



COUNTY GOVERNMENT OF KITUI

THE COUNTY ASSEMBLY

THIRD ASSEMBLY – (FIRST SESSION)

COUNTY ASSEMBLY SERVICE BOARD

A REPORT ON THE INTERVIEWS FOR THE 4TH AND THE 5TH MEMBERS OF THE
COUNTY ASSEMBLY SERVICE BOARD (A MAN AND A WOMAN), 2022.

Clerk's Chambers,
County Assembly Buildings,
Kitui, Kenya

November, 2022.

County Assembly Service Board first report on the interview of the 4th and the 5th Board Members.

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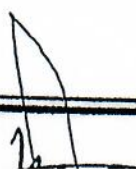


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CHAIRPERSON'S FORWARD

Section 12 of the County Governments Act No. 11 of 2017 establishes a Board in each of the 47 County Assemblies in the Republic of Kenya.

Section 47 of the County Assemblies Services Act further provides for the tenure of members of the County Assembly Service Board and more specifically, it states that the two members of the Board, a man and a woman, representing the public, shall serve in the Board until the two other members assume office.

As a means of transitioning to the third County Assembly and further to enable the transitioning of Board operations fully, the County Assembly through the Secretary to the Board declared a vacancy in the positions of the two members of the Board and called for interested persons to apply for the said positions.

The declaration of vacancy was published in the Kenya gazette further published in the dailies and specifically the Star and the Standard newspapers in line with the First Schedule to the County Assemblies Services Act.

Our call for applications was well responded to and we received 41 applications out of which 23 were shortlisted. The shortlisted candidates were invited to appear before the Board for interviews pursuant to the First Schedule of the County Assemblies Services Act.

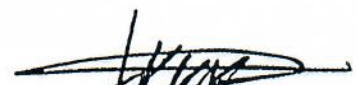
The First Schedule under paragraph 4 provides that upon conclusion of the interviews, the Board should recommend one man and one woman for consideration for appointment by the County Assembly as members of the Board.

Consequently, this Report contains Board's observations, findings and recommendation as relates to the consideration of the suitability of the candidates that appeared before it for the position of a male and female member of the Board representing the public.

In conducting the interviews, the Board was guided by the relevant statutes as well as the Constitution of Kenya 2010 and all other relevant provisions of the law.

Out of the shortlisted candidates and after a careful consideration, the Board found two (2) persons, a man and a woman, to be qualified and suitable to serve as the two external members of the Board and recommends to the County Assembly to approve the said persons for

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appointment as members of the Kitui County Assembly Service Board in line with section 12 of the County Governments Act as read with Section 47 of the County Assembly Services Act and the First Schedule to the said Act.

On behalf of the Board, I wish to extend my sincere gratitude to the Board members and the office of the Clerk of the County Assembly for the support extended to it in executing its mandate.

Lastly, pursuant to County Assembly Standing Order 42A as read with sections 12 of the County Governments Act and section 47 of the County Assembly Services Act, it is my pleasure and duty to present to this House the Report of the County Assembly Service Board on the interviews of the 4th and 5th Members of the Board, a man and a woman.

SIGN: _____



DATE: _____

22/11/2022

HON. KEVIN KINENGO KATISYA, M.C.A.

CHAIRPERSON, KITUI COUNTY ASSEMBLY SERVICE BOARD.

CHAPTER ONE

1.0 PREFACE

1.1 Establishment of the Board.

Mr. Speaker Sir,

The County Assembly Service Board is established under section 12 of the County Governn Act (*Act. No. 17 of 2012*) as read with Section 47 of the County Assembly Services Act.

1.2 Composition of the Board

Mr. Speaker Sir,

Section 12 of the County Governments Act as amended by section 47 of the County Assem Services Act provides the membership of the Board to be: -

- (a) *the Speaker of the county assembly, as the chairperson;*
- (b) *two members of the county assembly nominated by the political parties represente in the county assembly according to their proportion of members in the county assembly; and*
- (c) *one man and one woman appointed by the county assembly from amongst persons who are experienced in public affairs, but are not members of the county assembly.*

The County Assembly Service Board as at the time of the interviews comprised of the following members: -

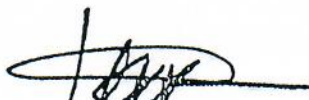
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|---------------------------------------|-------------|
| 1. Hon. Kevin Kinengo Katisya, M.C.A. | Chairperson |
| 2. Hon. Mathew Vuthi Ngovi, M.C.A. | Member |
| 3. Hon. Hussein Mwandia, M.C.A. | Member |

1.3 Board Secretariat

In undertaking its mandate, the Board was assisted by a secretariat drawn from the Service. The ~~Secretariat comprised.~~

1. Mr. E.M.A. Mutambuki
Secretary to the Board
2. L. Waema
Deputy Clerk of Assembly

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3. Ms. Gladys K. Mwendwa
Senior Legal Counsel
4. Ms. Lynn N. Kyalo
Communications Officer
5. Mr. Dennis Kavisu
Speaker's office



CHAPTER TWO

2.0 BACKGROUND

2.1 Responsibilities and Functions of the Board

The Board derives its mandate from section 12 of the County Governments Act as read with section 11 of the County Services Act and all other relevant provisions of the law. Specifically, section 12 (7) of the County Governments Act provides for the responsibilities of the Board to be:

- (a) providing services and facilities to ensure the efficient and effective functioning of the county assembly;*
- (b) constituting offices in the county assembly service, and appointing and supervising office holders;*
- (c) preparing annual estimates of expenditure of the county assembly service and submitting them to the county assembly for approval, and exercising budgetary control over the service;*
- (d) undertaking, singly or jointly with other relevant organizations, programmes to promote the ideals of parliamentary democracy; and*
- (e) performing other functions—*
 - (i) necessary for the well-being of the members and staff of the county assembly; or*
 - (ii) prescribed by national legislation.*

Section 11(1) of the County Assembly Services Act further outlines functions of the Board, which shall be-

- (a) direct and supervise the administration of the services and facilities provided by, and exercise budgetary control over, the Service;*
- (b) determine and review the terms and conditions of service of persons holding or acting in the offices of the Service;*

- (c) initiate, co-ordinate and harmonize policies and strategies relating to the development of the Service;*
- (d) initiate programmes-*
 - (i) for training and capacity building of members and staff of the county assembly and other persons;*

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- (ii) that promote ideals of parliamentary democracy as set out in Article 127(6)(d) of the Constitution; and
- (iii) that promote public awareness and participation in the activities of the county assembly; and
- (e) do such other things as may be necessary for the well-being of the members and staff of the county assembly.

