NAIROBI



This is to certify that

Kipngetchi Arapkorir Bett

having satisfied the requirements
for the award of the

**POSTGRADUATE DIPLOMA
IN COMPUTER SCIENCE**

(Credit)

was presented

at a Congregation held at
this University on the

Twenty First Day of November in the Year
1988

A handwritten signature in dark ink, appearing to read "Philip M. Mutegi".

VICE - CHANCELLOR

A handwritten signature in dark ink, appearing to read "J. Mutegi".

DEPUTY VICE - CHANCELLOR (ACADEMIC AFFAIRS)

UNIVERSITY OF NAIROBI



This is to certify that

Kipngetich arap Korir Bett

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

MASTER OF BUSINESS AND ADMINISTRATION

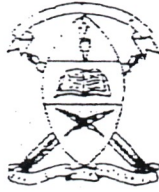
was admitted to the degree
at a Congregation held at
this University on the
Eighth Day of November in the Year
1993

A large, stylized handwritten signature in black ink, likely belonging to the Vice-Chancellor.

VICE - CHANCELLOR

A smaller, stylized handwritten signature in black ink, likely belonging to the Deputy Vice-Chancellor.

DEPUTY VICE - CHANCELLOR (ACADEMIC AFFAIRS)



**THE INSTITUTE OF
CERTIFIED PUBLIC SECRETARIES
OF KENYA**

Established under the Certified Public Secretaries of Kenya Act (Cap. 534 Laws of Kenya)

Commendation on Outstanding Contribution


Kipngetich A. Korir Bett Reg. No. **700**


This is to certify that the above named was commended for outstanding contribution on the activities of the Institute and the Profession at large.

Given under the common seal of the Institute of Certified Public Secretaries of Kenya

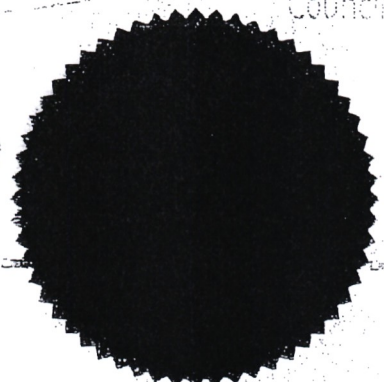
on this **thirtieth** day of **March 2007**


Chairman


Council Member


Secretary

Sl. No. **079**





RIFT VALLEY

28th February 2002

BOTTLERS LIMITED

Mr. K.K. Bett
Consolidated Bank
P.O. Box 51133
NAIROBI.

Dear Sir,

RE: APPRECIATION FOR A DISTINGUISHED CONTRIBUTION

On behalf of the Board of Directors of Rift Valley Bottlers Limited I write to convey my gratitude and appreciation and that of the entire Board for the immense contributions made personally by yourself and through you, by the I.C.D.C. for the welfare of Rift Valley Bottlers Limited during your tenure as Executive Director of I.C.D.C.

In particular I would like to mention the following areas of contribution:-

- (i) The time and effort taken to review Rift Valley Bottlers Ltd. and RivaFlora Ltd. operations during the tumultuous period of 1999, and in particular your personal and collective contribution during sub-committees of 1999;
- (ii) The support accorded the Company to make the rights issue of shares a success;
- (iii) The able Chairmanship provided to the Joint Boards Committee of the three I.C.D.C. Bottling plants, and
- (iv) The great contribution to the success of the I.C.D.C.- Bottling Boards/ The Coca-Cola Hundred Day Meetings. These meetings have achieved a lot in harmonising the interests of the two parties and generally improved sharing of best practices.

The above are just but a few of the many salient areas of admirable performance through which you positively influenced the development of our business.

On behalf of the Board of Directors, the entire staff and my own behalf I sincerely wish you the best in your new assignment and all your future endeavours.

Please accept this letter as record of the Board's grateful recognition of your contribution. God Bless you.

Yours faithfully, A

A. K. KIPTANUI
CHAIRMAN OF THE BOARD OF DIRECTORS
RIFT VALLEY BOTTLERS LIMITED.



SUPERMARKETS LIMITED

Head Office, Yarrow Road, off Nanyuki Road (Industrial Area)
P.O. Box 72187-00200, NAIROBI-KENYA
Tel: 550209/550707, Fax: 550221/554768
E-mail: enquiry@uchumi.com

20th June 2005

Mr. Kipng'etich Bett
Bett and Associates
Transnational Plaza, 8th floor
P.O. Box 72133 - 00200
NAIROBI

Dear Mr. Bett,

RE: LETTER OF GRATITUDE AND COMMENDATION

On behalf of the Board and Management of Uchumi Supermarkets Ltd (USL), I take this opportunity to offer you my sincere gratitude for the selfless service you rendered to USL in your capacity as a Board member over many years.

Your personal contribution in advising the Company over the years has been immeasurable. Your steadfast and unwavering support and the numerous sacrifices you undertook through thick and thin in the history of this Company, especially to keep it afloat and turn it around, are greatly appreciated.

We understand your decision to step down and undertake other challenges in life and we are sure that decision does not mean you will stop being a "friend" of Uchumi Supermarkets Ltd. You will always be most welcome at USL at anytime as a lifelong member of the USL fraternity in the region.

"I wish you Godspeed and good fortune in all your future endeavours."

With my personal good wishes

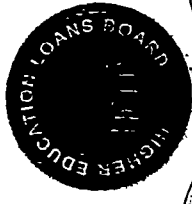
Yours sincerely,
UCHUMI SUPERMARKETS LIMITED

Dr. Eddah W. Gachukia
Chairperson

CC: USL Board members

No. 029306

KIPNGETICH EDUCATION LOANS BOARD



Certificate of Clearance UNIVERSITY STUDENT LOAN

This Certificate is awarded to BETT KIPNGETICH ARAP KORIR

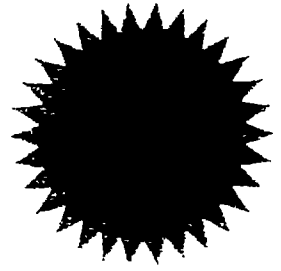
ID No. 0002144 University Registration No. D33/639/80

University attended UNIVERSITY OF NAIROBI

For having repaid in full the Principal Loan and interest thereon.


Signature CEO/BOARD SECRETARY

15 August 2011
Date





Signature HEAD OF OPERATIONS

15 August 2011
Date

This certificate is issued without erasures, alterations or cancellations



www.kra.go.ke

Taxpayer PIN : A000110600H

Name and Address :

Kipngetch Arap Korir Bett
Bardays Plaza, Nairobi, Nairobi East District,
PO Box:72133,
Postal Code:00100

Certificate Date: 13/11/2014

Certificate Number:

KEP/2014/018562462014



**This is to confirm that Kipngetch Arap Korir Bett,
Personal Identification Number ~~A000110600H~~
has filed relevant tax returns and
paid taxes due as provided by Law.**

**This Certificate will be valid for
twelve (12) months up to 13/11/2015.**

Caveat: This certificate is issued on the basis of information available with the authority as at the certificate date mentioned above. The Authority reserves the right to withdraw the certificate if new evidence materially alters the tax compliance status of the recipient.

Disclaimer: This certificate is system Generated and therefore does not require signature. You may confirm validity of this certificate on the iTax Portal by using the TCC Checker.

