

REPUBLIC OF KENYA



KENYA NATIONAL ASSEMBLY

ELEVENTH PARLIAMENT – FIRST SESSION (2013)

THE DEPARTMENTAL COMMITTEE ON
LABOUR AND SOCIAL WELFARE

REPORT ON THE VETTING OF

MR. ALI NOOR ISMAIL – PRINCIPAL SECRETARY NOMINEE, MINISTRY OF LABOUR SOCIAL
SECURITY AND SERVICES

MR. PATRICK OMUTIA – PRINCIPAL SECRETARY NOMINEE, MINISTRY OF SPORTS
CULTURE AND THE ARTS

Clerk's Chambers

June, 2013

Parliament Buildings
NAIROBI

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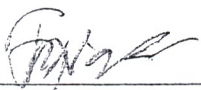
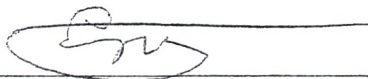
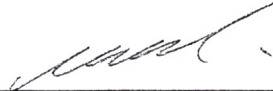

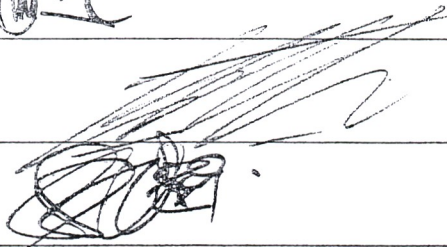


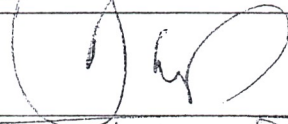
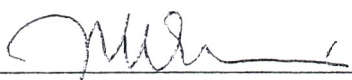
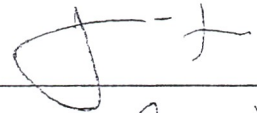
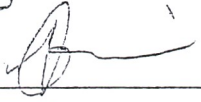


ANNEXTURES

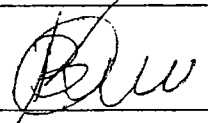
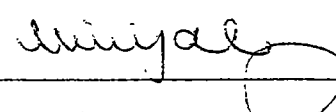

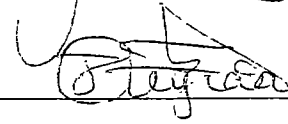
- ANNEXTURE (1): Committee Minutes
- ANNEXTURE (2): Correspondence
- ANNEXTURE (3): Curriculum vitae

ATTENDANCE LIST

DEPARTMENTAL COMMITTEE ON LABOUR AND SOCIAL WELFARE

Date 24/June 2013
ROOM 9 at 3.P.M.

	Name	Signature
1.	HON. BUN NDIRAMUKA KARUKU	
2.	HON. ELIJAH M. MOUNDI	
3.	HON. JOHN OGUTU OMONDI	
4.	HON. ABINOOZ M. ALI	
5.	HON. DAN HATHI/AMA	
6.	HON. SAMUEL GICHHEI	
7.	HON. JOHN KOBADO	
8.	HON. GEORGE MURRAY	
9.	HON. MOHAMED ELMI	
10.	HON. MWAMBATI	
11.	HON. EUSILAH JINGENY	
12.	HON. MELLENEHEP	
13.	HON. GLADYS WANGA	

14.	Hon. Kinoti Gatobu Bonface	
15.	Hon. Tugah Gadgala	
16.	HON. JAMES O. KOTO	
17.	HON. JANET M. TETHAA	
18.		
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1.0 PREFACE

Mr. Speaker, Sir

The Departmental Committee Labour and Social Welfare having been constituted on Thursday 16th May 2013 and draws its membership from the following:

1. The Hon. David Were, M.P. – **Chairperson**
2. The Hon. Tiyah Galgalo, M.P. – **Vice – Chairperson**
3. The Hon. Janet Teiya, M.P.
4. The Hon. Rachael Shebesh, M.P.
5. The Hon. George Muchai, M.P.
6. The Hon. Peris Tobiko, M.P.
7. The Hon. John Ndirangu Kariuki, M.P.
8. The Hon. Winnie Karimi Njuguna, M.P.
9. The Hon. Eusilah Jepkosgey, M.P.
10. The Hon. Samuel Gichigi, M.P.
11. The Hon. Elijah Langat, M.P.
12. The Hon. Cornelly Serem, M.P.
13. The Hon. Abdi Noor Ali, M.P.
14. The Hon. Dan Wanyama, M.P.
15. The Hon. Regina Nyeris, M.P.
16. The Hon. Wesley Korir, M.P.
17. The Hon. Kinoti Gatobu, M.P.
18. The Hon. Elijah Moindi Mosomi, M.P.
19. The Hon. James Onyango K'Oyoo, M.P.
20. The Hon. Eng. John Owuor Kobado, M.P.
21. The Hon. Nyasuna Gladys Wanga, M.P.
22. The Hon. Omondi John Ogutu, M.P.
23. The Hon. Aisha Jumwa Karisa, M.P.
24. The Hon. Patrick Wangamati, M.P.
25. The Hon. Rose Museu Mumo, M.P.
26. The Hon. Silvanice Onyango Osele, M.P.
27. The Hon. Mustafa Idd, M.P.
28. The Hon. Suleiman Murunga Kasuti, M.P.
29. The Hon. Elmi Mohammed, M.P.
30. The Hon. Mwanyoha Hassan, M.P.

Functions of the Committee as set out in Standing Order 216 (5):

- 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;
- To study the programme and policy objectives of ministries and departments and the effectiveness of the implementation.
- To study and review all legislation referred to it;

- To study, assess and analyse the relative success of the ministries and departments as measured by the results obtained as compared with their stated objectives;
- To investigate and inquire into all matters relating to the assigned ministries and departments as they may deem necessary and as may be referred to them by the House:
- To vet and report on all appointments where the Constitution or any law requires the National Assembly to approve, except those under Standing Order 204 (*Committee on Appointments*); and
- Make reports and recommendations to the House as often as possible, including recommendation of proposed legislation.

Mr. Speaker,

According to Schedule II of the Standing Orders, the Committee examines the following subjects:

- Labour,
- trade union relations
- manpower or human resource planning,
- gender,
- culture and social welfare,
- youth,
- National Youth Service,
- children's welfare,
- national heritage,
- betting,
- lotteries
- Sports.

Line Ministries assigned

1. Ministry of Labour Social Security and Services,
2. Ministry of Sports, Culture and the Arts

Mr. Speaker, Sir,

After receiving the name of the nominees to the position of Principal Secretaries the Committee commenced its sittings. In conducting the vetting exercise, the Committee made reference to the Constitution, the Public Appointments (Parliamentary Approval) Act No.33 of 2011, and the Standing Orders.

The Committee complied with the Constitutional and legal requirements and established procedures for vetting. It ensured public participation and openness in carrying out the

proceedings was adhered to. Notifications inviting the public to submit memoranda were placed in the mainstream print media, in tandem with the law.

Mr. Speaker,

The Committee wishes to thank the Offices of the Speaker and the Clerk of the National Assembly for the logistical support accorded to it during the vetting exercise. The Committee is also thankful to the media for their coverage of the proceedings of the Committee, thus enhancing accountability and transparency of the vetting exercise.

Mr. Speaker, Sir,

The Committee made several findings during the vetting exercise. These findings guided the Committee in making its final recommendation. The Committee's recommendation was solely based on the evidence and information from the proceedings of the Committee during the vetting exercise. These recommendations were unanimously agreed upon by the Committee Members during the adoption of the Report on Monday 24th June, 2013.

Finally Mr. Speaker,

On behalf of the Committee, and pursuant to Article 155(3) of the Constitution, Section 8(1) of the Public Appointments (Parliamentary Approval) Act No. 33 of 2011, and Standing Order no. 199(6), it is my pleasant duty to table the Report of the Departmental Committee on Labour and Social Welfare on the Vetting of

Mr. Ali Noor Ismail – Nominee, Ministry of Labour Social Security and Services and

Mr. Patrick Omutia – Nominee, Ministry of Sports Culture and the Arts for debate and adoption by the House.

Signed:



Hon. Tiyah Galgalo, M.P.

(Vice – Chairperson)

Departmental Committee on Departmental Committee on Labour and Social Welfare

Date: ...24th June 2013.....

2.0 BACKGROUND

In conducting the Approval hearing, the Committee was guided by Article 73 (2)(a) (b)(c) and (e) of the Constitution, and the provisions of Section 7 of the Public Appointments (Parliamentary Approval) Act No. 33 of 2011. Pursuant to Standing Order 42 (1) the Speaker of the National Assembly conveyed a message to the House from H.E. the President that of the persons nominated to serve in the positions of Principal Secretary. Article 155 (3) (a) confers upon the President the power to nominate, and subject to approval by the National Assembly, appoint the Principal Secretaries. The name of the nominees and curriculum vitae are thereafter forwarded to the Departmental Committees to conduct approval hearings.

On 12th June, 2013, the Clerk of the National Assembly wrote to the Kenya Revenue Authority (KRA), and the Higher Education Loans Board (HELB) requesting information on whether the nominees were tax compliant and whether they owed any loans to the Board, respectively. The Clerk also wrote to the Ethics and Anti-Corruption Commission seeking information on the integrity of the nominees.