In the performance of its functions, the Board should apply the national values and principles of governance as set out in Article 10 of the Constitution and the values and principles of public service set out in Article 232(1) of the Constitution.

In relation to the instant task, the County Assembly Services Act of 2017 Paragraph 3 of the First Schedule to the Act provides that:-

"The Board shall, within fourteen days after the last date of submission of applications under paragraph 2, consider the applications, shortlist, conduct interviews and recommend the name of one applicant qualified for the position".

The One person in our case should be one man and one woman in line with Section 12 of the County Governments Act as read with Section 47 of the County Assembly Services Act of 2017. Paragraph 4 of the First Schedule to the County Assembly Services Act of 2017 further provides that: -

"The name of a person recommended under paragraph 3 shall be submitted to the county assembly for approval and appointment in accordance with the Standing Orders of the assembly"

2.2 Shortlisting Process.

Forty-one (41) persons applied for the position of two external members of the Board. Section 9 of the County Assembly Services Act sets the qualification for a person to be appointed as the external member of the Board. This Section provides that one must-

- a) Be is a citizen of Kenya;
- b) holds a degree from university recognized in Kenya
- c) have at least ten years' experience in public affairs; and
- d) meet the requirements of leadership and integrity in Chapter Six of the Constitution.



Guided by the statutory qualifications of a member of the Board, the Board further unanimously resolved that applicants who were in public service would not be shortlisted.

After thorough scrutiny, the following candidates were found to be qualified and were thus shortlisted and invited to interview for the position.

1.	Dominic K. Ngovi	13.	Dr. Musangi J. Mutua
2.	Jane Mutua	14.	Stanley Tito Kilonzi
3.	Rev. Paul Munyalo Inuvu	15.	Florence Muthio Kaku
4.	Johnson Mutua Kanandu	16.	Roland Mutua Kamothe
5.	Michael Muthui Kimwele	17.	Charles Kawembe Nzoka
6.	James Mutunga Munuve	18.	Annah Kamene Muli
7.	Simon Nzivwa Mundu	19.	Emeritus Kasee Musya
8.	Millitonic Mwendwa Kimanzi	20.	Ruth Nzambi Joseph
9.	Jane Mwendu Kimuyu Kibati	21.	Moses Katua Muinde
10.	Andrew Ndisya Lusa	22.	Wilson Muange Musyoka
11.	Cephas Musyoki Kinyua	23.	Paul Msava Mutwii
12.	Stephen Makau Musili		

Based on the agreed upon criteria, the following candidates were not successful and did not make it to the shortlist: -

1.	James Musyoki Kilonzi	10.	Doris Ndinda Masila
2.	Pristone Mazeras Kithome	11.	Michael Musumbi Mwanza
3.	Eric Ndemange Muthoka	12.	Damaris Mwikali Muthui
4.	Boniface Mutio Mutonga	13.	Charles Mutinda Muema
5.	Boniface Munyoki Mwangangi	14.	Amos Kituku Mutua
6.	Anne Kamene Mwalimu	15.	Elizabeth Mwathe
7.	Japheth Mulwa Ngovi	16.	Mary Munanu Mulu
8.	Faith Nyaguthii Maina	17.	Dr. Martha Muselu Muthami
9.	Erastus Kyani Musyimi		

2.3 Issues for consideration

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In line with the statutory qualifications set out by the County Assembly Services Act and further in addition to these qualifications, the Board unanimously resolved that a candidate would only be considered successful after demonstrating good understanding of:-

- a) The roles and functions of the Board;
- b) Devolution and structure of County Governments;
- c) Chapter 6 of the Constitution of Kenya and its application; and
- d) Good communication skills.

The Board was also guided by Section 5 of the County Assembly Services Act No. 24 of 2017 which provides for the County assembly services values and its states that: -

(1) The values and principles of public service set out under Article 232(1) of the Constitution shall apply to the Service established under this Act.

(2) In addition to the national values and principles of governance set out in Article 10 of the Constitution and the values and principles of public service set out in Article 232(1) of the Constitution, the Service shall uphold the following values –

- (a) the fostering of peace;
- (b) the provision of non-partisan and impartial advice and services to the county assembly, its committees and its members;
- (c) the maintenance of honesty, accountability and integrity in the delivery of services, having regard to the principles of political neutrality, professionalism, economy, efficiency, equality and fairness, courtesy and discipline;
- (d) the provision of a workplace that recognizes the diverse backgrounds of the employees of the Service and promotes national integration;
- (e) the maintenance of the spirit of co-operation in the workplace based on consultation and communication;
- (f) the provision of a fair, flexible, safe and rewarding workplace;
- ~~(g) the inspiration of public confidence in and respect for the county assembly;~~
- (h) the fostering of understanding and co-operation between the county executive and the county assembly in the context of their autonomy and complementarity; and
- (i) such other values as the Board may, from time to time, prescribe.



Further, the Board considered Section 8 of the County Assembly Services Act No.24 of 2017 which provides that in nominating or appointing any person as a member of the Board under Section 12(3)(d) of the County Governments Act (No. 17 of 2012), the county assembly shall have regard to —

- (a) the national values and principles set out in Article 10 of the Constitution; and
- (b) community and cultural diversity of the County.

2.4 Interviews and Board's Observations

The Board conducted the interviews on 17th and 18th November, 2022 in the County Assembly Boardroom.

Of the shortlisted candidates, the following did not turn up for the interviews:

1. Dr. Jane Musangi Mutua;
2. Annah Kamene Muli ; and
3. Simon Nzivwa Mundu.

A. MALE CANDIDATES.

1. MR. DOMINIC K. NGOVI.

Ward and Sub-County: Mutito Kaliku Ward, Kitui East Constituency

Interview:

The candidate appeared before the Board on Thursday, 17th November, 2022 and after introductions, he was informed by the Chairperson to the Board that he was appearing before it following his expression of interest to work with the County Assembly Service Board pursuant to the provisions of County Assembly Services Act, 2017. He was further requested to forward his original credentials for verification by the Board.