KENYA ACCOUNTANTS AND SECRETARIES
NATIONAL EXAMINATIONS BOARD

This is to certify that

KIPNGETICH ARAP KORIR BETT

Regd. No. NAC/19067

passed the

Certified Public Accountants
Part II Examination
held in JUNE 1985

having satisfied the examiners in the following subjects:—

Section 3: Accounting III

Auditing I

Section 4: Law II

Taxation

Management Mathematics

Official Seal


SECRETARY



REGISTRATION OF ACCOUNTANTS BOARD
KENYA

Certificate of Registration

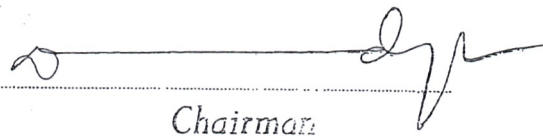
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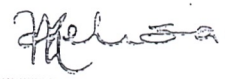
Kipngetich Arap Korir Bett


is hereby registered as an accountant in accordance with the provisions of the Accountants Act (Cap. 531) under Registration No. 1626

Given under our hand and the common seal of the Registration Board at Nairobi this 19th day of October 1989




Chairman


Member


Registrar



CISA

20 August 2004

Kipng'etich Arapkorir Bett
P.O. Box 682
City Square
Nairobi 00200
Kenya

Examination ID: 04221222

Certified Information Systems Auditor (CISA)

Notice of Examination Results from Professional Examination Service
TESTED 12 JUNE 2004 - with Form 240180-English Version

Congratulations!
You were successful in achieving
a passing score on the CISA examination.

Your Total Scaled Score is 77

We are pleased to inform you that you successfully passed the 2004 CISA examination. You have now taken your first step toward becoming a Certified Information Systems Auditor. On behalf of the Information Systems Audit and Control Association (ISACA) we offer our congratulations for your achievement and we hope that you enjoy the many opportunities that await you.

SCALED SCORES OF YOUR PERFORMANCE BY AREA

AREA	Scaled Score
IS Audit Process	84
IS Management, Planning & Organization	68
IS Technical Infrastructure & Operational Practices	80
IS Protection of Information Assets	85
IS Disaster Recovery & Business Continuity	74
IS Business App. System Development, Acquisition, Implementation & Maintenance	78
IS Business Process Evaluation, Risk & Management	71

Your next step is to carefully read the enclosed Application for CISA Certification. If you find that you meet the experience requirements, please complete and return the application to ISACA with the appropriate supporting documentation. Please note that your present or prior employer must verify the work experience you submit on the Verification of Work Experience form included with the application. If you have not yet obtained the required experience, you have five years from the date of this letter to submit your completed application and supporting documentation.

Again, congratulations on your achievement. We look forward to you joining the ranks of current and new CISAs.

ISACA CISA Certification Board
Information Systems Audit and Control Association

Enclosure: Application for CISA Certification

APPENDIX 8

CURRICULUM VITAE

WINIFRED WACEKE GUCHU

Personal Details

Nationality: Kenyan
 Identity Number: 8351623
 Date of Birth: 8th November 1965
 Education: Bachelor of Education (Honours) Kenyatta University, 1991
 Language: English, Kiswahili
 Computer Literacy: Ms Word, Excel, Power Point
 Countries of Experience: Kenya, Ethiopia, Rwanda, Tanzania, Uganda, South Africa, Somaliland, Sudan, USA, UK, Germany, Netherlands and Canada

P. O. Box 47998 Nairobi 00100
 Tel: 0722 - 791 301 Landline: 020 2733751
 E-mail: winnieguchu@hotmail.com

Key Qualifications

Winifred Guchu is currently working as an independent consultant. She has developed tailor-made training programmes for new institutions such as devolved governments and modified government institutions such as the Judiciary with the aim of institutionalising new structures to respond to the current needs. Before then, she was the Executive Director of The National Alliance where she built the party and later trained and managed the presidential nerve centre in the 2013 general election. She was the key witness for the presidential petition, which her affidavit brought victory to the current president. Before that, she was a Commissioner with the Interim Independent Electoral Commission. She chaired the Human Resource and Training Committee, which saw the formation of an effective and efficient secretariat that replaced the former Electoral Commission of Kenya. She was instrumental in implementing reforms on conducting transparent, free and fair elections through her knowledge and training skills in election matters. Winnie was also part of the team of Commissioners who realised successful electoral reforms that rebuilt confidence in the electoral process among the Kenyan electorate.

Before her appointment, Winnie was a Director of WMG Consultancy Limited and a full time senior consultant. She worked in the development field for seventeen years and is known for her excellent training skills and knowledge in electoral matters and training political leaders. She is proud to be associated with women leaders whom she has mentored to win in elective positions over the years. She also has vast experience in results based strategy development, management of the project cycle including monitoring and evaluation, gender, human rights, leadership development, democracy and governance as well as training in these areas.

Winnie has experience in working in multicultural settings in different countries. She has work in Kenya, Uganda, Tanzania, Rwanda, Burundi, Ethiopia, Somalia, Somaliland, Sudan and South Africa. In these countries, she has conducted training and worked with communities on especially women and youths participation in democracy and governance processes among other community development initiatives and projects, capacity building and conducted strategic planning activities. Of great value to her work is to ensure that performance and potential impact emphasises on community participation and ownership translating to tangible impact on communities she works with.

Not only is Winnie good at the community level, She has earned respect for her ability to work, train or facilitate sessions with top leadership in organisations and government institutions. She has worked with various institutions such as The Judiciary, Government

Ministries, Local Government Authorities, Prisons and Police Departments, as well as the United Nations bodies such as UN Women, UNHCR, UNIFEM, UNFPA and UNDP.

Winnie is a renowned trainer and builds capacity of people at different levels. She has developed several training manuals, curricula and aids in project management, leadership, good governance, electoral processes, gender and human rights locally and regionally.

Employment History

Currently:	WMG Consultancy Ltd - Director and Training Consultant
2012 - 2013	The National Alliance
2009 to Nov 2011:	Interim Independent Electoral Commission - Commissioner
2001- 2009:	WMG Consultancy Ltd - Director and Senior Consultant
1997- 2001:	Federation of Women Lawyers - Kenya (FIDA-K), Programme Officer, Legal and Gender Awareness Programme
1992- 1997:	Independent Consultant
1991- 1992:	Otieno Odongo and Partners Consulting Engineers, Administrations and Personnel Manager

Certifications

Professional Courses

- **Training on Internet Communication Technology, WiLDAF, South Africa**
 - **Team Building and Interpersonal Skills Development, InCA, Nairobi**
 - **NGO Management Course, EU Net, Denmark (3 months) 2000**
 - **Training on Women Development and Gender, Royal Tropical Institute, The Royal Netherlands, (3 weeks), 1999**
 - **Goal Oriented Project Planning (ZOPP), GS Consult, Nairobi, 1995**
 - **Community Development and Leadership Training (TOT), Christian Children's Fund, Nairobi, 1994**
-

Research Assignments:

National Level, Kenya. 2007

Government Efforts in Implementing CEDAW in Kenya
Government Processes of Implementing the Millennium Development Goals and the Effects on Women

Kirinyaga District, Kenya, 2006

Community Awareness on Decentralised Funds and the Participation of Women at all Levels
Training Needs Assessment on Decentralised Funds

Cape Town, South Africa, 2001

Effectiveness of Handling Violence Against Women Cases at Police Stations in South Africa.