Section 6(9) of the Public Appointments (Parliamentary Approval) Act No. 33 of 2011, provides that “any person may, prior to the approval hearing, and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated”.

By close of business on Tuesday 19th June 2013 the Committee had not received any Memoranda from the public regarding the suitability or otherwise of the two candidates.

Further, the Committee received letters from the Kenya Revenue Authority, indicating that the nominees were tax compliant, the Higher Education Loans Board, stating that there were no outstanding loans as well as duly completed Questionnaires in line with the Public Appointments (Parliamentary Approval) Act No.33 of 2011.

3.0 VETTING OF THE PRINCIPAL SECRETARY NOMINEES,

3.1 MINISTRY OF LABOUR, SOCIAL SECURITY AND SERVICES - MR. ALI NOOR ISMAIL

The Committee examined the nominee using the guidelines provided for in the Public Appointments (Parliamentary Approval) Act No. 33 of 2011. The Committee also followed the following criteria in vetting the nominee:-

- (i) Academic qualifications
- (ii) Employment record and work experience
- (iii) Professional association
- (iv) Public office, political activities and affiliations
- (v) Potential conflict of interest
- (vi) Suitability to the position
- (vii) Tax compliance
- (viii) Integrity

Academic qualifications of the Candidate nominated to serve in the Ministry are as follows:

- MSc Degree in Human Resource Development, University of Manchester (UK)
- LLB, University of Nairobi
- East African Advanced Certificate of Education, Kabarnet High School
- East African Certificate of Education, Mandera Secondary School
- Certificate of Primary Education, Wajir Primary School

The Committee heard that he was highly qualified, accomplished executive administrator with over 26 years experience in senior management positions in public sector and quasi public sector organisations. Further he was a resourceful team leader and player with high levels of integrity and professionalism. His immediate former posting was in the National bank of Kenya from June 2011 to date serving in the position of Deputy Managing Director (support services). Other employers included the Kenya Posts and Telecommunications Corporation and the Ministry of Health.

The Nominee informed the Committee that he applied for the position and went through an interview having a strong conviction that he was qualified and well suited to serve as Principal Secretary.

Members raised the following issues to the Nominee:

- What plans he had for the Social security system
- How to tackle corruption
- Challenges facing the Ministry

- What new radical approaches or strategies to be implemented to transform the Ministry
- His views on Gender, marginalized, youth and disabled groups
- How to ensure social security for farmers and athletes
- Plans to implement the vision 2030
- What legacy he would leave at the ministry
- How to tackle the unrest of workers (teachers, nurses)
- His major achievements in previous positions
- Comments on the unionization of the police officers

The Nominee informed the Committee that he had vast experience dealing with human resource and employees and had solid grounding on labour matters. In that regard, the coverage of people enjoying social security needed to be expanded to cover groups such as farmers and athletes. Contributions made to the NSSF will be managed well for the benefit of the contributors. In addition mechanisms to ensure staff perform well to meet the targets set in the vision 2030 master plan would be implemented.

Members heard that the Nominee was a performer, had made radical positive changes and was part of the team that oversaw the transformation at National Bank of Kenya into a profitable institution. Corruption would not be entertained in the Ministry of Labour as well as the State and Government Agencies that fall under the Ministry, any cases of corruption would be met with the strict letter of the Public Officers and Ethics Act without fear or favour.

In addition the Nominee responded as follows to the Members questions:

- a) He will together with the Cabinet Secretary provide exemplary leadership to officers in the Ministry
- b) Establish an anti-corruption hotline to report cases of corruption
- c) Apply affirmative action to mainstream Gender, Youth, Marginalised and disabled groups
- d) Provide an enabling environment to motivate staff reach optimal performance to achieve the objectives of the Ministry
- e) Will champion for the rights of workers, engage the National Treasury and workers unions to bring to an end the persistent strikes and ensure fair labour practices
- f) Social Security for all would be the legacy and key achievement to be achieved at the Ministry
- g) Errant labour officers would be disciplined accordingly whereas employment agencies will be regulated and vetted accordingly
- h) Institutions of higher education will be linked with industries and employers so as to provide employment especially for the youth
- i) Ensure full alignment of the current labour laws to the new constitution.

The Committee further noted that the Candidate had not been mentioned adversely in any integrity related reports.

3.2 MINISTRY OF SPORTS CULTURE AND THE ARTS – MR. PATRICK OMUTIA

The Committee examined the nominee using the guidelines provided for in the Public Appointments (Parliamentary Approval) Act No. 33 of 2011. The Committee also followed the following criteria in vetting the nominee:-

- (i) Academic qualifications
- (ii) Employment record and work experience
- (iii) Professional association
- (iv) Public office, political activities and affiliations
- (v) Potential conflict of interest
- (vi) Suitability to the position
- (vii) Tax compliance
- (viii) Integrity

Education summary of Mr. Patrick Omutia:

- University of Nairobi, Kenya, Doctor of Philosophy (Candidate-2004) - Management Science
- United States International University – Africa, Nairobi Masters of Science in Management and Organizational Development.
- 2003 – 2010: Bachelor's of Laws, Makerere University, Kampala 1981/82 – 1983 /84: Bachelor's of Commerce Degree,
- Kenya School of Law 2012: Post Graduate Diploma (Awaiting results).
- St. Mary's College - Kisubi ("A" LEVEL)

The Candidate had served as the Director General of the National Industrial Training Authority (NITA) from November 2012 to date. Prior to that, he served in various senior positions for 28 years. His professions are Management Scientist, Accountant & Financial Analyst, Auditor, IT Specialist, Administrator & Human Resources practitioner and Lawyer. Other held positions include:

- Lead consultant at Digital Africa Services
- Director Financial Services
- Project Coordinator for Nairobi Water and Sewerage Institutional Restructuring Project
- Acting Director Human Resources and Administration in Nairobi Water and Sewerage
- Chief Officer in Telkom Kenya Limited
- Director/Chief Executive Officer at KCCT;

- Various senior positions in Internal Audit Function at Kenya Post & Telecommunications Corporation.

Further to that, the Committee noted that he is the treasurer of Kibera Girls Soccer Academy and has served on the Boards of various organizations.

Members had the following queries raised:

- a) How he will manage sports and sports facilities in the country
- b) How to address budgetary constraints in the Ministry
- c) What measures would be used to address tribalism, nepotism, corruption so as to ensure equal opportunities for all
- d) How to motivate athletes and curb double taxation of their earnings from competitions abroad
- e) What plans he has to unveil the National Dress that will unite all Kenyans
- f) What would be done to allow easy access of sports facilities for national teams while preparing for international competitions
- g) How to end constant wrangling in the sports associations that are detrimental to a team's success
- h) Strategies to ensure that sports, heritage and arts are viable sources of gainful employment and security upon retirement
- i) How to eliminate hooliganism during sporting events
- j) What needed to be done to ensure media (films) content does not corrupt the society
- k) How to end wrangles at the Kenya National Theatre
- l) The candidate's plans for the National Museums, National Archives and National Library of Kenya as State and Government Agencies that fall under his docket

Mr. Patrick Omutia stated that he would use his vast experience in finance to ensure sound utilization of resources to reduce wastage. That prudent use of funds together with having Public-Private Partnerships (PPP) will turn the management of sports into viable ventures that will generate revenues for the government and income for the players. Further, Sports, Culture, Heritage and arts will serve as marketing for Kenya and will be used to attract investors and tourists.

The Nominee also informed the Committee as follows:

- a) Value systems will be inculcated so as to end corruptions and ensure transparency and honesty as well as sanitize the associations to encourage responsible management
- b) All stakeholders would be engaged to come up with a legal framework such that double taxation of proceed for the athletes does not arise
- c) Measures to set up and devolve facilities to the grass root level will be implemented so as to nurture and encourage talents of the youth
- d) He will ensure proper planning of events to curb hooliganism and ensure the safety of the players and the members of public

- e) Facilities such as the National Museums, National Archives and National Library will be modernized and digitalized and made easily accessible to all
- f) He intends to introduce a sports lottery so as to make sporting not only entertaining but also profitable
- g) Cultural heritage needed to be preserved, he would collaborate with countries to ensure artefacts are returned and restored to Kenya
- h) Music and arts will be given prominence, institutes and facilities are to be set up to the devolved centres that will provide a platform for persons with talents to perfect their skills

In conclusion the Nominee stated that his legacy would be to ensure Culture, sport, arts receive prominence to contribute significantly to the Country's gross domestic product (GDP).

4.0 COMMITTEE OBSERVATIONS

Mr. Ali Noor Ismail – Nominee, Ministry of Labour Social Security and Services

Members considered the suitability of the Candidate and the information before the Committee and noted as follows:

- a) Mr. Noor had an outstanding career and demonstrated high integrity levels
- b) That he had addressed the issues raised by the Committee satisfactorily
- c) The nominee has risen through the ranks progressively in National Bank
- d) He had a long outstanding career at top management levels
- e) The Nominee showed a sound understanding of the docket he was nominated to serve
- f) As a Human Resource practitioner the candidate was well acquainted with Labour matters

Mr. Patrick Omutia – Nominee, Ministry of Sports Culture and the Arts

The Committee deliberated on the matter and the following were the findings:

- a) The credentials of the Nominee were impressive
- b) Mr Omutia held membership in various professional organisations
- c) He demonstrated a good track record in all the positions previously held
- d) It emanated that he had a sound understanding of the challenges ahead and the strategies to overcome them
- e) He had not been mentioned adversely in any investigations or Parliamentary reports

Thereafter Members unanimously agreed to have the two Nominees approved to serve in the position of Principal Secretaries in the respective Ministries.