After introductions the candidate was asked the following thematic questions among others:

- i) The roles and functions of the Board in the management of the Assembly affairs;
- ii) How to address and improve Members' welfare;
- iii) Linkage between the two arms of the County Government; and
- iv) Understanding nepotism and its effects on institution.



The Board observed the following: -

1. The candidate had the requisite statutory qualifications as provided for under section 9 of the County Assembly Services Act, 2017.
2. The candidate provided valid clearance certificates as required under chapter 6 of the constitution, 2010 (Leadership and Integrity).
3. The candidate demonstrated good understanding of the relationship between the two arms of the County Government and the role each plays in the delivery of services to Kitui people.
4. The candidate was unable to articulate well the functions of the Kitui County Assembly Service Board as provided for by section 11 of the County Assembly Services Act, 2017 and section 12 of the County Governments Act.
5. The candidate did not demonstrate clear understanding of matters Members' welfare and did not provide the interventions which can be put in place to improve the same
6. The candidate lacked proper understanding of nepotism in the employment circle and how to best handle matters of conflict of interest which might arise in the line of duty.

2. MR. STANLEY TIFO KILONZI

Ward and Sub-County: Chuluni Ward, Kitui East Constituency

Interview.

The Candidate appeared before the Board on Thursday 17th November, 2022 and after introduction, he was informed by the Chairperson to the Board that he was appearing before it following his expression of interest to work with the County Assembly Service Board pursuant to the provision of the County Assembly Service Act, 2017.

The candidate was further requested to forward his original credentials for verification by the Board.

After introductions, the candidate was asked the following thematic questions among others:-

- i) the roles and functions of the Board in the management of County Assembly affairs;
- ii) how to address and improve members' welfare;

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- iii) The linkage between the two arms of the County Government;
- iv) Successes and failures of devolution;
- v) How to deal with Nepotism in employment; and
- vi) Compliance with Chapter 6 of the Constitutions.

The Board observed the following: -

1. The Candidate possessed the requisite statutory qualifications as provided for under section 9 of the County Assembly Services Act, 2017.
 2. The candidate was able to explain the successes of devolution and the challenges that devolution was currently facing and how to tackle them.
 3. The candidate provided valid clearance certificates as required under Chapter 6 of the Constitution, 2010 (Leadership and Integrity Chapter).
 4. The candidate was very articulate as regards the concept of nepotism and its ramifications and gave the Board practical solutions on how to deal with nepotism in employment.
 5. That the candidate did not demonstrate a clear understanding of the functions and roles of the Board in managing County Assembly affairs.
 6. The candidate did not understand members' welfare and the role the County Assembly Service Board would play in improving the same.
 7. Whereas the candidate understood the definition of the term corruption, he did not offer ways and interventions through which the county assembly would be in a position to deal with the vice in the work place.
 8. The candidate did not demonstrate sufficient understanding on the linkage between the two arms of County Governments and more specifically how the two arms would work together in ensuring the county assembly's mandate could be advanced.
 9. On integrity issues, the candidate submitted that he had been adversely mentioned by the National Police Service Vetting Report (commonly known as the Kavuludi Report) but the candidate noted that this was instigated and motivated by family rankles. The candidate further submitted that he was eventually exonerated and his duties reinstated.
- On this issue, the Board observed that the candidate was not very clear on the circumstances that caused him to be mentioned in the said Report and did not provide any documents to confirm his assertion of having been exonerated.



3. REV. PAUL MUNYALO INUVU

Ward and Sub-County: Chuluni Ward, Kitui East Constituency

Interview

The candidate appeared before the Board on Thursday, 17th November, 2022 and after introductions, he was informed by the Chairperson to the Board that he was appearing before it following his expression of interest to work with the County Assembly Service Board pursuant to the provisions of County Assembly Services Act, 2017. He was further requested to forward his original credentials for verification by the Board.

After introductions the candidate was asked the following thematic questions among others:

- i) The roles and functions of the Board in the management of the Assembly affairs;
- ii) How to address and improve Members' welfare;
- iii) Linkage between the two arms of the County Government;
- iv) Understanding devolution and its success and failures in Kenya today.

The Board observed the following: -

1. The candidate had the requisite statutory qualifications as provided for in section 9 of the County Assembly Services Act, 2017.
2. The candidate provided valid clearance certificates as required under chapter 6 of the constitution, 2010 (Leadership and Integrity).
3. The candidate demonstrated a clear understanding of nepotism in the employment circle and the necessary measures to put in place to tackle corruption cases in case they stem up in the line of duty.
4. The candidate did not demonstrate a clear understanding of devolution and the relationship between the two arms of the County Government and the role each plays in the delivery of services to the People of Kitui.
5. The candidate was unable to articulate the functions of the Kitui County Assembly Service Board as provided for by section 11 of the County Assembly Services Act, 2017 and section 12 of the County Governments Act.

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6. The candidate lacked a clear understanding of matters Members' welfare and did not articulate the interventions which can be put in place to improve the same.

4. MR. JOHNSON MUTUA KANANDU

Ward and Sub-County: Mumoni Ward, Mwingi North Constituency

Interview.

The candidate appeared before the Board on Thursday, 17th November, 2022 and after introductions, he was informed by the Chairperson to the Board that he was appearing before it following his expression of interest to work with the County Assembly Service Board pursuant to the provisions of County Assembly Services Act, 2017. He was further requested to forward his original credentials for verification by the Board.

After introductions the candidate was asked the following thematic questions among others:

- i) The roles and functions of the Board in the management of the Assembly affairs;
- ii) How to address and improve Members' welfare;
- iii) Linkage between the two arms of the County Government;
- iv) Understanding devolution and its success and failures in Kenya today;
- v) Understanding of the term corruption and measures to deal with the same.