Kakuma and Dadaab Refugee Camps, Kenya, 2000

Sexual and Gender Based Violence in Refugee Camps in Kenya.

Western and Nyanza Provinces, Kenya, 1999

Legal Seeking Behaviour of Women in Western and Nyanza Provinces.

Nairobi, Mombasa and Kisumu, Kenya, 1998

Handling Sexual and Gender Based Violence by Police.

Meru and Kakamega, Western, Nyanza, North Eastern, Central Provinces in Kenya 1996

Evaluation of Population Education Promotion Projects

South Africa, Ghana and India 2009

Comparative Study on Structures of Election Management Bodies

Washington DC 2011

Kenyans in the Diaspora Participation in the Electoral Cycle

Election Observation Missions

Brazil Presidential elections 2010

Referendum on Unity or Separation for South Sudan 2011

Tanzania General Elections 2011

Assessment Missions

Assessment on Ethiopia's Preparedness for 2010 General Elections

Education

1991 Completed Degree in Education - Home Economics at Kenyatta University, Nairobi

1987 Completed A Level and got 8 Points at State House Girls High School, Nairobi

1985 Completed O Level and got a 1st Division at Gathirimu Girls Technical High School, Kiambu

Currently: Winnie is currently working at WMG Management Consultancy Limited as the Training Director. Recently, she has worked on:

Women and Leadership Training: Currently working on two programmes in Kenya to prepare women for elective positions for the 2017 general elections in Kenya. This entails selection of women in strategic counties, constituencies and wards, developing of training content and materials to address different contexts and conducting the training for the women candidates and their support teams. These programmes are continuous and will run till 2017 August general elections. The two programmes are run by the National Democratic Institute (NDI) and Hanns Seidel Foundation through ICDI.

Manual of Gender Management Systems (GMS) for International Development Law Organisation (IDLO) and the Ministry of Devolution and Planning: Recently completed the GMS training manual and training guide. The Ministry of Devolution and Planning is mandated to facilitate and coordinate the national development planning process, oversee the implementation of Kenya's development blueprint (Vision 2030) and provide leadership in the implementation of economic policies including promotion of equitable social economic development between men and women. Develop a Gender Management System Training Manual and Training Guide, which were informed by understanding the gender mainstreaming initiatives within Kenya government and other African countries.

Ford Foundation: Conducted a needs assessment for Ford Foundation grantees and made recommendations on key areas of programme focus relevant in the Kenya, Uganda and Tanzania. In order to ensure proper implementation, worked with the same grantees to develop indicators for efficient monitoring and evaluation and tracking and documentation of results.

Devolved Governments Training: Developed training content and trained 5 County Governments on effective and efficient ways of running County Governments in line with the devolved legislation and the Kenyan Constitution with reference to international best practices.

Kenya Judiciary: Was part of the team that developed the Judicial Transformation Framework (JTF). Also implemented the process of devolving the Judicial Transformation Framework to all the court stations in the country and developing the stations and regional results oriented strategic plans. She was also part of the team that developed the new institutional structure with a framework to implement the JTF. Was also able to develop the strategic planning framework for the Judiciary.

WMG Management Consultancy Limited: Elections and Leadership Workshop Series: WMG will run a series of workshop as the Kenyan electoral cycle unfolds towards the General Elections under the new constitutional dispensation. The first workshop was successfully launch and conducted on 9th and 10th February 2012 at the Karen Country Lodge. A series of 6 other workshops will be conducted before the General Elections.

National Democratic Institute: Developing election timelines in line with the Kenyan new constitution, the Elections Act 2011, the Political Parties Act 2011 and the Campaign Financing Bill 2011. These timelines will be used to guide the National Elections Observation Group throughout the election cycle towards the 2012 Kenya General Elections. She is also developing tools for collecting data to ensure that these timelines are met.

UN Women - Gender and Governance Programme (GGP) Kenya

The Gender and Governance Programme is a national elections programme that UN Women manages on behalf of the GGP basket fund. There are 41 NGOs implementing various programmes such as increasing women's participation in decision-making positions as well as civic education in preparation for 2013 general elections in Kenya. Winnie was contracted to train the NGOs on programme implementation within the electoral cycle and the help the organisations understand legislation on elections and the inter-relationship in the Constitution and other elections related laws.

2012 - 2013: The National Alliance

Worked as the Executive Director for The National Alliance which is the ruling party in Kenya. I set up the political party and build its member base to be the largest party in Kenya. Played a key role to mobilised voters and coordinate all party activities at the grassroots. Was responsible for training and coordinating all party agents activities during the general elections and was the presidential agent. Was also the key witness in the presidential petition case.

2008 - November 2011 Employment: Commissioner with The Interim Independent Electoral Commission

Worked as Commissioners of the Interim Independent Electoral Commission - Kenya to bring about electoral reforms. She has been the Chairperson of the Human Resource and Training Committee where she has overseen the formation of an efficient and effective secretariat. She has also been responsible of developing training content on elections and overseen the training of all election staff, which has lead to the successful conduct of by elections and the referendum.

Achievements

-
- Participated in developing the organisational structure, job descriptions and recruitment process of the newly established Elections Management Body in Kenya namely the Interim Independent Electoral Commission.
 - Developed the cascade training modules for by- elections and referendum management, which has been successfully operationalised.
 - Developed the phased voter education programmes for the Electoral Cycle in preparation for the Referendum.
 - Participated in the drafting and development of the Referendum Rules and Regulations 2010, Independent Elections and Boundaries Act 2011, Elections Act 2011 and Political Parties Act 2011.
 - Developed the elections operational plan, which has been institutionalised for running elections.
 - Conceptualised and developed the operations of call centres at the constituency and national levels during by elections and referendum.
 - Reviewed the National Voter Education Curriculum and the IIEC Exit Report.

Experience in Developing National Frameworks

- 2008 *Developed the Action Plan, Guidelines and Indicators for Gender Mainstreaming in the National HIV Responses*
Client: National Aids Control Council (NACC)

The National Aids Control Council (NACC) is the legally constituted institution that takes lead on the national AIDS framework, oversees, coordinates and monitors the national multi-sectoral responses to HIV/AIDS in Kenya. The 2005/6 - 2009/10 Strategic Plan was the central tool that provided guidance on HIV/AIDS responses. The consultant developed an Action Plan, Guidelines and Indicators for Gender Mainstreaming in the National HIV Responses for NACC in order to have in place

- harmonised and standardised guidelines for gender mainstreaming from which various categories of implementers can buy in for their strategic gender mainstreaming efforts.
- Mechanisms to monitor gender responsive initiatives by actors in order to ensure gender equality.

- 2008 *Developed the National Framework on Gender Based Violence*
Client: The National Commission on Gender and Development.

The consultant developed a National Framework to address gender-based violence in Kenya. The framework shows; the role each state and non-state actors addressing gender based

violence in Kenya, the different activities/roles each actor plays in addressing gender based violence, the geographical area of coverage by each actor, beneficiaries of their interventions and the expected results from each actor.

2009 *Developed the Implementation Framework for Gender Based Violence Including Child Sexual Abuse*
Client: East, Central and Southern African Health Community.

The consultant developed the implementation framework using existing strategies from WHO/AFRO, USAID/ECA and UNICEF/ESAR. Operational strategies were identified and an implementation framework for the sub-region was developed. The framework is now used to guide country level action plans for gender based violence and child sexual abuse prevention, response and management.