5.0 RECOMMENDATIONS

After concluding the Vetting exercise and extensive deliberations, the Committee made the following recommendations:-

That; having considered the suitability, capacity and integrity of the nominee, and pursuant to Article 155(3) of the Constitution and Section 8 (2) of the Schedule to the Public Appointments (Parliamentary Approval) Act No. 33 of 2011, **the Committee recommends that the National Assembly approves the nomination and subsequent appointment of:**

1. **Mr. Ali Noor Ismail to the position of Principal Secretary, Ministry of Labour Social Security and Services.**
2. **Mr. Patrick Omutia to the position of Principal Secretary, Ministry of Sports Culture and the Arts.**

ANNEX (1)

COMMITTEE MINUTES

MINUTES OF THE 9th SITTING OF THE DEPARTMENTAL COMMITTEE ON LABOUR AND SOCIAL WELFARE HELD ON MONDAY, 24TH JUNE, 2013 HELD IN THE COMMITTEE ROOM 9, MAIN PARLIAMENT BUILDINGS AT 3.00 P.M.

PRESENT

The Hon. Tiyah Galgalo, M.P. – Vice – Chairperson

The Hon. Elmi Mohammed, M.P.

The Hon. George Muchai, M.P.

The Hon. John Ndirangu Kariuki, M.P.

The Hon. Eusilah Jepkosgey, M.P.

The Hon. Samuel Gichigi, M.P.

The Hon. Abdi Noor Ali, M.P.

The Hon. Dan Wanyama, M.P.

The Hon. Kinoti Gatobu, M.P.

The Hon. Elijah Moindi Mosomi, M.P.

The Hon. James Onyango K'Oyoo, M.P.

The Hon. Eng. John Owuor Kobado, M.P.

The Hon. Nyasuna Gladys Wanga, M.P.

The Hon. Omondi John Ogutu, M.P.

The Hon. Mwanyoha Hassan, M.P.

The Hon. Janet Teiya, M.P.

ABSENT WITH APOLOGY

The Hon. David Were, M.P. – Chairperson

The Hon. Cornelly Serem, M.P.

The Hon. Patrick Wangamati, M.P.

The Hon. Rose Museu Mumo, M.P.

The Hon. Silvance Onyango Osele, M.P.

The Hon. Mustafa Idd, M.P.

The Hon. Suleiman Murunga Kasuti, M.P.

The Hon. Elijah Langat, M.P.

The Hon. Regina Nyeris, M.P.

The Hon. Wesley Korir, M.P.

The Hon. Winnie Karimi Njuguna, M.P.

The Hon. Peris Tobiko, M.P.

The Hon. Aisha Jumwa Karisa, M.P.

The Hon. Rachael Shebesh, M.P.

IN ATTENDANCE - NATIONAL ASSEMBLY

Mr. Ahmad Kadhi - First Clerk Assistant

MIN.NO. 32/2013: PRELIMINARIES

The meeting was called to order and prayers were said.

MIN.NO. 34/2013: CONFIRMATION OF MINUTES

Minutes of the previous meetings were conformed as follows

Minutes of the meeting of the 7th sitting were proposed by the Hon. Gichigi Samuel, MP and seconded by the Hon. Muchahi George, MP.

Minutes of the meeting of the 8th sitting were proposed by the Hon. Muchahi George, MP and seconded by the Hon. Dan Wanyama, MP.

MIN.NO. 35/2013: CONSIDERATION AND ADOPTION OF THE REPORT OF VETTING OF PRINCIPAL SECRETARIES

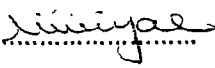
After concluding the Vetting exercise and extensive deliberations, the Committee made the following recommendations:-

1. That; having considered the suitability, capacity and integrity of the nominee, and pursuant to Article 155(3) of the Constitution and Section 8 (2) of the Schedule to the Public Appointments (Parliamentary Approval) Act No. 33 of 2011, **the Committee recommends that the National Assembly approves the nomination and subsequent appointment of Mr. Ali Noor Ismail to the position of Principal Secretary, Ministry of Labour Social Security and Services.**
2. That; having considered the suitability, capacity and integrity of the nominee, and pursuant to Article 155(3) of the Constitution and Section 8 (2) of the Schedule to the Public Appointments (Parliamentary Approval) Act No. 33 of 2011, **the Committee recommends that the National Assembly approves the nomination and subsequent appointment of Mr. Patrick Omutia to the position of Principal Secretary, Ministry of Sports Culture and the Arts.**

The Members present unanimously approved the report and resolved to have it prepared for tabling.

MIN.NO. 36/2013: ADJOURNEMENT

There being no other business the meeting was adjourned at ten minutes past four o'clock to a later date to be communicated.

Signed..... Hon. Tiyah Galgalo, M.P.....
(Vice – Chairperson)

Date.....24th June 2013.....

MINUTES OF THE 8th SITTING OF THE DEPARTMENTAL COMMITTEE ON LABOUR AND SOCIAL WELFARE HELD ON THURSDAY, 20TH JUNE, 2013 HELD IN THE COMMITTEE ROOM 7, MAIN PARLIAMENT BUILDINGS AT 9.00 A.M

PRESENT

The Hon. David Were, M.P. – Chairperson

The Hon. Janet Teiya, M.P.

The Hon. George Muchai, M.P.

The Hon. Peris Tobiko, M.P.

The Hon. John Ndirangu Kariuki, M.P.

The Hon. Winnie Karimi Njuguna, M.P.

The Hon. Eusilah Jepkosgey, M.P.

The Hon. Samuel Gichigi, M.P.

The Hon. Cornelly Serem, M.P.

The Hon. Abdi Noor Ali, M.P.

The Hon. Dan Wanyama, M.P.

The Hon. Regina Nyeris, M.P.

The Hon. Wesley Korir, M.P.

The Hon. Kinoti Gatobu, M.P.

The Hon. Elijah Moindi Mosomi, M.P.

The Hon. James Onyango K'Oyoo, M.P.

The Hon. Eng. John Owuor Kobado, M.P.

The Hon. Nyasuna Gladys Wanga, M.P.

The Hon. Omondi John Ogutu, M.P.

The Hon. Patrick Wangamati, M.P.

The Hon. Rose Museu Mumo, M.P.

The Hon. Silvanice Onyango Osele, M.P.

The Hon. Mustafa Idd, M.P.

The Hon. Suleiman Murunga Kasuti, M.P.

The Hon. Mwanyoha Hassan, M.P.

The Hon. Elijah Langat, M.P.

ABSENT WITH APOLOGY

The Hon. Tiyah Gaigalo, M.P. – Vice – Chairperson

The Hon. Aisha Jumwa Karisa, M.P.

The Hon. Rachael Shebesh, M.P.

The Hon. Elmi Mohammed, M.P.

IN ATTENDANCE - NATIONAL ASSEMBLY

Mr. Ahmad Kadhi - First Clerk Assistant

Mr. Eutyclus Mwiti - Parliamentary Intern

IN ATTENDANCE

Mr. Patrick Omutia – Nominee, Ministry of Sports Culture and the Arts

MIN.NO. 28/2013: PRELIMINARIES

The Chairperson called the meeting to order, prayers were said and followed by brief introductions.

MIN.NO. 29/2013: VETTING OF THE PRINCIPAL SECRETARY NOMINEE, MINISTRY OF SPORTS CULTURE AND THE ARTS

The Nominee was briefed on the mandate of the Committee and vetting exercise being undertaken. He was then invited to take the Members through his credentials and experiences prior to being nominated to serve as Principal Secretary in the Ministry of Sports, Culture and the Arts.

Mr. Omutia served as the Director General of the National Industrial Training Authority (NITA) from November 2012 to date. Prior to this, he served in various senior positions for 28 years. His professions are Management Scientist, Accountant & Financial Analyst, Auditor, IT

Specialist, Administrator & Human Resources practitioner and Lawyer. Other held positions were:

- Lead consultant at Digital Africa Services
- Director Financial Services
- Project Coordinator for Nairobi Water and Sewerage Institutional Restructuring Project
- Acting Director Human Resources and Administration in Nairobi Water and Sewerage
- Chief Officer in Telkom Kenya Limited
- Director/Chief Executive Officer at KCCT;
- Various senior positions in Internal Audit Function at Kenya Post & Telecommunications Corporation.

In addition the educational summary was as follows:

- University of Nairobi, Kenya, Doctor of Philosophy (Candidate-2004) - Management Science
- United States International University – Africa, Nairobi Masters of Science in Management and Organizational Development.
- 2003 – 2010: Bachelor's of Laws, Makerere University, Kampala 1981/82 – 1983 /84: Bachelor's of Commerce Degree,
- Kenya School of Law 2012: Post Graduate Diploma (Awaiting results).
- St. Mary's College - Kisubi ("A" LEVEL)

Further to that, the Committee noted that he is the treasurer of Kibera Girls Soccer Academy and has served on the Boards of various organizations.