The Board observed the following: -

1. The candidate had the requisite statutory qualifications as provided for in section 9 of the County Assembly Services Act, 2017.
2. The candidate provided valid clearance certificates as required under chapter 6 of the constitution, 2010 (Leadership and Integrity)
3. The candidate articulated well the functions of the Kitui County Assembly Service Board as stipulated under section 11 of the County Assembly Services Act, 2017 and section 12 of the County Governments Act.
4. The candidate demonstrated a clear understanding of devolution and the relationship between the two arms of the Government and the role each plays in the delivery of services.



5. The candidate had a clear understanding and meaning of the term corruption. However, he did not explicitly expound on how corruption can be tackled across the departments which are susceptible to the same.
6. Whereas the candidate had a clear understanding of matters Members' welfare he did not articulate the practical interventions the Board can put in place to improve the same.
7. On the issue of nepotism, while the candidate understood the definition of the word nepotism, he was unable to provide practical interventions that could be employed to deal with nepotism in the work place.

5. MR. ROLAND MUTUA KAMOTHO

Ward and Sub-County: Waita Ward, Mwingi Central Constituency

Interview.

The Candidate appeared before the Board on Thursday 17th November, 2022 and after introduction, he was informed by the Chairperson to the Board that he was appearing before it following his expression of interest to work with the County Assembly Service Board pursuant to the provision of the County Assembly Service Act, 2017.

The candidate was further requested to forward his original credentials for verification by the Board.


After introductions, the candidate was asked the following thematic questions among others:-

- i) the roles and functions of the Board in the management of County Assembly affairs;
- ii) how to address and improve members' welfare;
- iii) The linkage between the two arms of the County Government;
- iv) Successes and failures of devolution; and
- v) How to deal with Nepotism in employment.

The Board observed the following: -

1. The Candidate possessed the requisite statutory qualifications as provided for under section 9 of the County Assembly Services Act, 2017.
2. The candidate had a clear understanding of nepotism and how the same could be dealt with in an institution. The candidate also offered practical interventions on how the Board could tackle nepotism relating matters.

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3. The candidate provided valid clearance certificates as required under Chapter 6 of the Constitution, 2010 (Leadership and Integrity Chapter).
4. The candidate demonstrated clear understanding of devolution its successes and failures and current challenges.
5. That the candidate did not demonstrate a clear understanding of the functions and roles of the Board in managing County Assembly affairs.
6. The candidate did not demonstrate good presentation and communication skills.
7. The candidate did not understand members' welfare and the role the County Assembly Service Board would play in improving the same.
8. The candidate did not demonstrate any understanding on the linkage between the two arms of County Governments and more specifically how the two arms would work together in ensuring the county assembly's mandate was advanced.

6. MR. MICHAEL MUTHUI KIMWELE

Ward and Sub-County: Mwingi Cental Ward, Mwingi Central Constituency

Interview

The candidate appeared before the Board on Thursday, 17th November, 2022 and after introductions, he was informed by the Chairperson to the Board that he was appearing before it following his expression of interest to work with the County Assembly Service Board pursuant to the provisions of County Assembly Services Act, 2017. He was further requested to forward his original credentials for verification by the Board.

After introductions the candidate was asked the following thematic questions among others:

- i) The roles and functions of the Board in the management of the Assembly affairs;
- ii) How to address and improve Members' welfare;
- iii) Linkage between the two arms of the County Government;
- iv) Understanding devolution and its success and failures in Kenya today;
- v) Understanding of the term corruption and measures to deal with the same.

The Board observed the following: -

1. The candidate had the requisite statutory qualifications as provided for in section 9 of the County Assembly Services Act, 2017.

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2. The candidate provided valid clearance certificates as required under chapter 6 of the constitution, 2010(Leadership and Integrity)
3. The candidate was demonstrated a clear understanding of the functions of the Kitui County Assembly Service Board as conferred by section 11 of the County Assembly Services Act, 2017 and section 12 of the County Governments Act.
4. The candidate demonstrated a clear understanding of devolution and the relationship between the two arms of the Government and the role each plays in the delivery of services.
5. The candidate had a clear understanding and meaning of the term corruption. However, he did not seem to understand how corruption could be tackled in the County Assembly and the departments that were susceptible to the same.
6. Inasmuch as the candidate demonstrated a general understanding of some of the members' welfare issues, he was unable to give examples of some of the interventions that could be employed to address and improve members' welfare.

7. MR. JAMES MUTUNGA MUNUVE

Ward and Sub-County: Kanziko Ward, Kitui South Constituency

Interview

The candidate appeared before the Board on Thursday, 17th November, 2022 and after introductions, he was informed by the Chairperson to the Board that he was appearing before it following his expression of interest to work with the County Assembly Service Board pursuant to the provisions of County Assembly Services Act, 2017. He was further requested to forward his original credentials for verification by the Board.

After introductions the candidate was asked the following thematic questions among others:

- i) The roles and functions of the Board in the management of the Assembly affairs;
- ii) How to address and improve Members' welfare;
- iii) Linkage between the two arms of the County Government;
- iv) Understanding devolution and its success and failures in Kenya today;
- v) Understanding of the term corruption and measures to deal with the same.

The Board observed the following: -

1. The candidate had the requisite statutory qualifications as provided for in section 9 of the County Assembly Services Act, 2017.

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4. The candidate demonstrated a clear understanding of devolution and the relationship between the two arms of the County Government and the role each plays in the delivery of services to the people of Kitui.
5. The candidate had a clear understanding and meaning of the term corruption. However, he did not seem to understand how corruption could be tackled in the County Assembly and the departments that were susceptible to the same.
6. Inasmuch as the candidate demonstrated a general understanding of some of the members' welfare issues, he was unable to give examples of some of the interventions that could be employed to address and improve members' welfare.
7. The candidate demonstrated a clear understanding of nepotism and was able to give examples of the interventions that could be employed by the county assembly to deal with the vice.

8. MR. CHARLES KAWEMBE NZOKA

Ward and Sub-County: Chuluni Ward, Kitui East Constituency

Interview.

The Candidate appeared before the Board on Friday 18th November, 2022 and after introduction, he was informed by the Chairperson to the Board that he was appearing before it following his expression of interest to work with the County Assembly Service Board pursuant to the provision of the County Assembly Service Act, 2017.

The candidate was further requested to forward his original credentials for verification by the Board.