Experience in Developing Strategic Planning

My approach in strategic plan development takes on a participatory approach with my role being to guide and facilitate the process providing technical support and paying attention to details. Full participation of representatives of the board or governing council and staff members throughout the strategic plan development is encouraged.

List of Strategic Plans Developed For Institutions

- 2008 International Republican Institute - IRI - Uganda
Working with the four largest political parties in reviewing political party strategy and building the think tanks capacity to conduct research for policy formulation in Uganda.
- 2005 to
2007 National Democratic Institute - Kenya
Worked with different political parties in Kenya to develop strategies to strengthen the Women and Youth wings of political parties. These sessions were joint where different political parties participated.
- 2008 National Aids Control Council - NACC
Developed a National Action Plan, Guidelines and Indicators for Gender Mainstreaming in the National HIV Responses. This is part of the overall NACC strategic Plan.
- 2007 Kenya Human Rights Institute - KHRI
- 2006 Gender and Governance Programme in Kenya - GGP (GGP brought together 36 Non-Governmental Organisations working towards promoting the increase of women's leadership in decision making. This plan entailed developing strategies that created synergy among the 36 organisations, avoided duplication of activities and maximising on limited resources)
- 2003 Kenya: Ministry of Gender, Sports, Culture and Social Services, Department of Gender
- 2003 Kenya Women Parliamentary Association - KEWOPA
- 2002 Association of Persons with Disabilities in Kenya - APDK

Experience in Training

Training Curricula, Manual and Materials - My Approach

The development of training manuals is a process. It entails conducting a needs assessment or a survey to establish the situation on the ground. Some manuals developed are specific to the clients or community needs. This calls for their specific needs to be addressed in the training manual and thus the needs assessment or survey. The survey focuses on understanding the context, training needs and educational levels of beneficiaries in order to

establish the depth and language of the content. Thereafter the manual framework is developed from which the content is developed. Content is developed combining existing relevant literature, case studies, practice, peoples experiences and from comparative analysis of internationally developed or local legislation as appropriate. After the content has been developed, the guiding steps for training to aid the trainer are developed. After which the manual is pre-tested among the targeted beneficiaries. The pre-testing aims at establishing the relevance of the content, appropriateness of the methodology applied for each session, if the time allocated for sessions is enough, and if the language used is clearly understood. Further, the pre-test seeks to establish if it can be used by other trainers other than those who developed it with ease. Adjustments are made based on the recommendations made by the pre-test and the manual is complete. Where needed the training aids are developed alongside the manual and are pre-tested at the same time with the manual. The same process is followed when developing curricula.

List of Training Materials Developed

2011 *Open Society Health and Rights - Law and Health Initiative Project*

This project has recently started. The assignment entails development of organisational capacity assessment tools and training modules for 40 HIV/AIDS and Human Rights grantee organisations in Kenya in order to strengthen the organisations performance. The assignment entails development and pretesting of self-assessment tools, conducting a participatory needs assessment, identifying strengths and weaknesses and developing training modules and content and finally conducting training. Monitoring and evaluation processes and tools will also be developed.

2009 *Interim Independent Electoral Commission*

The IIEC inherited all training material from the Electoral Commission of Kenya. Due to the reform role that the Commission had to play, there were modifications in how elections were run. This called for the improvement of training material to be in line with the reforms. While at the Commission I reviewed and developed modified training materials, checklists and operational protocols for by-elections and the 2010 referendum.

2008 *Kenya Women Judges Association and Women in Law and Development*

Training Manual for Judges on the Sexual Offences Act - 2007

The Sexual Offences Act was enacted into law in 2007. This being a new law, judges in Kenya needed to be trained so that they know what offences were contained in the Act so that they can effectively make judgement on cases they hear. This manual was developed to facilitate training of all judges on the Sexual Offences Act. The consultant was responsible for facilitating and developing the manual framework and content. The consultant led the process of manual development, pre testing and finalisation of the manual.

2008 *Proginist - Ethiopian Non-Government*

Human Rights and Women's Property Rights Training Manual

This training manual was developed to train national paralegal workers in Ethiopia. It contains laws related to human rights and rights of women. This was the first such manual to be developed and was translated into Amharic. The manual is widely used by paralegals and non-governmental organisations for training and reference.

2008 *Rwanda for Rwanda Women's Network*

Women's Property and Inheritance Rights Training Manual

This training manual was developed and designed to train national paralegal workers in Rwanda. It contains laws relating to women's property and inheritance rights and redress systems in place. WMG Consultancy Limited produced this manual.

2007 *Kenya for the National Democratic Institute*

Review of the Trainers Guide for Training Political Party Agents

In 2007, Kenya held its third multi-party general elections. In the spirit of democracy, all political parties are allowed at least two party agents inside the polling station to safeguard their votes. The agents needed training to effectively carry out their roles. The training manual detailed the roles and responsibilities of a party agent, does and don't of party agents, procedures of opening of a polling station, polling procedures and material, closing of polling station, counting and tallying of votes and announcements and declaration of winners. Winnie reviewed the training guide to ensure it was in line with the election rules and regulations. Nationwide training was conducted where Winnie was the lead training consultant for Coast and Nairobi Provinces. The programme was sponsored by UNDP.

2007 *Somalia for International Medical Corps*

Gender Based Violence Reference Manual

A rapid gender based violence assessment in three Internally Displaced Persons (IDP) camps in Baidoa namely, Abu Casharo, Kormari and Yasin. These three camps account for approximately 40% of the IDP population in Baidoa. It was found that although gender based violence is rampant in the camps, health care workers lack adequate skills to manage it effectively. The manual was developed to train health care providers with the necessary knowledge and skills to handle and treat, collect evidence and document gender based violence. The manual was used to train trainers and would be in turn use it to train other health care providers. WMG Consultancy Limited developed the manual and conducted the training of trainers.

2007 *Kenya for the Kenya Police Force and Women in Law and Development*

Training Manual for Police on the Sexual Offences Act - 2007

The Sexual Offences Act was enacted into law in 2007. This being a new law, the police needed to be trained so that they know what is contained in the Act so that they accurately enter the charges into the occurrence book, carry out thorough investigations and prepare charge sheets in preparation for successful prosecution. This manual was developed to facilitate training of all police officers on the Sexual Offences Act. This manual later became part of the training curricula in the Kenyan Police Training Collages. WMG Consultancy Limited was responsible for providing the manual framework and content flow; led the process of manual development, pre testing and finalisation of the manual. This was a participatory process where police officers working in police training institutions were guided to develop the content.

2007 *Kenya for the Attorney Generals Office and Women in Law and Development*

Training Manual for Prosecutors on the Sexual Offences Act - 2007

The Sexual Offences Act was enacted into law in 2007. This being a new law, prosecutors needed to be trained so that they know what offences were contained in the Act so that they can effectively prosecute cases. This manual was developed to facilitate training of all prosecutors on the Sexual Offences Act. WMG Consultancy Limited was responsible for providing the manual framework and content flow; led the process of manual development, pre testing and finalisation of the manual. This was a participatory process where prosecutors working in the Attorney Generals office were guided to develop the content.