Members thereafter sought to know the following from the Nominee

- a) How he will manage sports and sports facilities in the country
- b) How to address budgetary constraints in the Ministry
- c) What measures would be used to address tribalism, nepotism, corruption so as to ensure equal opportunities for all
- d) How to motivate athletes and curb double taxation of their earnings from competitions abroad
- e) What plans he has to unveil the National Dress that will unite all Kenyans
- f) What would be done to allow easy access of sports facilities for national teams while preparing for international competitions
- g) How to end constant wrangling in the sports associations that are detrimental to a team's success
- h) Strategies to ensure that sports, heritage and arts are viable sources of gainful employment and security upon retirement
- i) How to eliminate hooliganism during sporting events
- j) What needed to be done to ensure media (films) content does not corrupt the society
- k) How to end wrangles at the Kenya National Theatre

- l) The candidate's plans for the National Museums, National Archives and National Library of Kenya as State and Government Agencies that fall under his docket

In response, Mr. Patrick Omutia stated that he would use his vast experience in finance to ensure sound utilization of resources to reduce wastage. That prudent use of funds together with having Public-Private Partnerships (PPP) will turn the management of sports into viable ventures that will generate revenues for the government and income for the players. Further, Sports, Culture, Heritage and arts will serve as marketing for Kenya and will be used to attract investors and tourists.

The Nominee also stated as follows:

- a) Value systems will be inculcated so as to end corruptions and ensure transparency and honesty as well as sanitize the associations to encourage responsible management
- b) All stakeholders would be engaged to come up with a legal framework such that double taxation of proceed for the athletes does not arise
- c) Measures to set up and devolve facilities to the grass root level will be implemented so as to nurture and encourage talents of the youth
- d) He will ensure proper planning of events to curb hooliganism and ensure the safety of the players and the members of public
- e) Facilities such as the National Museums, National Archives and National Library will be modernized and digitalized and made easily accessible to all
- f) He intends to introduce a sports lottery so as to make sporting not only entertaining but also profitable
- g) Cultural heritage needed to be preserved, he would collaborate with countries to ensure artefacts are returned and restored to Kenya
- h) Music and arts will be given prominence, institutes and facilities are to be set up to the devolved centres that will provide a platform for persons with talents to perfect their skills

In conclusion the Nominee stated that his legacy would be to ensure Culture, sport, arts receive prominence to contribute significantly to the Country's gross domestic product (GDP).

He further informed the Members that he had not been adversely mentioned in any investigations or Parliamentary reports.

MIN.NO. 30/2013: ANY OTHER BUSINESS

1. Deliberations on the suitability or otherwise of the Nominees

Mr. Ali Noor Ismail – Nominee, Ministry of Labour Social Security and Services

Members observed as follows:

- ✓ That he had addressed the issues raised by the Committee satisfactorily

- ✓ He had a long outstanding career at top management levels
- ✓ The Nominee showed a sound understanding of the docket he was nominated to serve
- ✓ As a Human Resource practitioner the candidate was well acquainted with Labour matters

Mr. Patrick Omutia – Nominee, Ministry of Sports Culture and the Arts

The Committee deliberated on the matter and the following was noted:

- ✓ The credentials of the Nominee were impressive
- ✓ He demonstrated a good track record in all the positions previously held
- ✓ It emanated that he had a sound understanding of the challenges ahead and the strategies to overcome them
- ✓ He had not been mentioned adversely in any investigations or Parliamentary reports

Thereafter Members unanimously agreed to have the two Nominees approved to serve in the position of Principal Secretaries.

MIN.NO. 31/2013: ADJOURNEMENT

The meeting was adjourned at noon to Monday 24th June, 2013 at 3 p.m.

Signed.....*[Signature]*.....
Vice
(CHAIRPERSON) —

Date.....

MINUTES OF THE 7th SITTING OF THE DEPARTMENTAL COMMITTEE ON LABOUR AND SOCIAL WELFARE HELD ON WEDNESDAY, 19TH JUNE, 2013 HELD IN THE COMMITTEE ROOM 9, MAIN PARLIAMENT BUILDINGS AT 9.00 A.M

PRESENT

The Hon. David Were, M.P. – Chairperson

The Hon. Janet Teiya, M.P.

The Hon. Rachael Shebesh, M.P.

The Hon. Peris Tobiko, M.P.

The Hon. John Ndirangu Kariuki, M.P.

The Hon. Winnie Karimi Njuguna, M.P.

The Hon. Eusilah Jepkosgey, M.P.

The Hon. Samuel Gichigi, M.P.

The Hon. Elijah Langat, M.P.

The Hon. Cornelly Serem, M.P.

The Hon. Abdi Noor Ali, M.P.

The Hon. Dan Wanyama, M.P.

The Hon. Regina Nyeris, M.P.

The Hon. Wesley Korir, M.P.

The Hon. Kinoti Gatobu, M.P.

The Hon. Elijah Mcindi Mesomi, M.P.

The Hon. James Onyango K'Oyoo, M.P.

The Hon. Nyasuna Gladys Wanga, M.P.

The Hon. Patrick Wangamati, M.P.

The Hon. Rose Museu Mumo, M.P.

The Hon. Silvance Onyango Osele, M.P.

The Hon. Mustafa Idd, M.P.

The Hon. Elmi Mohammed, M.P.

The Hon. Mwanyoha Hassan, M.P.

The Hon. George Muchai, M.P.

The Hon. Eng. John Owuor Kobado, M.P.

ABSENT WITH APOLOGY

The Hon. Tiyah Galgalo, M.P. – Vice – Chairperson

The Hon. Suleiman Murunga Kasuti, M.P.

The Hon. Aisha Jumwa Karisa, M.P.

The Hon. Omondi John Ogutu, M.P.

IN ATTENDANCE - NATIONAL ASSEMBLY

Mr. Ahmad Kadhi - First Clerk Assistant

Mr. Eutyclus Mwiti - Parliamentary Intern

IN ATTENDANCE

Mr. Ali Noor Ismail – Nominee, Ministry of Labour Social Security and Services

MIN.NO. 25/2013: PRELIMINARIES

The meeting was called to order, prayers were said and followed by brief introductions.

MIN.NO. 26/2013: VETTING OF THE PRINCIPAL SECRETARY NOMINEE, MINISTRY OF LABOUR, SOCIAL SECURITY AND SERVICES

The Nominee was welcomed to the Committee, informed on the agenda of the meeting and invited to give a brief history of himself and inform the members his suitability to the docket he had been proposed to serve.

The Committee was informed that he was highly qualified, accomplished executive administrator with over 26 years experience in senior management positions in public sector and quasi public sector organisations. Further he was a resourceful team leader and player with high levels of integrity and professionalism. His immediate former posting was in the National bank of Kenya from June 2011 to date serving in the position of Deputy Managing Director

(support services). Other employers included the Kenya Posts and Telecommunications Corporation and the Ministry of Health.

Academic qualifications of the Candidate are:

- MSc Degree in Human Resource Development, University of Manchester (UK)
- LLB, University of Nairobi
- East African Advanced Certificate of Education, Kabarnet High School
- East African Certificate of Education, Mandera Secondary School
- Certificate of Primary Education, Wajir Primary School

The Nominee informed the Committee that he applied for the position and went through an interview having a strong conviction that he was qualified and well suited to serve as Principal Secretary.

Members present raised the following issues to the Nominee:

- What plans he had for the Social security system
- How to tackle corruption
- Challenges facing the Ministry
- What new radical approaches or strategies to be implemented to transform the Ministry
- His views on Gender, marginalized, youth and disabled groups
- How to ensure social security for farmers and athletes
- Plans to implement the vision 2030
- What legacy he would leave at the ministry
- How to tackle the unrest of workers (teachers, nurses)
- His major achievements in previous positions
- Comments on the unionization of the police officers

The Nominee informed the Committee that he had vast experience dealing with human resource and employees and had solid grounding on labour matters. In that regard, the coverage of people enjoying social security needed to be expanded to cover groups such as farmers and athletes. Contributions made to the NSSF will be managed well for the benefit of the contributors. In addition mechanisms to ensure staff performs well to meet the targets set in the vision 2030 master plan would be implemented.

Members heard that the Nominee was a performer, had made radical positive changes and was part of the team that oversaw the transformation at National Bank of Kenya into a profitable institution. Corruption would not be entertained in the Ministry of Labour as well as the State and Government Agencies that fall under the Ministry, any cases of corruption would be met with the strict letter of the Public Officers and Ethics Act without fear or favour.

In addition the Nominee responded as follows to the Members questions:

- He will together with the Cabinet Secretary provide exemplary leadership to officers in the Ministry
- Establish an anti-corruption hotline to report cases of corruption
- Apply affirmative action to mainstream Gender, Youth, Marginalised and disabled groups
- Provide an enabling environment to motivate staff reach optimal performance to achieve the objectives of the Ministry
- Will champion for the rights of workers, engage the National Treasury and workers unions to bring to an end the persistent strikes and ensure fair labour practices
- Social Security for all would be the legacy and key achievement to be achieved at the Ministry
- Errant labour officers would be disciplined accordingly whereas employment agencies will be regulated and vetted accordingly
- Institutions of higher education will be linked with industries and employers so as to provide employment especially for the youth
- Ensure full alignment of the current labour laws to the new constitution.