After introductions, the candidate was asked the following thematic questions among others:-

- i) the roles and functions of the Board in the management of County Assembly affairs;
- ii) how to address and improve members' welfare;
- iii) The linkage between the two arms of the County Government;

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- iv) Successes and failures of devolution; and
- v) How to deal with Nepotism in employment.

The Board observed the following: -

1. The Candidate possessed the requisite statutory qualifications as provided for under section 9 of the County Assembly Services Act, 2017.
2. The candidate had a clear understanding of nepotism and how the same could be dealt with in an institution. The candidate also offered practical interventions on how the Board could tackle nepotism relating matters.
3. The candidate provided valid clearance certificates as required under Chapter 6 of the Constitution, 2010 (Leadership and Integrity Chapter).
4. The candidate demonstrated clear understanding of devolution its successes and failures and current challenges.
5. That the candidate did not demonstrate a clear understanding of the functions and roles of the Board in managing County Assembly affairs.
6. The candidate did not demonstrate good presentation and communication skills.
9. The candidate did not understand members' welfare and the role the County Assembly Service Board would play in improving the same.
10. The candidate did not demonstrate sufficient understanding on the linkage between the two arms of County Governments and more specifically how the two arms would work together in ensuring the county assembly's mandate was advanced.

11. HON. EMERITUS KASEE MUSYA.

Ward and Sub-County: Kisasi Ward, Kitui Rural Constituency

Interview.

The candidate appeared before the Board on Friday, 18th November, 2022 and after introductions, he was informed by the Chairperson to the Board that he was appearing before it following his expression of interest to work with the County Assembly Service Board pursuant to the provisions of County Assembly Services Act, 2017. He was further requested to forward his original credentials for verification by the Board.

County Assembly Service Board first report on the interview of the 4th and the 5th Board Members.



After introductions the candidate was asked the following thematic questions among others:

- i) The roles and functions of the Board in the management of the Assembly affairs;
- ii) How to address and improve Members' welfare;
- iii) Linkage between the two arms of the County Government;
- iv) Understanding devolution and its success and failures in Kenya today;
- v) Understanding of the term corruption and measures to deal with the same.

The Board observed the following: -

1. The candidate had the requisite statutory qualifications as provided for in section 9 of the County Assembly Services Act, 2017.
2. The candidate provided valid clearance certificates as required under chapter 6 of the constitution, 2010 (Leadership and Integrity).
3. The candidate demonstrated a clear understanding of the functions of the Kitui County Assembly Service Board as provided for under section 11 of the County Assembly Services Act, 2017 and Section 12 County Governments Act.
4. The candidate demonstrated a clear understanding of devolution and the relationship between the two arms of the Government and the role each plays in the delivery of services.
5. The candidate had a clear understanding and meaning of the term corruption. However, he did not demonstrate an understanding of how corruption as a vice could be eradicated in government institutions and especially in the County Assembly of Kitui.
6. Whereas the candidate had a clear understanding of matters Members' welfare he did not articulate the practical interventions the Board can put in place to improve and address the same.
7. The candidate did not have sufficient understanding of nepotism and was unable to demonstrate how he would assist the Board in dealing with the vice.

12. MR. MILLITONIC MWENDWA KIMANZI

Ward and Sub-County: Nzambani Ward, Kitui East Constituency

Interview.

The Candidate appeared before the Board on Friday, 18th November, 2022 and after introduction, he was informed by the Chairperson to the Board that he was appearing before it following his

County Assembly Service Board first report on the interview of the 4th and the 5th Board Members.



expression of interest to work with the County Assembly Service Board pursuant to the provision of the County Assembly Service Act, 2017.

The candidate was further requested to forward his original credentials for verification by the Board.

After introductions, the candidate was asked the following thematic questions among others:-

- i) the roles and functions of the Board in the management of County Assembly affairs;
- ii) how to address and improve members' welfare;
- iii) The linkage between the two arms of the County Government;
- iv) Successes and failures of devolution; and
- v) How to deal with Nepotism in employment.

The Board observed the following: -

1. Whereas the candidate was shortlisted on the strength of the Bachelor of laws Degree Certificate awarded by Uganda Pentecostal University that was provided to the Board at the time of application, the candidate did not, at the interview, provide a letter from the Commission for University Education confirming that the said degree certificate was recognized in Kenya since the law requires that the degree certificate must be one that is recognized in Kenya.
2. The candidate was unable to explain the successes of devolution and the challenges that devolution was currently facing and how to tackle them.
3. The candidate provided valid clearance certificates as required under Chapter 6 of the Constitution, 2010 (Leadership and Integrity Chapter). However, when the candidate was asked if he had any criminal cases or whether he was under any investigation, the candidate confirmed that he had been convicted on a corruption related case which he had appealed against and that he had two more criminal cases pending against him.
- ~~4. The candidate did not understand the concept of nepotism and its ramifications and was unable to give the Board practical solutions on how to deal with nepotism in employment.~~
5. That the candidate did not demonstrate a clear understanding of the functions and roles of the Board in managing County Assembly affairs.
6. The candidate did not understand members' welfare and the role the County Assembly Service Board would play in improving the same.

County Assembly Service Board first report on the interview of the 4th and the 5th Board Members.



7. Whereas the candidate understood the definition of the term corruption, he did not offer ways and interventions through which the county assembly would be in a position to deal with the vice in the work place.
8. The candidate did not demonstrate any understanding on the linkage between the two arms of County Governments and more specifically how the two arms would work together in ensuring the county assembly's mandate was advanced.

13. MR. KATUA MUIINDE

Ward and Sub-County: Mbitini Ward, Kitui Rural Constituency

Interview.

The candidate appeared before the Board on Friday, 18th November, 2022 and after introductions, he was informed by the Chairperson to the Board that he was appearing before it following his expression of interest to work with the County Assembly Service Board pursuant to the provisions of County Assembly Services Act, 2017. He was further requested to forward his original credentials for verification by the Board.

After introductions the candidate was asked the following thematic questions among others:

- i) The roles and functions of the Board in the management of the Assembly affairs;
- ii) How to address and improve Members' welfare;
- iii) Linkage between the two arms of the County Government;
- iv) Understanding of the term corruption and measures to deal with the same.