2006 *Management of Decentralised Funds in Kenya for ABANTU for Development*

WMG Consultancy Limited was contracted to carry out a survey to establish the knowledge base, participation and management of decentralised funds among communities living in the four constituencies of Kirinyaga District, Central Province in Kenya. Based on the finding, WMG Consultancy developed a training manual on the different decentralised funds i.e. Community Development Fund, the Local Authority Transfer Fund, Free Primary Education, Constituency Aids Control Fund, Roads Maintenance Levy Funds, Constituency Bursary Fund, Rural Electrification, Women Development Fund and Youth Development Fund. The training manual covered the content of the different legislation governing each fund. It described the use and management of the fund, amounts allocated per year and mode of disbursement and participation of community members in the prioritisation and selection of projects or beneficiaries. Winnie conducted a training of trainers workshops for 95 participants who in turn

trained a total of 5,546 community members in the four constituencies. To enable the community training, Winnie draw a timetable and assigned trainers for the community training. We closely monitored the community training process to ensure the ensure standardised high quality training was conducted. All participants were provided with the training manual as their training tool. A simplified handbook developed by Winnie was distributed to all community members who were trained for quick reference.

2005 *Training Guide for Democratic Policing During Elections for Tanzania Police*

Client: Raoul Wallenberg Institute (UNDP)

This was a national programme funded by UNDP to train all police officers in mainland Tanzania and Zanzibar. The assignment entailed developing a training guide after conducting a needs assessment. The training guide was developed and translated into Kiswahili. The training cascade approach was applied where 20 master trainers were trained to conduct training for 100 training of trainers, who in turn trained 2,450 police officers. The training guide was circulated to all the police officers in the United Republic of Tanzania. Winnie participated in the development of the training guide. She was the lead consultant in the monitoring process of the countrywide. She developed the training of how to use the monitoring tool and oversaw the monitoring process.

2005 *Human Rights Training Manual for Kenyan Prisons*

Client: Raoul Wallenberg Institute (SIDA Sweden)

The Raul Wallenberg Institute is a Swedish university which among other things specialising on human rights education. They contracted one of WMG's Consultants to develop a training manual on human rights to be used within the prison service training institutions in Kenya. The manual sought to highlight the different human rights violations in prisons experienced by both prison officers and prisoners. It highlighted the ideal situation with reference to the international human rights instruments and comparatively made practical recommendations on how to enhance human rights practices for both prison officers and prisoners.

2004 *Fact Sheets on Women in Political Leadership for ABANTU for Development - Kenya*

The development of the fact sheets entailed research to look at women's political participation from independence to 2004. From the research, fact sheets were developed showing women elected and nominated in all general elections, women Ministers and Assistant Ministers and women's participation in House Committees from the first to the ninth parliament. Fact sheets were also developed to show women in the public service, judiciary, diplomatic service and the provincial commission. Further, there was a detailed analysis of women's participation in decentralised funds management committees.

2003 *Training Manual on Women's Participation in the Constitutional Review Process for the Federation of Women Lawyers - Kenya*

The Constitution Review Process was important for women to participate in. It called for simple interpretation of the Bomas discussions in order for women to ensure that the gains made in entrenching women's rights in the draft constitution were retained. The manual, whose theme was "Safeguarding Women's Rights in the Draft Constitution", contained all the provisions that protect women's in the draft constitution and described the benefits of each provision. It also provided arguments to defend the provision in order for a common voice and message for lobbying activities. This document was used among the Bomas Delegates and Non-Governmental Organisations. WMG Consultancy provided a consultant to work with 4 other consultants in this process. After the manual was developed, a WMG consultant conducted various trainings for Bomas Delegates using the manual.

2003 *NGO Management & Sustainability Training Manual for AMREF*

WMG Consultancy Limited developed a training manual on NGO Management and Sustainability to be used by AMREF Training Centre which was mainstreamed in their annual trainings programme. WMG then conducted the training which was attended by 15 participants

from Uganda, Tanzania, Somalia and Kenya. The training content covered institutionalisation, organisational structure and development, developing a results based strategy, management functions and management of NGO's, mainstreaming gender and HIV/AIDS in development programmes, Fundraising and financial management and proposal writing.

2002 *Handbook on Sexual and Gender Based Violence in Refugee Camps for UNHCR*

This assignment entailed conducting a needs assessment in the two refugee camps in Kenya, Dadaab and Kakuma. The needs assessment focused on identifying the different types of gender and sexual based violence that existed in the camps, redress mechanisms and ways in which these problems can be prevented or addressed. After the research, a handbook was developed to be used by community based trainers in the camps. Alongside the handbook, posters were developed to sensitise communities living in the camps about sexual and gender based violence. Once the handbook was developed, training for community elders and religious leaders was conducted for their approval and blessings for the training of trainers to be conducted in both camps. A WMG consultant conducted the whole assignment.

2002 *Voter Education and Electoral Process for the Electoral Commission of Kenya*
Training Manuals for Electoral Officers for the Electoral Commission of Kenya

WMG provided a consultant to work in a team of 2 other consultants together with Electoral Commissioners and staff working in the training department of the Electoral Commission of Kenya to review and develop election materials to be used for civic education countrywide.

Evaluations

While conducting programme evaluation, assessment of the efficiency and effectiveness of the programme, progress made towards the achievement of planned results, relevance of the programme, mechanisms to ensure sustainability and institutional arrangements. We look out for challenges faced and the lessons learnt from the programme and make recommendations on modifications of the project and its implementation to ensure achievement of planned results. Throughout the evaluation, we work in close collaboration with all the stakeholders. In order to carry out evaluations effectively, we have continuous consultations with the client to ensure that we are on course and deal with any difficulties encountered promptly. We collect information to inform our evaluation using data collecting instruments to be used at formal and informal interview or focus group discussions with stakeholders, literature review and field visits. After this, we usually call for a dissemination workshop where the client and stakeholders are invited to input on the evaluation findings before the final document is complete.

List of Evaluations Conducted

- 2002 Ethiopia for Henrich Boll Foundation: Effectiveness of the Gender Forum
- 2005 Kenya for CIDA-GESP, DANIDA, SIDA and DFID referred to as the Donor Support Group: The Gender & Governance Programme Worked together with Deloitte Consulting Ltd. as an Associate Consultant
- 2005 Kenya for ABANTU for Development: Evaluation of different stakeholders working in the areas of HIV/AIDS programmes targeting women and children affected or infected with HIV/AIDS in the Greater Horn of Africa.
- 2005, 2004 & 2003 Kenya for Education Centre for Women in Development: Annual Programme Evaluations for Paralegal Programme and Women & Leadership Programme.
- 2004 & 2005 Kenya for ABANTU for Development: Annual Programme Evaluation for Gender & Governance Programme.
- 1993 Kenya for ITDG in Nyanza and Western Provinces: Effectiveness and Use of the Energy Saving Jiko
- 1992 Kenya for Christian Children Fund: Assessment of the Eligibility Criteria for benefiting children from Western & Nyanza Provinces.

Other Professional Experience:

Action Aid Kenya - 2006

Consultancy Contract for Mapping Exercise for Gender and Governance Programme Partners

Developed for Action Aid International Kenya an objective mapping criteria that determined the geographical areas for Gender and Governance Programme implementation.

Tailor-Made Training

Conducted training needs assessments for individual organisations and tailor-make appropriate training. Trainings programmes developed to suit organisations needs are as follows;

- AMREF - Two weeks training on NGO Management and Sustainability: This training is run annually by AMREF for senior management officers working in NGO's. Participants come from the African continent.
- AMREF - One week training on Gender and Health: This training is run annually by AMREF for health officers working in NGO's and public health facilities. Participants come from all over African.
- SNV Kenya - One week training on Facilitation and Training Skills: This training develops presentation, facilitation and training skills.
- Education Centre for Women in Democracy (ECWD) - Training for Paralegals on Women's Rights and Training on Monitoring Human Rights violations. This is a series of training that has run for a period of eight years - 2000 to 2007.