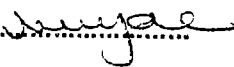
In conclusion the Chairperson thanked the Nominee for appearing for the vetting exercise. In response the Nominee looked forward to working with the Committee.

MIN.NO. 27/2013: ANY OTHER BUSINESS

Members were reminded that the Committee would convene to Vet the Principal Secretary Nominee for the Ministry of Youth, Sports and the arts the following day.

MIN.NO. 28/2013: ADJOURNEMENT

The meeting was adjourned at twenty five minutes past eleven o'clock to Thursday 20th June, 2013 at 9 a.m.

Signed..... Hon. Tiyah Gaigalo, M.P..... 
(Vice – Chairperson)

Date.....24th June 2013.....

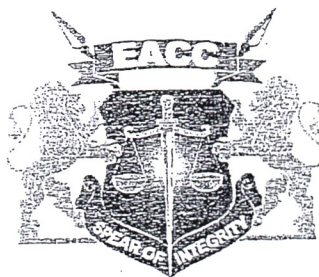
ANNEX (2)

CORRESPONDENCE

①

3/ Committees
see deal
Juba
19/6/2013

1768



ETHICS AND ANTI-CORRUPTION COMMISSION

INTEGRITY CENTRE (Valley Rd. /Millimani Rd. Junction) P.O. Box 61130 -00200, NAIROBI, Kenya

TEL.: 254 (020) 2717318/ 310722, MOBILE.: 0729 888881/2/3

When replying please quote:

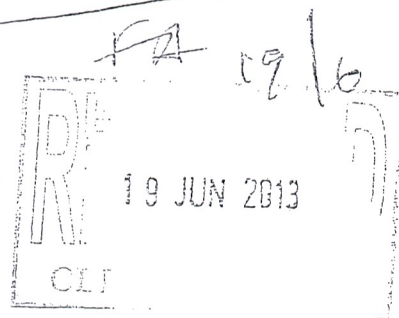
to all clerks

Our ref. EACC. 6/42 VOL. XV / (140)

17th June 2013

Mr. Justin N. Bundi
Clerk of the National Assembly
P. O. Box 41842-00100

NAIROBI



Dear *Mr Bundi,*

RE: VETTING OF NOMINEES TO POSITIONS OF PRINCIPAL SECRETARY BY DEPARTMENTAL COMMITTEES

Reference is made to your letter dated **12th June 2013** on the above matter.

This is to confirm that we have not received adverse reports or opened investigations against any of the nominees for the post of Principal Secretaries listed below.

S/NO	MINISTRY		NOMINEE
		Department	
1.	Devolution and Planning	Devolution	Mr. John Konchella
		Planning	Eng. Peter Oganga Magiti
2.	Defence	Amb. Monica Kathina Juma	
3.	Foreign Affairs	Eng. Karanja Kibicho	
4.	Education, Science & Technology	Education	
		Science and Technology	Colletta Akinyi Suda

On the Frontline Against Corruption

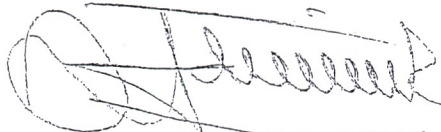
5.	The National Treasury	Dr. Kamau Thugge	
6.	Health	Prof. Fred H.K. Segor	
7.	Transport and Infrastructure	Transport	
		Infrastructure	Eng. John Kipngetich Msonik
8.	Environment, Water & Mineral Resources	Water	Mr. James Teko Lopoyetum
		Environment and Natural Resources	
9.	Land, Housing and Urban Development	Ms. Mariamu El Maawy	
10.	Information, Communication and Technology (ICT)	Mr. Joseph Musuni Tiampaty	
11.	Sports, Culture and Arts	Mr. Patrick Omutia	
12.	Energy and Petroleum		
13.	Agriculture, Livestock and Fisheries	Agriculture	Sicily Kanini Kariuki
		Livestock	Dr. Khadijah Kassachom
		Fisheries	Prof. Japhet Micheni Ntiba
14.	Industrialization & Enterprise Development	Dr. Wilson Songa	
15.	East African Affairs, Commerce & Tourism	East African Community	Mwanamaka Amani Mabruki
		Commerce and Tourism	Dr. Ibrahim M. Mohamed
16.	Mining	Amb. Richard Ekai Titus	
17.	Labour, Social Security and Services	Ali Noor Ismail	
18.	Interior and Coordination of National Government	Interior	Mutea Iringo
		Co-ordination	

We also confirm that the Commission received adverse allegations against: **Dr. Belio Kipsang, Mr. Nduva Muli, Mr. Richard Lerisian Lesiyampe and Eng. Joseph K. Njoroge**, but after investigations, the allegations were found not true and the files were closed.

We further confirm having received a complaint against **Josephta Mukobe** which is subject of ongoing investigations.

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

Yours

Sincerely,


HALAKHE D. WAQO, ACIarb
SECRETARY/CHIEF EXECUTIVE OFFICER



HIGHER EDUCATION LOANS BOARD

Tel: 0711052000, 2278000, 0722205292, 0733205292,
0704333065, 0704333036, 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/116

13th June 2013

Mr. Justin N. Bundi,
Clerk of the National Assembly,
National Assembly of Kenya,
P.O BOX 41842-00100,
NAIROBI.

Dear 

VETTING OF NOMINEES TO POSITIONS OF PRINCIPAL SECRETARY BY DEPARTMENTAL COMMITTEES.

We acknowledge receipt of your letter regarding the vetting of nominees to the positions of Principal Secretary by the Departmental committees pursuant to the provisions of Standing Order 216.

Please find a list of the applicants who were beneficiaries of the HELB loans, and whom we are pleased to confirm that they repaid their loans to completion, the other applicants did not benefit from the Loan Scheme.


We urge you to encourage the applicants to seek their clearance and compliance certificates from HELB as part of their testimonials and conformity to Chapter Six of the Constitution.

THOSE WHO HAVE CLEARED	
1	Mr. John Konchella
2	Eng. Peter Oganga Mangiti
3	Amb. Monica Kathima Juma
4	Eng. Karanja Kibicho
5	Dr. Beilo Kipsang
6	Ms. Colleta Akinyi Suda



7	Mr. Joseph Nduva Muli, EBS
8	Eng. John Kipngetch Mosonik, EBS
9	Mr. Leresian Richard Lesiyampe, MBS
10	Ms. Mariamu El Maawy
11	Eng. Joseph K. Njoroge, MBS
12	Ms. Sicily Kanini Kariuki, MBS
13	Dr. Khadjah Kassachoon
14	Prof. Micheni Japhet Ntiba, CBS
15	Dr. Wilson Songa, MBS, OGW
16	Ali Noor Ismail
17	Mwanamaka Amani Mabruki
18	Amb. Richard Ekai Titus, PhD., MBS
19	Mr. Joseph O. Mukobe
20	Mr. Mutea Iringo
21	Mr. Joseph Musuni Tiampaty
THOSE WHO NEVER BENEFITED	
22	Mr. Omutia Patrick
23	Dr. Ibrahim M. Mohamed
24	Dr. Thugge Kamau
25	Prof. Fred H.K Segor
26	Mr. James Teko Lopoyetum

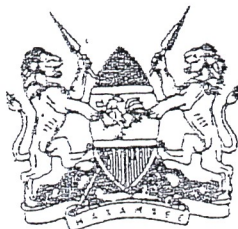
We wish to thank you most sincerely for allowing us to provide you this information as this kind of collaboration goes a long way in assisting HELB finance needy Kenyans pursue higher education now and in the future.

Yours *Sincerely*


CHARLES M. RINGERA
CHIEF EXECUTIVE OFFICER & BOARD SECRETARY

REPUBLIC OF KENYA

Telegraphic Address
'Bunge', Nairobi
Telephone 2221291/2848000
Fax: 2243694
E-mail: clerk@parliament.go.ke
When replying. Please quote



CLERK'S CHAMBERS
National Assembly
Parliament Buildings
P O Box 41842-00100
NAIROBI Kenya

12th June, 2013

Charles M Ringera
Chief Executive
Higher Education Loans Board
Anniversary Towers, 18th Floor,
University Way
P.O. Box 69489-00100
NAIROBI

Dear *Charles*

RE: VETTING OF NOMINEES TO POSITIONS OF PRINCIPAL SECRETARY BY
DEPARTMENTAL COMMITTEES

Departmental Committees are established pursuant to the Provisions of Standing Order 216 and are mandated to vet and report on all appointments where the Constitution or any law requires the National Assembly to approve, except those under Standing Order 204 (Committee on Appointments).

The Committees will be conducting vetting of the nominees whose names are indicated on the attached list on Wednesday, 19th and Thursday, 20th June, 2013,

This is to request you to provide a report on re-payments of any loans that may have been advanced by the Commission to the nominees.

We will appreciate if the information is received by Tuesday 18th June, 2013.