The Board observed the following: -

1. Whereas the candidate was shortlisted on the strength of the Bachelor of laws Degree Certificate awarded by Kampala Internal University in Uganda that was provided to the Board at the time of application, the candidate did not, at the interview, provide a letter from the Commission for University Education confirming that the said degree certificate was recognized in Kenya since the law requires that the degree certificate must be one that is recognized in Kenya.
2. The candidate had all other requisite statutory qualifications as provided for in section 9 of the County Assembly Services Act, 2017 save for what is indicated under (1) above. The candidate provided valid clearance certificates as required under chapter 6 of the constitution, 2010 (Leadership and Integrity).

County Assembly Service Board first report on the interview of the 4th and the 5th Board Members.



3. The candidate demonstrated a clear understanding of devolution and the relationship between the two arms of the Government and the role each plays in the delivery of services.
4. Whereas the candidate had a clear understanding and meaning of the term corruption, he did not sufficiently illustrate how corruption can be tackled across the departments which are prone to the same.
5. The candidate did not demonstrate a clear understanding of the functions of the Kitui County Assembly Service Board as conferred by section 11 of the County Assembly Services Act, 2017.
6. The candidate lacked a clear understanding of matters Members' welfare and did not articulate the interventions which can be put in place to improve the same.
7. The candidate did not demonstrate any understanding of budget making process in the county assembly.

14. HON. ANDREW NDISYA LUSA

Ward and Sub-County: Kanyangi Ward, Kitui Rural Constituency

Interview.

The candidate appeared before the Board on Friday, 18th November, 2022 and after introductions, he was informed by the Chairperson to the Board that he was appearing before it following his expression of interest to work with the County Assembly Service Board pursuant to the provisions of County Assembly Services Act, 2017. He was further requested to forward his original credentials for verification by the Board.

After introductions the candidate was asked the following thematic questions among others:

- i) The roles and functions of the Board in the management of the Assembly affairs;
- ii) How to address and improve Members' welfare;
- iii) Linkage between the two arms of the County Government;
- iv) Understanding devolution and its success and failures in Kenya today; and
- v) Budget making process.

The Board observed the following: -

1. The candidate had the requisite statutory qualifications as provided for in section 9 of the County Assembly Services Act, 2017.

County Assembly Service Board first report on the interview of the 4th and the 5th Board Members.



2. The candidate provided valid clearance certificates as required under chapter 6 of the constitution, 2010 (Leadership and Integrity).
3. The candidate demonstrated a clear understanding of devolution and the relationship between the two arms of the Government and the role each plays in the delivery of services.
4. The candidate had a clear understanding and meaning of the term corruption. However, he did not illustrate how corruption can be tackled across the departments which are prone to the same.
5. Whereas the candidate had a clear understanding of matters Members' welfare he did not articulate the practical interventions the Board can put in place to improve the same.
6. The candidate did not have a clear understanding of the functions of the Kitui County Assembly Service Board as provided by section 11 of the County Assembly Services Act, 2017 and section 12 of the County Governments Act.
7. The candidate lacked proper understanding of nepotism in the employment circle and how to best handle matters of conflict of interest arising in the line of duty.

15. MR. WILSON MUANGE MUSYOKA

Ward and Sub-County: Nzambani Ward, Kitui East Constituency

Interview.

The Candidate appeared before the Board on Friday, 18th November, 2022 and after introduction, he was informed by the Chairperson to the Board that he was appearing before it following his expression of interest to work with the County Assembly Service Board pursuant to the provision of the County Assembly Service Act, 2017.

The candidate was further requested to forward his original credentials for verification by the Board.

~~After introductions, the candidate was asked the following thematic questions among others:-~~

- i) the roles and functions of the Board in the management of County Assembly affairs;
- ii) how to address and improve members' welfare;
- iii) The linkage between the two arms of the County Government;
- iv) Successes and failures of devolution; and
- v) How to deal with Nepotism in employment.

County Assembly Service Board first report on the interview of the 4th and the 5th Board Members.



The Board observed the following: -

1. The candidate had the requisite statutory qualifications as provided for in section 9 of the County Assembly Services Act, 2017.
2. The candidate provided valid clearance certificates as required under chapter 6 of the constitution, 2010 (Leadership and Integrity).
3. The candidate was able to clearly articulate the successes of devolution and the challenges that devolution was currently facing and how to tackle them.
4. The candidate had a very clear understanding of the concepts of nepotism and corruption and the ramifications of the two vices and was able to give the Board practical solutions on how to deal with nepotism and corruption in an institution.
5. That the candidate demonstrated a clear understanding of the functions and roles of the Board in managing County Assembly affairs.
6. The candidate demonstrated a clear understanding of members' welfare issues and the role the County Assembly Service Board would play in improving the same.
7. On the linkage between the two arms of County Governments, the candidate had a clear understanding and was able to demonstrate how these institutions could work in ensuring the county assembly's mandate was advanced.

16. MR. CEPHAS MUSYOKI KINYUA

Ward and Sub-County: Kauwi Ward, Kitui West Constituency

Interview

The candidate appeared before the Board on Friday, 18th November, 2022 and after introductions, he was informed by the Chairperson to the Board that he was appearing before it following his expression of interest to work with the County Assembly Service Board pursuant to the provisions of County Assembly Services Act, 2017. He was further requested to forward his original credentials for verification by the Board.

After introductions the candidate was asked the following thematic questions among others:

- i) The roles and functions of the Board in the management of the Assembly affairs;
- ii) How to address and improve Members' welfare;
- iii) Linkage between the two arms of the County Government;
- iv) Understanding devolution and its success and failures in Kenya today;

County Assembly Service Board first report on the interview of the 4th and the 5th Board Members.



- v) Understanding of the term corruption and measures to deal with the same; and
- vi) Budget making process in the County Assembly.

The Board observed the following: -

1. The candidate had the requisite statutory qualifications as provided for in section 9 of the County Assembly Services Act, 2017.
2. The candidate provided valid clearance certificates as required under chapter 6 of the constitution, 2010 (Leadership and Integrity).
3. The candidate demonstrated a clear understanding of devolution and the relationship between the two arms of the Government and the role each plays in the delivery of services.
4. Whereas the candidate had a clear understanding of the term corruption, he did not sufficiently illustrate how corruption can be tackled across the departments which are prone to the same.....
5. The candidate demonstrated clear understanding of the functions of the Kitui County Assembly Service Board as provided for under section 11 of the County Assembly Services Act, 2017 and section 12 of the County Governments Act.
6. The candidate lacked a clear understanding of matters Members' welfare and did not articulate the interventions which can be put in place to improve the same.