Equal Status and Human Rights of Women in East Africa by Raoul Wallenberg Institute and Education Centre for Women in Democracy

An annual training conducted for persons working in the public and civil society sector. Winnie facilitates the session on Human Rights Education which deals with practical approaches that people can apply to train in Human Rights.

Conducting Public Awareness on the Electronic Media

Winnie has continuously and periodically been called upon by the mainstream media stations in Kenya to respond on pertinent issues such as Constitution Review, elections and legislative reform from a gender perspective. She has also been running a series of radio programmes to educate the Kenyan citizens on the importance of women and leadership; socio-cultural redress systems of violence against women, and education on proposed or passed legislation that seeks to address any form of sexual and/or gender violence.

Awareness Creation at Workshops

As a consultant, Winnie conducts trainings, seminars and workshops for various client in the area of women's rights. Within the training programmes, topics covered include gender and the social construction, human rights, family law, domestic and sexual violence, trafficking of persons and developments aspects in relation to gender.

List of Clients

- Action Aid - Kenya
- Federation of Women Lawyers in Kenya
- The League of Kenya Women Voters
- Education Centre for Women In Democracy
- Women Direct
- Centre for Rights and Awareness
- Collaborative Centre for Gender and Development
- Maendeleo ya Wanawake

Leadership Training

Training citizens and women leaders in women in leadership/decision making in political, social, cultural and economical spheres is another area of training. This includes trained women civic and parliamentary candidates on leadership skills and how to successfully run for political and other community leadership offices. This training is conducted countrywide continuously with more frequent trainings taking place during the election periods. Training also includes capacity building of candidates and their agents on the electoral processes, research methods to monitor progress.

List of Clients

- National Democratic Institute
- International Republican Institute
- Association of Local Government Authorities in Kenya - ALGAK
- Kenya Women Political Alliance
- Action Aid - Kenya
- Federation of Women Lawyers in Kenya
- The League of Kenya Women Voters
- Education Centre for Women In Democracy
- Youth Agenda
- Institute for Education in Democracy

Training for Government Institutions

Conducting a series of training for the Local Administration, that is District Officers, Chiefs, Assistant Chiefs and Police Officers on Gender and Gender Mainstreaming in their respective institutions at a national level in Kenya. In Tanzania developed training material and trained police officers on democratic electoral processes in relation to security concerns during elections. This assignment prepared the police officers to uphold democratic principles of elections during the country's 2005 general. Electoral violence and gender concerns were key topics of the training.

List of Clients

- Kenya: Under the GJLOS Programme, Office of the President
- Tanzania: United Nations Development Fund Programme, Tanzanian Police Force.

Reviewed and modified training material for the Electoral Commission of Kenya training materials namely Election Manual, Manual on Local Authority Elections, Manual on Parliamentary Elections, The Code of Conduct and the role of Election Officials. Also participated in the development of the trainer's guide materials mentioned above.

List of Clients

- Institute for Education in Democracy
- The Electoral Commission of Kenya



THIS IS TO CERTIFY THAT

KIPNG'ETICH ARAP KORIR BETT

HAS BEEN ADMITTED ON THIS DATE AS A MEMBER
OF THE ASSOCIATION AND IS ENTITLED
TO ALL RIGHTS AND BENEFITS IN ACCORDANCE
WITH THE BYLAWS.

Paul D'Angelo
PAUL D'ANGELO
INTERNATIONAL PRESIDENT

24 December 2009

ISACA



THE EAST AFRICAN EXAMINATIONS COUNCIL

This is to certify that the candidate named below sat for the Examination for the East African Certificate of Education and qualified for the award of an

EAST AFRICAN CERTIFICATE OF EDUCATION

DIVISION II

THE CANDIDATE WHOSE NAME IS PRINTED IN THE SUBJECTS COLUMN

IS THE SON OF

NO. 1234

OF THE

NAME OF CANDIDATE
NAME OF SCHOOL
NAME OF DISTRICT
NAME OF PROVINCE
NAME OF COUNTRY

GRADE

7

6

5

4

3

2

1

SUBJECTS TAKEN: SUBJECTS OF SPECIAL INTEREST

Secretary
East African Examinations Council

Chairman
East African Examinations Council

(See overleaf)


APPENDIX 4



KENYATTA UNIVERSITY

This is to certify that
Winifred Waceke Guchu
having satisfied all the requirements
was awarded the degree of
BACHELOR OF EDUCATION
(HOME ECONOMICS)
Second Class Honours (Lower Division)

at a congregation
held at this University
on the Sixth Day of September
in the Year
One Thousand Nine Hundred and Ninety-One


Vice-Chancellor


Registrar



bridge

Building Resources to Democracy,
Governance and Elections

Certificate of Completion

Presented to:

Winnie W. Guchu

In recognition of completion of the Electoral Observation
module

24 – 27 March 2010

Nairobi, Kenya

Koki Muli
(Facilitator)



AEC
Australian Electoral Commission

THE KENYA NATIONAL EXAMINATIONS COUNCIL



This is to certify that the candidate named below sat for the Examination for the Kenya Advanced Certificate of Education and qualified for the award of a

KENYA ADVANCED CERTIFICATE OF EDUCATION

The candidate passed at the level shown (Principal or Subsidiary) in the subject(s) named and attained the Grade(s) as indicated.

WINIFRED W BUCHU

410197509

STATE HOUSE GIRLS' HIGH SCHOOL

		<u>Grade</u>
GENERAL PAPER	SUBSIDIARY	
CHRISTIAN REL EDUCATION	SUBSIDIARY	
KISWAHILI	PRINCIPAL	E
CLOTHING & TEXTILES	PRINCIPAL	C

SUBJECTS RECORDED FOUR

EXAMINATION OF NOVEMBER/DECEMBER 1967

Secretary
Kenya National Examinations Council

Chairman
Kenya National Examinations Council

A 127510

(See overleaf)



CERTIFICATE

THIS IS TO CERTIFY that
Winifred Waceke Guchu

has completed a training programme under the auspices of the
Royal Danish Ministry of Foreign Affairs

Danida Fellowship Programme

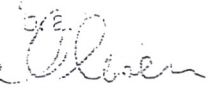
on: NGO Management Course

Period of study: 31 July – 13 October 2000

Place of study: EU-net

Royal Danish Ministry of Foreign Affairs

Copenhagen, 13 October 2000

for the Minister

Anni Crawshaw
Head of Section
Danida Fellowship Programme



COMPUTECH

TRAINING CENTRE

573

This is to certify that

Winifred W. Guchu

*has been examined and has
successfully completed a course in*

Lotus 1-2-3 Beginning

From 06-03-95 To 17-03-95

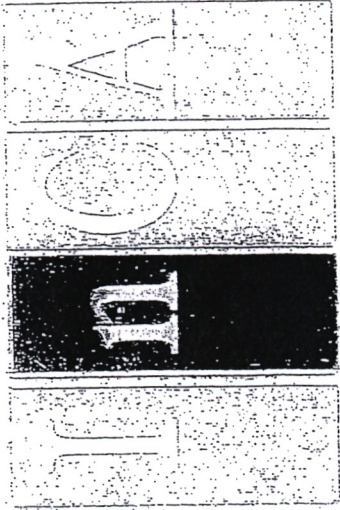
M. M. M. M.