Yours *Sincerely*

Justin N. Bundi

JUSTIN N. BUNDI
CLERK OF THE NATIONAL ASSEMBLY

REPUBLIC OF KENYA

Telegraphic Address
'Bunge', Nairobi
Telephone 2221291/2848000
Fax: 2243694
E-mail: clerk@parliament.go.ke
Kenya



CLERK'S CHAMBERS
National Assembly
Parliament Buildings
P O Box 41842-00100
NAIROBI

When replying, Please quote

12th June, 2013

Halakhe Dida Waqo
Secretary/Chief Executive
Ethics and Anti-Corruption Commission
Integrity Centre
Millimani/Valley Road Junction
P.O. Box 61130 00200
NAIROBI

Dear *Halakhe*

RE: VETTING OF NOMINEES TO POSITIONS OF PRINCIPAL SECRETARY BY DEPARTMENTAL COMMITTEES

Departmental Committees are established pursuant to the Provisions of Standing Order 216 and are mandated to vet and report on all appointments where the Constitution or any law requires the National Assembly to approve, except those under Standing Order 204 (Committee on Appointments).

The Committees will be conducting vetting of the nominees whose names are indicated on the attached list on Wednesday, 19th and Thursday, 20th June 2013,

This is to request you to provide any adverse information touching on the integrity of the nominees that may be in possession of the Commission. Such information will assist the Committees undertake their mandate more effectively.

We will appreciate if the information is received by Tuesday 18th June, 2013.

Yours *Sincerely*
Justin N. Bundi

JUSTIN N. BUNDI
CLERK OF THE NATIONAL ASSEMBLY

REPUBLIC OF KENYA

Telegraphic Address
'Bunge', Nairobi
Telephone 2221291/2848000
Fax: 2243694
E-mail: clerk@parliament.go.ke
When replying. Please quote



CLERK'S CHAMBERS
National Assembly
Parliament Buildings
P O Box 41842-00100
NAIROBI Kenya

12th June, 2013

Mr. John Njirani, MBS
Commissioner General, Kenya Revenue Authority
Times Tower, 30th Floor,
Haile Sellasie Avenue,
P. O. Box 48240 -00100 GPO
Nairobi.

Dear *John*

RE: VETTING OF NOMINEES TO POSITIONS OF PRINCIPAL SECRETARY BY
DEPARTMENTAL COMMITTEES

Departmental Committees are established pursuant to the Provisions of Standing Order 216 and are mandated to vet and report on all appointments where the Constitution or any law requires the National Assembly to approve, except those under Standing Order 204 (Committee on Appointments).

The Committees will be conducting vetting of the nominees whose names are indicated on the attached list on Wednesday, 19th, and Thursday, 20th June 2013,

This is to request you to provide a report on tax compliance by the nominees. Such information will assist the Committees undertake their mandate more effectively.

We will appreciate if the information is received by Tuesday, 18th June, 2013.

Yours *Sincerely*

Handwritten signature of Justin N. Bundi.

JUSTIN N. BUNDI
CLERK OF THE NATIONAL ASSEMBLY

S/NO	MINISTRY	Department	NOMINEEE
1.	Devolution and Planning	Devolution	Mr. John Konchella
		Planning	Eng. Peter Oganga Magiti
2.	Defence	Amb. Monica Kathina Juma	
3.	Foreign Affairs	Eng. Karanja Kibicho	
4.	Education, Science & Technology	Education	Dr. Belio Kipsang
		Science and Technology	Colletta Akinyi Suda
5.	The National Treasury	Dr. Kamau Thugge	
6.	Health	Prof. Fred H.K. Segor	
7.	Transport and Infrastructure	Transport	Mr. Nduva Muli
		Infrastructure	Eng. John Kipngetich Mosenik
8.	Environment, Water & Mineral Resources	Water	Mr. James Teko Lopoyetum
		Environment and Natural Resources	Mr. Richard Lerisian Lesiyampe
9.	Land, Housing and Urban Development	Ms. Mariamu El Maawy	
10.	Information, Communication and Technology (ICT)	Mr. Joseph Musuni Tiampaty	
11.	Sports, Culture and Arts	Mr. Patrick Omutia	
12.	Energy and Petroleum	Eng. Joseph K. Njoroge	
13.	Agriculture, Livestock and Fisheries	Agriculture	Sicily Kanini Kariuki
		Livestock	Dr. Khadijah Kassachom
		Fisheries	Prof. Japhet Micheni Ntiba
14.	Industrialization & Enterprise Development	Dr. Wilson Songa	
15.	East African Affairs, Commerce & Tourism	East African Community	Mwanamaka Amani Mabruki
		Commerce and Tourism	Dr. Ibrahim M. Mohamed
16.	Mining	Amb. Richard Ekai Titus	
17.	Labour, Social Security and Services	Ali Noor Ismail	
18.	Interior and Coordination of National Government	Interior	Mutea Iringo
		Co-ordination	Josephta Mukobe

ANNEX (3)

CURRICULUM VITAE

Ali Noor Ismail. MSc (U.K)BA, LLB (UoN).

Address: P.O. BOX 28485-00200,
NAIROBI, KENYA .
Telephone: +254 20 2211048 (Direct)
+254 20 2828343(Sec.)
+254 722-828771(Mobile)
Email: anismail@nationalbank.co.ke :



Career Profile

A highly qualified and accomplished Executive/Administrator with over 26 years of experience in management and leadership acquired through various challenging roles with leading public sector and quasi public sector organisations.
A results oriented and resourceful team player and leader who adheres to high levels of professionalism and integrity.

Key Skills and Personal Attributes

My key skills include:

1. **Leadership** – Developed and inculcated synergy in both vertical and horizontal chain of command contributing to the smooth running of the organizations.
2. **Management** – Aply managed both material and human resources delivering the expected results.
3. **Project Management** – Delivered various human resource related and other projects within set timelines and budgets.
4. **Communications** – I communicate very well both verbally and in writing – Fluent in English, Kiswahili, and Somali.
5. **Performance target** – I work under individual performance based and appraised environment to achieve the set targets for the Bank.

Work Experience

From:	June 2011	To:	Today	Employer:	National Bank of Kenya	Role:	Deputy Managing Director-Support Services
--------------	-----------	------------	-------	------------------	------------------------	--------------	---

Main Responsibilities:

- A member of the Bank's board of directors which is responsible for the overall strategic and policy direction for the Bank.
- Assist the Managing Director in the implementation of the various Board decisions in a result oriented and timely manner.
- Implement the Bank's strategic plan with reviews to re-align the strategic plan to both internal divisional plans and contemporary changing situations in the market.
- Organize, control and direct the functions of Business Support Divisions namely: Human Resources, Business Development and Legal & Remedial to ensure effective cost management and timely service delivery.
- Ensure continuous product innovation and diversification covering a diverse customer range including individuals, Small & Medium Enterprises (SME), retail and corporate clients.
- Continuously monitoring the dynamic legal environment to determine any legal changes and their potential impact on plans and operations of the Bank; and initiating the necessary logistical steps.
- Provide policy direction in the management and development of the Bank's Human Resources, to ensure general industrial harmony and enhanced staff productivity.
- Provide guidance in the formulation and implementation of the Bank human resource strategy.

From:	July 2008	To:	May 2011	Employer:	National Bank of Kenya	Role:	Executive Director- Human Resources and Administration
--------------	-----------	------------	----------	------------------	------------------------	--------------	--

Main Responsibilities

- A member of the Bank's board of directors which is responsible for the overall strategic and policy direction of the Bank.
- A key member of the Bank's Senior Management Team with a specific responsibility for providing support and guidance to all Divisions and Branches on all Human Resource issues in order to ensure best practice and align HR Strategy to the overall business so that the Bank can attract, motivate and retain quality staff.
- Formulation and implementation of HR Strategy so as to compliment the overall strategic objective of the Bank.
- Develop, compliment and maintain the HR and Employee Relations policies in conjunction with the Board and top Management so as to ensure compliance with the Bank's core values and existing labour legislations.
- Develop, implement and maintain the training and development programme so as to build capacity for the Bank to deliver products and services.
- Develop, direct and monitor the Performance Management Processes so as to ensure that individuals are motivated to accomplish the business objectives and are rewarded for their achievements.

From:	Jan. 2005	To:	June 2008	Employer:	National Bank of Kenya	Role:	General Manager-Human Resources – NBK
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Main Responsibilities:

- Overall management and coordination of the Human Resource functions in the Bank.

From:	June 2002	To:	Dec. 2004	Employer:	National Bank of Kenya	Role:	Chief- Manager – Human Resources –NBK
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Main Responsibilities:

- Providing guidance, support and coordination of the HR Function and HR Issues in the entire Bank covering a Branch Network of 30 Outlets & 8 Head Office Divisions and Staff complement of over 1,000 employees.

From:	Jan. 2001	To:	May 2002	Employer:	National Bank of Kenya	Role:	Chief- Manager – Human Resources and Administration –NBK
--------------	-----------	------------	----------	------------------	------------------------	--------------	--

Main Responsibilities:

Managing and coordinating the Human Resource and Administrative functions in the entire Bank.