17. MR. PAUL MSAVA MUTWII

Ward and Sub-County: Chuluni Ward, Kitui East Constituency

Interview.

The candidate appeared before the Board on Friday, 18th November, 2022 and after introductions, he was informed by the Chairperson to the Board that he was appearing before it following his expression of interest to work with the County Assembly Service Board pursuant to the provisions of County Assembly Services Act, 2017. He was further requested to forward his original credentials for verification by the Board.

After introductions the candidate was asked the following thematic questions among others:

- i) The roles and functions of the Board in the management of the Assembly affairs;
- ii) How to address and improve Members' welfare;

County Assembly Service Board first report on the interview of the 4th and the 5th Board Members.



- iii) Linkage between the two arms of the County Government;
- iv) Understanding devolution and its success and failures in Kenya today; and
- v) Understanding of the term corruption and measures to deal with the same.

The Board observed the following:-

1. The candidate had the requisite statutory qualifications as provided for in section 9 of the County Assembly Services Act, 2017.
2. The candidate provided valid clearance certificates as required under chapter 6 of the constitution, 2010 (Leadership and Integrity).
3. The candidate demonstrated clear understanding of the functions of the Kitui County Assembly Service Board as provided for under section 11 of the County Assembly Services Act, 2017 and section 12 of the County Governments Act.
4. The candidate did not demonstrated a clear understanding of devolution and the relationship between the two arms of the County Government and the role each plays in the delivery of services to the people of Kitui.
5. The candidate demonstrated clear understanding of corruption and was able to give examples of interventions that could be used in dealing with corruption in the county assembly.
6. The candidate did not demonstrate general understanding of the members' welfare issues, and he was also unable to give examples of some of the interventions that could be employed to address and improve members' welfare.

18. MR. STEPHEN MAKAU MUSILI

Ward and Sub-County: Kyuso Ward, Mwingi North Constituency

Interview.

The candidate appeared before the Board on Friday, 18th November, 2022 and after introductions, he was informed by the Chairperson to the Board that he was appearing before it following his expression of interest to work with the County Assembly Service Board pursuant to the provisions of County Assembly Services Act, 2017. He was further requested to forward his original credentials for verification by the Board.

County Assembly Service Board first report on the interview of the 4th and the 5th Board Members.



After introductions the candidate was asked the following thematic questions among others:

- i) The roles and functions of the Board in the management of the Assembly affairs;
- ii) How to address and improve Members' welfare;
- iii) Linkage between the two arms of the County Government;
- iv) Understanding devolution and its success and failures in Kenya today; and
- v) Understanding of the term corruption and measures to deal with the same.

The Board observed the following:-

1. The candidate had the requisite statutory qualifications as provided for in section 9 of the County Assembly Services Act, 2017.
2. The candidate provided valid clearance certificates as required under chapter 6 of the constitution, 2010 (Leadership and Integrity).
3. The candidate demonstrated clear understanding of the functions of the Kitui County Assembly Service Board as provided for under section 11 of the County Assembly Services Act, 2017 and section 12 of the County Governments Act.
4. The candidate demonstrated a clear understanding of devolution and the relationship between the two arms of the County Government and the role each plays in the delivery of services to the people of Kitui.
5. The candidate had a clear understanding and meaning of the term corruption. However, he did not seem to understand how corruption could be tackled in the County Assembly and the departments that were susceptible to the same.
6. The candidate demonstrated a general understanding of the members' welfare and was able to give examples of some of the interventions that could be employed to address and improve members' welfare.



B. FEMALE CANDIDATES.

1. MS. JANE MUTUA

Ward and Sub-County: Kauwi Ward, Kitui West Constituency

Interview.

The Candidate appeared before the Board on Thursday 17th November, 2022 and after introduction, she was informed by the Chairperson to the Board that she was appearing before it following her expression of interest to work with the County Assembly Service Board pursuant to the provision of the County Assembly Service Act, 2017.

The candidate was further requested to forward her original credentials for verification by the Board.

After introductions, the candidate was asked the following thematic questions among others: -

- i) the roles and functions of the Board in the management of County Assembly affairs;
- ii) how to address and improve members' welfare;
- iii) The linkage between the two arms of the County Government; and
- iv) Successes and failures of devolution.

The Board observed the following:-

1. Whereas the candidate was shortlisted on the strength of the Transcripts from St. Paul's University, the Board observed that the candidate did not, at the interview, provide the Degree certificate, copy or original, and as a matter of fact the candidate submitted that she was scheduled to graduate on 18th November, 2022.
2. The candidate had the requisite statutory qualifications as provided for in section 9 of the County Assembly Services Act, 2017 save for the educational qualification as it was established during interviews.
3. The candidate provided valid clearance certificates as required under chapter 6 of the constitution, 2010 (Leadership and Integrity).
4. The candidate demonstrated good understanding of the functions of the Kitui County Assembly Service Board as provided for under section 11 of the County Assembly Services Act, 2017 and section 12 of the County Governments Act.

County Assembly Service Board first report on the interview of the 4th and the 5th Board Members.



5. The candidate demonstrated a clear understanding of devolution and the relationship between the two arms of the County Government and the role each plays in the delivery of services to the people of Kitui.
6. The candidate had a clear understanding of the term corruption. However, she did not demonstrate any understanding of how corruption could be tackled in the County Assembly and the departments that were susceptible to the same.
7. The candidate demonstrated a general understanding of the members' welfare and she was able to give examples of some of the interventions that could be employed to address and improve members' welfare.

2. MS. FLORENCE MUTHIO KAKU

Ward and Sub-County: Kyangwithya West Ward, Kitui Central Constituency

Interview.

The Candidate appeared before the Board on Thursday, 17th November, 2022 and after introduction, she was informed by the Chairperson to the Board that she was appearing before it following her expression of interest to work with the County Assembly Service Board pursuant to the provision of the County Assembly Service Act, 2017.