Training Manager

02-06-95

Date





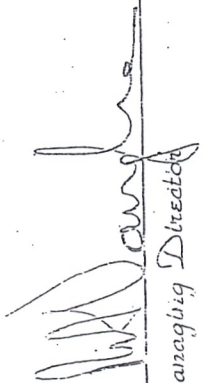
INDEPENDENT COMMUNICATIONS
ASSOCIATES

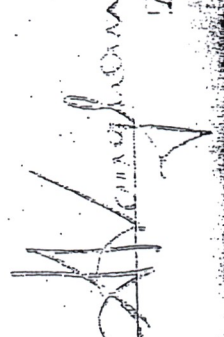
CERTIFICATE

Awarded to

Winitred M. Buchu

For participating in a Team Building and Interpersonal
Skills Development training programme


Managing Director

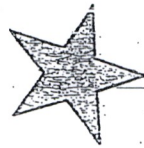

Director

This is to certify that

Winifred W Guchu

Of

WILDAF- Kenya



successfully completed the WILDAf ICT Training

Handwritten signature of Anriette Esterhuysen.

Anriette Esterhuysen
Executive Director

Handwritten signature of Tendai Ncube.

Tendai Ncube
Training Co-ordinator

17th -20th April 2000

Date

Southern African Nongovernmental Organisation Network, P.O Box 31, Johannesburg 2000, South Africa
Tel: +27 11 838 6943 Fax: +27 11 492 1058 Email: info@sn.apc.org
WWW: <http://sn.apc.org>

~~KONINKLIJK~~ INSTITUUT
~~VOOR DE~~ TROPEN
~~ROYAL~~ TROPICAL INSTITUTE

~~Amsterdam~~
~~The Netherlands~~

C E R T I F I C A T E

De Directie van het Koninklijk Instituut voor de Tropen verklaart hierbij dat
The Board of Directors of the Royal Tropical Institute herewith certifies that

Ms. Winifred Guchu

_____ datum en plaats van geboorte
date and place of birth

08-11-1965, Nairobi, Kenya

_____ heeft gevolgd
has attended

*Training Workshop for Trainers in Women,
Gender and Development*



_____ van/tot
from/to

June 6 - June 25, 1999

_____ Amsterdam

June 25, 1999

Cursus coördinator
Course coordinator /Trainers

*Marguerite Appel
Maitrayee Mukhopadhyay
Deborah Kasente*

_____ Voorzitter van de Directie
Director General

_____ *[Signature]*

Certificate

This is to confirm that

Winifred Waceke Guchu

has successfully completed the

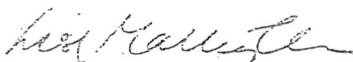
NGO Management Course

31st July 2000 to 13th October 2000

The course was offered by Danida Fellowship Centre and conducted by EU-net A/S

The course covered the following modules:

- Introduction to and definitions of NGOs
- Communication and Presentation Skills
- Participatory Approaches and Tools, including Logical Framework Approach, and Methods and Tools for Gender Analysis
- Organisational Assessment and Development
- Placement at Sister Organisations
- Human Rights and Development
- Financial Resources Management
- Individual Implementation Assignment



Lise Malling Olsen
Course Director of EU-net A/S



Kim Madsen
Managing Director of EU-net A/S



PRIVATE & CONFIDENTIAL

The Clerk of The National Assembly
Parliament Building,
P.O. BOX 41842-00100
NAIROBI, KENYA.

THE NATIONAL ALLIANCE-TNA
STATEHOUSE ROAD,
P.O BOX 12212-00200
NAIROBI
EMAIL: Info@TNA.or.ke

Tnasecretariat2018hq@gmail.com
WEBSITE: www.TNA.or.ke
Tel: 0721 609808

Date	Direct Tel Number	Our reference	In reply please quote your
16 th March, 2015	0721 609808	TNA/NOB/SG/16	reference: T.B.A

Dear Sir,

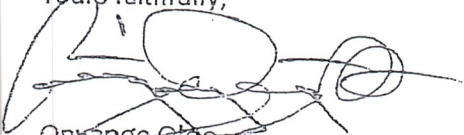
RE: Character Reference and Clearance for Ms. Winifred Waceke Guchu. ID Number 8351623

Winifred Waceke Guchu worked as the Executive Director of The National Alliance from October 2012 to May 2013 under my direct supervision. His Excellency, the President, has nominated her as a member of the Judicial Service Commission.

As the Secretary General of the Party, I am writing this reference letter to recommend her as a highly ethical, skilled, professional and trustworthy individual. While she worked for the party, she was able to efficiently ensure that the party fulfilled all the legal and technical obligations in a very short period of time. In handling candidates and party members' information, she was always very respectful of privacy, rules and restrictions.

In addition to her work ethics, Winnie is an upstanding citizen of sound character and proactive member of the community. To the best of my knowledge, she kept meticulous records, documentation of all information, funds received and spent by the party. She put systems in place to ensure that the party had sound financial checks and balances. I can confidently attest that she will bring great value to the Judicial Service Commission and I once again highly recommend her.

Yours faithfully,


Onyango Goto
Secretary General-TNA

APPENDIX 9

REPUBLIC OF KENYA
UNDER THE OATHS AND STATUTORY DECLARATIONS ACT, CAP 15 OF
THE LAWS OF KENYA

AFFIDAVIT

I, **KIPNGETICH ARAP KORIR BETT** holder of I.D card number 0002144 and of P.O Box Number 7281-2110 Nakuru do hereby make oath and state as follows:-

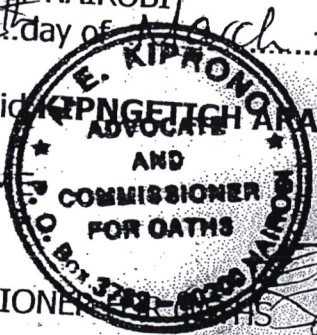
1. **THAT** I am an adult of sound mind and a citizen of the Republic of Kenya.
2. **THAT** during my vetting today for the position of Commissioner to the Judicial Service Commission by the Parliamentary Departmental Committee on Justice and Legal Affairs, it was put to me that I had illegally acquired land in Mau Forest.
3. **THAT** my response then and now is that it is not true that I acquired land illegally at Kiptagich area of Mau Forest.
4. **THAT** I neither own nor in possession/occupation of any land in the said area.
5. **THAT** I make this declaration to deny the allegation that I illegally acquired land in Mau Forest.
6. **THAT** what is stated herein is true and within my personal knowledge.

SWORN AT NAIROBI

This 24th day of March 2015

By the said **KIPNGETICH ARAP KORIR BETT**

BEFORE ME



COMMISSIONER

DRAWN BY

A.E KIPRONO & ASSOCIATES,
UGANDA HOUSE, 5TH FLOOR,
KENYATTA AVENUE,
P.O BOX 3782-00200,
NAIROBI

APPENDIX 10

REPUBLIC OF KENYA



THE NATIONAL ASSEMBLY

BRIEF FOR THE DEPARTMENTAL COMMITTEE ON JUSTICE AND LEGAL AFFAIRS ON CONSTITUTIONAL COMMISSIONS

1.0 Background

Chapter 15, in article 248 of the Constitution lists (10) Commissions and two (2) Independent offices. Article 249 sets out a three-fold mandate for Constitutional Commissions and Independent Offices in Kenya. The objects of the Commissions and the independent offices are to:

- a) protect the sovereignty of the people;
- b) secure the observance by all State organs of democratic values and principles, and;
- c) to promote constitutionalism.