From:	Sept. 1999	To:	Dec. 2000	Employer:	National Bank of Kenya	Role:	Chief-Manager - Human Resources – NBK
--------------	------------	------------	-----------	------------------	------------------------	--------------	---------------------------------------

Main Responsibilities:

Managing and coordinating the HR function in the Bank.

From:	Feb. 1995	To:	Sept. 1999	Employer:	National Bank of Kenya	Role:	Senior Staff Officer – NBK
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Main Responsibilities:

Assisting Staff Manager in the management of Staff Department.

From:	Sept. 1994	To:	Jan. 1995	Employer:	Kenya Posts & Telecommunications Corporation	Role:	Manager, Manpower Planning & Job Evaluation
--------------	------------	------------	-----------	------------------	--	--------------	---

Main Responsibilities:

The management and coordination of Staff Establishment control/manpower planning programmes.

From:	June 1994	To:	August 1994	Employer:	Kenya Posts & Telecommunications Corporation	Role:	Manager, Manpower Development
--------------	-----------	------------	-------------	------------------	--	--------------	-------------------------------

Main Responsibilities:

Coordination of the Manpower Development function.

From:	Oct. 1992	To:	June 1994	Employer:	Kenya Posts & Telecommunications Corporation	Role:	Senior Assistant Manager/Personnel Administration
--------------	-----------	------------	-----------	------------------	--	--------------	---

Main Responsibilities:

Coordinating the Corporation's Staff Appraisals, Salary Administration, Discipline, and Advances & Allowances Sections.

From:	May 1990	To:	Sept. 1991	Employer:	Kenya Posts & Telecommunications Corporation	Role:	Assistant Manager, Appointment Section
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Main Responsibilities:

- Ensure the Corporation is served with competent staff in line with the existing recruitment and selection policies and as dictated by departmental needs.
- Secretary to interviewing panels.

From:	June 1988	To:	May 1990	Employer:	Kenya Posts & Telecommunications Corporation	Role:	Senior Personnel Officer/Industrial Relations
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Main Responsibilities:

Assisting the Principal Personnel Officer/Industrial Relations in the coordination and management of Industrial Relations function in the Corporation.

From:	Jan. 1987	To:	May 1988	Employer:	Kenya Posts & Telecommunications Corporation	Role:	Assistant Senior Personnel Officer/Staff Appraisal
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Main Responsibilities:

Assisting in ensuring proper coordination of activities in Staff Appraisal Section.

From:	January 1986	To:	December 1986	Employer:	Kenya Posts & Telecommunications Corporation	Role:	Personnel Officer/Manpower Planning and Development Section
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Main Responsibilities:

Assisting in the execution of Manpower Planning and Development policies.

From:	December 1984	To:	December 1985	Employer:	Kenya Posts & Telecommunications Corporation	Role:	Personnel Officer - Trainee
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Main Responsibilities:

Underwent one year training in all areas of the Corporation's Personnel Department including Appointments, Appraisal, Discipline, Industrial Relations, Salary Administration etc.

From:	November 1984	To:	November 1984	Employer:	Ministry of Health	Role:	Executive Officer
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Main Responsibilities:

General administration of support staff and provision of office services.

Professional Training

- 2011: Risk Management in financial institutions by Ernst & Young.
- 2010: Five-day training course for Directors on Corporate Governance by Centre for Corporate Governance.
- 2007: Re-imagine Leadership Seminar by Tom Peters, Nairobi.
- 2007: Corporate Retirement Planning by Marcus Evans, Johannesburg.
- 2006: 8th Habit - from effectiveness to greatness Leadership Seminar by Dr. Stephen R. Covey, Nairobi.
- 2005: Performance Management Workshop by Hay Group South Africa, Nairobi.
- 2003: Human Resource Management - Policies and Practices, Cranfield University, U.K.
- 2001: Human Resource Management in Banking and Finance, Euromoney PLC, Nairobi.
- 1996: Organization and Human Resource Development, Lahore University of Management Sciences (LUMS), Pakistan.
- 1994: TQM Training of Trainers (TOT) Kenya Institute of Management
- 1994: Total Quality Management (TQM), Kenya Institute of Management.

Other Assignments

- Jan 2011 to date: Member-Board of Management-National Environmental Management Authority (NEMA).
- Feb 2010 to date: P.T.A. member - Pangani Girls High School.
- Aug. 2003 - 2007: Chairman - Kenya Bankers Association (KBA) Industrial Relations Committee.
- 2003 - 2004: Chairman - Executive Council of the Kenya Institute of Bankers.
- 2002 - 2003: Deputy Chairman - Executive Council of the Kenya Institute of Bankers.
- 2001 - 2002: Member - Executive Council of the Kenya Institute of Bankers.
- 2000 - Todate: Trustee - National Bank Staff Pension Scheme.
- 1999 - 2001: Member - the Examinations Board of the Kenya Institute of Bankers.
- 1998 - 2000: Joint Secretary to the "*Presidential Commission to Harmonize terms and conditions of service for all public servants (Harmonization Commission).*"
- 1997: Returning Officer - Ijara Constituency Presidential, Parliamentary and Civic Elections.
- 1994: UN International Election Observer in the 1st Multiparty Presidential and

Legislative Elections in Mozambique held under the auspices of the United Nations Operations in Mozambique (UNGOMZ) from 27th September to 19th October 1994.

- 1994:** Returning Officer - Ikolomani Constituency Parliamentary By-Elections.
- 1992:** Returning Officer - Fafi Constituency Presidential, Parliamentary and Civic Elections.
- 1992:** Member - International and Postgraduate Society, Manchester University - UK.
- 1988:** Personnel Officer - Africa Broadcasting Conference hosted by KPTC & ITU, Nairobi.
- 1988:** Personnel Officer - Africa Telecom 86 Forum & Exhibition hosted by KPTC & ITU.

Conferences

- 2005:** European Bankers Training Network and World Conference of Banking Institutes, Rome, Italy.
- 1993:** National Human Resource Management Conference (IPM), Nairobi.

Academic Qualifications

Area of Learning	Provider	Year
MSc degree in Human Resource Development	University of Manchester – U.K	1991 – 1992
LLB, second class honours – upper division	University of Nairobi	2003 – 2008
BA(Hons), second class honours – upper division (Government and Sociology)	University of Nairobi	1980 – 1984
East African Advanced Certificate of Education(E.A.A.C.E) (3 principles and 1 subsidiary)	Kabarnet High School	1978 – 1979
East African Certificate of Education(E.A.C.E) (Division 2, 20 points)	Mandera Secondary School	1974 – 1977
Certificate of Primary Education(C.P.E)	Wajir primary school	1967 – 1973

MSc Dissertation Topic:

“Performance appraisal in Kenya’s Public Sector Organisations with special reference to Kenya Posts and Telecommunications corporations”

LLB Dissertation Topic:

“Are the decisions of the Industrial Court final? A critical examination of the section 17 the Trade

Disputes Act vis-a-vis the Constitution of Kenya".

Hobbies

Reading motivational and leadership books, biographies and general management
Watching movies and plays
Travelling
Various indoor & outdoor games

Referees

1	Name	Mr. Reuben M. Marambii
	Role	Former Managing Director
	Organization	National Bank of Kenya
	Telephone	0 722230188
	Address	P O Box 49850 - 00100
2	Name	Prof. Ahmed Idha Salim
	Role	Former Vice-Chairman
	Organization	Constitution of Kenya Review Commission
	Telephone	0722751570
	E-mail	
3	Name	Mr. Stephen K. Kirogo
	Role	Principal Administrative Secretary
	Organization	Office of the President
	Telephone	0722847602

Patrick Omutia

Born on 12/24/1962

Phd candidate (UON)-MS, MSC (USIU)-MOD, B.Com (MUK)-Finance, LLB: (UFS),
Student PGDip (KSL), CPA (K), CPS (K), AMKIM



P.O. Box 61496, Nairobi 00200
Cell: +254773535580 or +254736413541
patrickomutia@yahoo.com

Marital Status: married

Nationality: Kenyan

Profession: Management Scientist/Accountant & Financial Analyst /Auditor/IT
Specialist/Administrator & Human Resources practitioner /Lawyer

CAPABILITY STATEMENT

Omutia is a self-driven and dynamic person with diverse managerial skills acquired in a competitive business environment. These skills include Financial Management, Human Resources Management and Development, Information & Communication Technology, Legal, Administrative, Organizational Development and Operations Management/Operations Research, Faculty (training), Project Management and Consultancy. Some of the experience has been gained through study and business tours of Information and Communication Technology companies in countries like Japan, Singapore, India, Egypt, Morocco, South Africa and United Kingdom.

Omutia is the **Director General** of the National Industrial Training Authority (NITA) from November 2012. Prior to this, he served in various senior positions for 28 years: **Lead consultant** at Digital Africa Services (1 year); the **Director Financial Services** (responsible Finance, ISO, ICT and Corporate Planning, Monitoring & Evaluation) and also a **Project Coordinator** (7 years: Aug. 2004-Jul. 2011) for the World Bank sponsored Nairobi Water and Sewerage Institutional Restructuring Project (NWSIRP) in the NAIROBI WATER COMPANY and the Water and Sanitation Services Improvement Programme (WASSIP). Further, from January 2010 to July 2011 has also been **Acting Director Human Resources and Administration** in the same Company; a **Chief Officer** in Telkom Kenya Limited for 8 months; **Director/Chief Executive Officer** for over 4 years and **Deputy Director/Finance and Administration** for over 7 years at KCCT; and various senior positions in Internal Audit Function (8 years) at KP&TC.