The candidate was further requested to forward her original credentials for verification by the Board.

After introductions, the candidate was asked the following thematic questions among others: -

- i) the roles and functions of the Board in the management of County Assembly affairs;
- ii) how to address and improve members' welfare;
- iii) The linkage between the two arms of the County Government;
- iv) Successes and failures of devolution;
- v) How to deal with Nepotism in employment; and
- vi) Compliance with Chapter 6 of the Constitutions.

The Board observed the following: -

1. The candidate had the requisite statutory qualifications as provided for in section 9 of the County Assembly Services Act, 2017.

County Assembly Service Board first report on the interview of the 4th and the 5th Board Members.



2. The candidate provided valid clearance certificates as required under chapter 6 of the constitution, 2010 (Leadership and Integrity).
3. The candidate did not understand the relationship between the two arms of the Government and the role each plays in the delivery of services.
4. The candidate demonstrated a clear understanding of the functions of the Kitui County Assembly Service Board as provided for under section 11 of the County Assembly Services Act, 2017 and section 12 of the County Governments Act.
5. The candidate lacked a clear understanding of matters Members' welfare and did not articulate the interventions which can be put in place to improve the same
6. The candidate lacked proper understanding of nepotism and corruption in institutions and how the two vices could be prevented or eradicated in an institution.

3. MS. RUTH NZAMBI JOSEPH

Ward and Sub-County: Kivou Ward, Mwingi Central Constituency

Interview.

The Candidate appeared before the Board on Friday, 18th November, 2022 and after introduction, she was informed by the Chairperson to the Board that she was appearing before it following her expression of interest to work with the County Assembly Service Board pursuant to the provision of the County Assembly Service Act, 2017.

The candidate was further requested to forward her original credentials for verification by the Board.

After introductions, the candidate was asked the following thematic questions among others:-

- i) the roles and functions of the Board in the management of County Assembly affairs;
- ii) how to address and improve members' welfare;
- iii) The linkage between the two arms of the County Government;
- iv) Successes and failures of devolution; and
- v) How to deal with Nepotism in employment.

The Board observed the following: -

1. The candidate had the requisite statutory qualifications as provided for in section 9 of the County Assembly Services Act, 2017.

County Assembly Service Board first report on the interview of the 4th and the 5th Board Members.



2. The candidate provided valid clearance certificates as required under chapter 6 of the constitution, 2010 (Leadership and Integrity).
3. The candidate was able to clearly articulate the successes of devolution and the challenges that devolution was currently facing and how to tackle them.
4. The candidate had a very clear understanding of the concepts of nepotism and corruption and was able to demonstrate how the same could be dealt in the work place.
5. The candidate demonstrated a clear understanding of the functions and roles of the Board in managing County Assembly affairs.
6. The candidate clearly understood members' welfare issues and the role the County Assembly Service Board would play in improving the same.
7. On the linkage between the two arms of County Governments, the candidate had a clear understanding and was able to demonstrate how these institutions could work in ensuring the county assembly's mandate was advanced.

4. MS. JANE MWENDE KIMUYU KIBATI

Ward and Sub-County: Mulango Ward, Kitui Central Constituency

Interview.

The Candidate appeared before the Board on Friday, 18th November, 2022 and after introduction, she was informed by the Chairperson to the Board that she was appearing before it following her expression of interest to work with the County Assembly Service Board pursuant to the provision of the County Assembly Service Act, 2017.

The candidate was further requested to forward her original credentials for verification by the Board.

After introductions, the candidate was asked the following thematic questions among others: -

- i) the roles and functions of the Board in the management of County Assembly affairs;
- ii) how to address and improve members' welfare;
- iii) The linkage between the two arms of the County Government; and
- iv) Successes and failures of devolution.



The Board observed the following: -

1. The candidate had the requisite statutory qualifications as provided for in section 9 of the County Assembly Services Act, 2017.
2. The candidate provided valid clearance certificates as required under chapter 6 of the constitution, 2010 (Leadership and Integrity).
3. The candidate demonstrated a clear understanding of devolution and the relationship between the two arms of the Government and the role each plays in the delivery of services.
4. The candidate did not demonstrate clear understanding of the functions and roles of the County Assembly Service Board as provided for under section 11 of the County Assembly Services Act, 2017 and section 12 of the County Governments Act.
5. The candidate lacked a clear understanding of matters Members' welfare and did not clearly state the interventions which can be put in place to improve the same.
6. The candidate had a very clear understanding of the concepts of nepotism and corruption and was able to demonstrate how the same could be dealt in the work place.



CHAPTER THREE



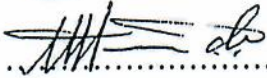
3.0 BOARD'S RECOMMENDATION TO THE COUNTY ASSEMBLY

The Board retreated to Nairobi at Pride Inn Azure from 19th -20th November 2022 to prepare this Report.

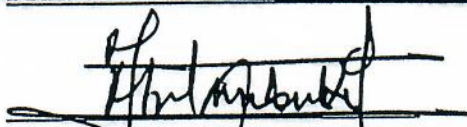
In view of the observations and considerations contained in this Report and factoring in the principles which guided the entire exercise, cognizant of the provision of Article 232 of the Constitution and in respect to the County Assembly Services Act No. 24 of 2017 First Schedule, the County Assembly Service Board do recommend the following: -

THAT, MR. WILSON MUANGE MUSYOKA of ID No. 23737943 and **MS. RUTH NZAMBI JOSEPH**, of ID No. 21935401 be approved for appointment as members of the County Assembly Service Board representing the male and female gender respectively in line with Section 47 of the County Assembly Services Act as read with Standing Order 42A of the Kitui County Assembly Standing Orders.

We, Members of the Board have adopted this Report and hereby affix our signatures to it to affirm our approval and confirm its accuracy, validity and authenticity: -

NAME	DESIGNATION	SIGNATURE
1. Hon. Kevin-Katsiya Kinengo, M.C.A.	Chairperson	
2. Hon. Mathew Vuthi Ngovi, M.C.A	Member	
3. Hon. Hussein Mwandia, M.C.A.	Member	

PREPARED AND COMPILED BY:


Mr. E.M.A. Mutambuki
Secretary to the Board