The Commission for the Implementation of the Constitution is also not listed in Chapter 15 but is established in Section 5 of the Sixth Schedule which also gives it the status of the Commissions and Independent offices under Chapter 15.

Although not specifically mentioned in Chapter 15, the Ethics and Anti-Corruption Commission (EACC) is provided for in Article 79 which specifically states that it shall have the status and powers of a commission under Chapter 15.

The Commissions are constituted as follows:

COMMISSION	COMMISSIONERS
Commission for the Implementation of the Constitution (CIC)	<ol style="list-style-type: none">1. Charles Nyachae, Chairperson2. Dr. Elizabeth Muli, Vice-Chairperson3. Imaana Kibaaya Laibuta4. Kamotho Waiganjo5. Catherine Muyeka Mumma6. Dr. Ibrahim M. Ali7. Philemon Mwaisaka

	8. Dr. Florence Omosa 9. Prof. Peter Wanyande
The Kenya National Commission on Human Rights Equality Commission (KNCHR)	1. Commissioner Kagwiria Mbogori – Chairperson 2. Commissioner George Morara Monyoncho- Vice Chairperson 3. Commissioner Jedidah Wakonyo Waruhiu 4. Commissioner Suzanne Shatikha Chivusia
National Gender Equality Commission (NGEC)	1. Winfred Lichuma, Chairperson 2. Simon J. Ndubai 3. Gumato Ukur Yatani 4. Dr. Florence Nyokabi Wachira 5. Prof. Rose A. O. Odhiambo
Commission on Administrative Justice (CAJ)	1. Dr. Otiende Amollo 2. Dr. Regina G. Mwatha 3. Saadia Mohamed 1. Mr. Leonard Ngaluma, Commission Secretary
The National Land Commission (NLC)	2. Dr. Swazuri A. Muhammad , Chairman 3. Abigael Mbagaya Mukolwe , Vice chair 4. Abdulkadir Adan Khalif 5. Clement Isaiah Lenachuru 6. Emma Muthoni Njogu 7. Dr. Rose Musyoka 8. Dr. Samuel Kipng'etich Tororei 9. Silas Kinoti Muriithi 10. Dr. T. Konyimbih Mboya 11. Tom Aziz Chavangi
The Independent Electoral and Boundaries Commission (IEBC)	1. Ahmed Issack Hassan, Chairman 2. Lilian Bokeeye Mahiri-Zaja , Vice-Chairperson 3. Albert Camus Onyango 4. Amb. Yusuf A. Nzibo 5. Bwire Kule Galma Godana 6. Eng. Abdullahi Sharawe 7. Thomas Letangule 8. J. Muthoni Wangai 9. Mohamed Alawi Hussun 10. Ezra Chiloba Simiyu, CEO/ Commission

	Secretary
The Parliamentary Service Commission (PSC)	<ol style="list-style-type: none"> 1. The Hon. Justin Muturi, Speaker – Chairman 2. The Hon. Beth Mugo, M.P. - Vice Chair 3. The Hon. Adan Keynan, M.P. 4. The Hon. Jimmy Angwenyi, M.P. 5. The Hon. David Musila, M.P. 6. The Hon. Sammy Leshore, M.P 7. The Hon. Gladys Wanga, M.P 8. The Hon. Regina Chengorok, M.P. 9. The Hon. Dr. Abdullahi Ali 10. The Hon Dr. Lorna Mumelo
The Judicial Service Commission (JSC)	<ol style="list-style-type: none"> 1. Hon. Justice Dr. Willy M. Mutunga, Chief Justice / President of the Supreme Court of Kenya 2. Hon. Dr. Justice Smokin Wanjala, Judge of the Supreme Court of Kenya 3. Hon. Justice Mohamed Warsame, Judge Court of Appeal 4. Hon. Justice Aggrey Muchelule, Judge of the High Court of Kenya 5. Hon. Prof Tom Ojienda, Senior Counsel 6. Hon. Prof. Githu Muigai, Attorney General of the Republic of Kenya 7. Hon. Emily Ominde, Chief Magistrate 8. Hon. Florence Muoti Mwangangi, Advocate of the High Court of Kenya 9. Hon. Prof. Margaret Kobia 10. Hon. Rev. (Dr.) Samuel Kobia
The Commission on Revenue Allocation (CRA)	<ol style="list-style-type: none"> 1. Micah Cheserem – Chairman 2. Fatuma Abdulkadir - Vice-chairperson 3. Prof. Wafula Massai 4. Amina Ahmed 5. Prof. Joseph Kimura 6. Rose Osoro 7. Prof. Raphael Munavu 8. Meshack Onyango 9. Dr. Kamau Thuge - P.S The National

	Treasury
The Public Service Commission	<ol style="list-style-type: none"> 1. Prof. Margaret Kobia, Chairperson 2. Amb. Peter O. Ole Nkuraiya, Vice Chairperson 3. Prof. Michael N. Lokuruka 4. Mr. Titus M. Ndambuki 5. Mr. Patrick G. Gichohi 6. Mrs. Veronica Birgen 7. Mr. Lawrence K. Nyalle 8. Dr. Judith E. Bwonya 9. Ms. Catherine R. Omweno
The Salaries and Remuneration Commission (SRC)	<ol style="list-style-type: none"> 1. Mrs. Sarah JC Serem 2. Mr. Daniel Omondi Ogutu 3. Mrs. Sellestine A. Mbii Kiuluku 4. Mrs. Serah Njeri Kinyua 5. Brig. (Rtd.) Samuel Ndururi Kirugi, MBS., 6. Mr. Isaiah Kubai 7. Mrs. Jacqueline Mugo 8. Mrs. Anne Elizabeth Owuor, FCPA, CIA, MBA, MSC., 9. Hon. Peter Oloo Aringo 10. Mr. Jason Allen Nambalu Namasake, LLB(Dar) LLM (London) 11. Mr. Joseph K. Kinyua, CBS., 12. Mrs. Njoki Kahiga
The Teachers service commission	<ol style="list-style-type: none"> 1. Dr Salome Gichura 2. Cleopas Tirop 3. Saadia Kontoma
The National Police Service Commission	<ol style="list-style-type: none"> 1. Johnston Kavuludi ,Commission Chairperson 2. Murshid A. Mohamed 3. Mrs. Mary Auma Owuor 4. Ronald Leposo Musengi 5. Dr. Maj. (Rtd) Shadrack Muiu
Ethics and Anti-Corruption Commission, EACC	<ol style="list-style-type: none"> 1. Mr. Mumo Matemu, Chairperson 2. Irene Cheptoo Keino, Vice Chair 3. Halakhe Dida Waqo, Commission Secretary 4. Prof. Jane Kerubo Onsongo

IINDEPENDENT OFFICES	
-----------------------------	--

The Auditor-General	Mr. Edward Ouko
----------------------------	-----------------

Mr. Edward Ouko

The Controller Of Budget	Mrs. Agnes Nangira Odhiambo
---------------------------------	-----------------------------

Mrs. Agnes Nangira Odhiambo