EDUCATION

University of Nairobi, Kenya

2000 – to date: Doctor of Philosophy (Candidate-2004) - Management Science

Proposed thesis: A model for effectively Transforming Organisations to Excellence: A case study of the Nairobi City Water & Sewerage Company (Resumed in 2011 after a break)

United States International University – Africa, Nairobi

1994 – 1995: Masters of Science in Management and Organizational Development.

Thesis: Policies, Procedures and Leadership issues in the Implementation of Total Quality Management: A case study of the Kenya Posts & Telecommunications Corporation

University of the Free State, South Africa

2003 – 2010: Bachelor's of Laws

Mini-thesis: An Evaluation of the adequacy of the provisions of the Electronic and Communications Transactions Act 2002 of South Africa in tackling computer crime in South Africa.

Makerere University, Kampala

1981/82 – 1983 /84: Bachelor's of Commerce Degree, Second Class Honours, Finance Option

Kenya School of Law

2012: Advocates Training Programme leading to a Post Graduate Diploma (Awaiting results).

St. Mary's College - Kisubi

1979 – 1980/81: U.A.C.E. ("A" LEVEL): Three Principals, Two Subsidiaries.

Moroto High School

1975 – 1978: E.A.C.E., Division One

Rock View School, Tororo

1973 – 1974: Primary Leaving Certificate, Grade One

North Road Primary School – Mbale

1968 – 1972

POST GRADUATE PROFESSIONAL TRAINING

1994: Associate Member of the Kenya Institute of Management

1992: Certified Public Secretaries (Kenya)

1989: Certified Public Accountant (Kenya)

EXPERIENCE

National Industrial Training Authority

November 2012-To date: Director General

Reporting to the Board of Directors and responsible for the portfolio comprising of functions:

- (i) Develop and recommend to the Board the long-term strategy, business plans, annual plans and annual operating budgets and establish proper internal monitoring and control systems and procedures.
- (ii) Coordinate and prepare business related proposals, reports and other submissions for consideration by the Board.
- (iii) Ensure that there is effective communication between the Management and the Board, between different levels of Management as well as between the Authority and the Government.
- (iv) Ensure constant and cost effective and efficient improvement in quality and value of services and products provided by the Authority.
- (v) Ensure continuous achievement of the Authority's financial and operating goals and objectives and oversee the implementation of the corporate policies and programmes and cost effective management of resources.
- (vi) Maintain a conducive work environment to attract, retain and motivate employees, and foster a corporate procedure that promotes ethical practices and good corporate citizenship.
- (vii) Work under the direction and guidance of the Chairman and the Board which will from time to time review my performance against set parameters.
- (viii) Implement all the reform objectives of the NITA as agreed and directed by the Board Members.

Achievements

Coordinated the preparation of the NITA Strategic plan 2013/14-2017/18 and the revised service charter

Prepared for Board approval the first delinking budget for Government necessary action

Entered into 5 Memoranda of Understanding with stakeholders to promote industry, training institutions and NITA linkages

Completed plans for the roll-out of the mpesa platform for levy collection

DIGITAL AFRICA SERVICES LIMITED

August 2011 – October 2012: **Lead Management Consultant**

Achievements

Coordinated the team in the supervision of the nation-wide assignment on the evaluation of the CDF projects in the 210 constituencies for the period 2004 to 2010 leading to the completion of the draft national report

Nairobi City Water and Sewerage Company

August 2004 – July 2011: **Director- Financial Services**

Reporting to the Managing Director and responsible for the portfolio comprising of functions: Finance; Information & Communications Technology; ISO and Corporate Planning. Also Company's Project Coordinator for the World Bank funded project on Water and Sewerage Improvement Programme (WASSIP).

Achievements

a) Successfully coordinated the implementation of NWSIR World Bank project which ended on 30 April 2008 in which the Company attracted more funds than earlier allocated and was awarded a commendation:

i. Amount of donor funds absorbed was Kshs. 814 million (USD 10.2 M, USD= Ksh. 79.6).

b) Enhanced automation of various activities guided by the ICT master plan:

i. Networked all business and operations centres (production plants) using both wired (LAN/WAN with optical fibre) and wireless (VSAT and Radio) with over 600 computers with key applications comprising oracle financials, customer management system (billing), Document management system, messaging system, Personnel & payroll system, Supply & Purchasing

- management system, Fleet management system.
- ii. Developed and implemented the Company's ICT policy.
- c) Coordinated the preparation of three successive Strategic plans:
- i. Prepared Monitoring and Evaluation reports which informed management decisions on strategic and operational issues affecting the business in terms of plans implementation
 - ii. Disseminated to the Board and Regulatory bodies quarterly progress reports which informed Government and Development partners on the extent to which the Water sector reforms were being implemented.
- d) Coordinated and supervised ISO project team which ensured that the Company achieved ISO 9001:2000 certification by May 2008.
- i. The Company achieved its objective of getting ISO 9001:2000 within one year of the decision having been taken and the status has so far been maintained through the semi-annual surveillance audits by the certification body.
- e) Improved financial accountability in the Company hence ensuring economic sustainability, corporate governance and adherence to statutory requirements and reporting:
- i. Stabilized the Company's financial position by ensuring that it is able to meet its obligations as they fall due and in particular providing all departments with both financial and materials support on a timely basis for smooth operations.
 - ii. Reduced the liabilities inherited from the Local Authority at inception from Kshs. 1.447 billion to less than Kshs. 200 million without prejudicing Company operations.
 - iii. Improved the credit worthiness of the Company to the extent that it was able to raise additional funds in terms of term loan to the tune of Kshs. 1,030 million secured by receivables. This was used to finance critical infrastructure necessary for efficient service delivery such as motor vehicles, equipments and distribution network.
 - iv. Monitored the growth of revenue from a turnover of Kshs. 2.8

- billion in 2004 to Kshs. 3.6 billion by third quarter of 2010.
- v. Monitored and facilitated the improvement of revenue collection from average monthly collection of Kshs. 139 million in 2004 to Kshs. 333 million in the last quarter of 2010. This is partly by opening of collection centres from original one to seven besides contracted collection agencies, reorganized and restructured the collection function.
 - vi. Company entered into a Global credit rating scheme last year and attained a rating of A3 on short term and BB3- on long term, which achievement enabled the Company re-focus on how to improve its financial standing.
 - vii. Whilst collection was hitherto being managed by our Commercial Directorate, advice given to management has culminated into this responsibility being directly vested to Finance Directorate in order to enhance strategies of reducing the level of receivables so as to improve our Global credit rating.
 - viii. Digitized accounting records in order to facilitate operationalisation of the electronic document management system. This has improved reporting and accountability.
 - ix. Developed and implemented the Company's financial policies including risk management and control frameworks.
 - x. Adapted a financial model dashboard that has ensured that the important metrics are monitored on a continuous basis so that the Company can quickly respond to any unfavorable trends.
 - xi. Ensured that expenditure is managed within the approved budget. Consequently the Company has maintained a profitable status in each of the seven years since inception.
 - xii. Prompt financial reporting in compliance with the International Financial Reporting Standards and statutory requirements.
 - xiii. Initiated the automation of the new bonus and incentive scheme system for the computation of the bonus which became operational in January 2009. This scheme intends to give staff bonus on monthly basis based on performance rather than the previous system that gave bonus once a year.

January 2010 – July 2011: Acting Director- Human Resources and

Administration

Achievements

Initiated the process of devolution of some HQ functions to the regions in order to enhance empowerment and operational efficiency.

Telkom Kenya Ltd

February 2004 – August 2004: **Chief Officer.**

Kenya College of Communication Technology

October 1999 – February 2004: **Director / CEO**

Reporting to the Board of Governors as Secretary and Chief Executive Officer. Provided overall strategic leadership and facilitated development of a strategic plan. Formulated and ensured policy deployment.

Achievements

Introduced Strategic Business Units in the organization with Business Performance Agreements.

Transformed the organization into a profitable venture and attained a 53% growth in turnover during the tenure.

Enhanced computerization and process redesign of various functions.

June 1992 – September 1999: **Deputy Director/Finance & Administration** |
Deputizing for the Director of the College and responsible for the portfolio comprising of functions: Finance and Accounts; Human Resources (including Transport, Estates, Motor workshops, Cleansing services); Procurement; Information Technology; Commercial Services (Seminar and Conferencing facilities, Catering and Housekeeping, Printing, Farm and Health services)

Achievements

Provided leadership in the development of integrated personnel and financial systems including the computerization of procurement systems and the effective, efficient and economical management of all support services. Adhered to reporting and statutory deadlines.

Kenya Posts & Telecommunication Corporation

May 1990 – June 1992: **Assistant Manager Internal Audit**

January 1990 – May 1990: **Senior Internal Auditor**

September 1986 – December 1989: **Assistant Senior Internal Auditor**

December 1984 – September 1986: **Internal Auditor**

Achievements

As an Internal Auditor, was commended for execution of audit programmes and generation of productive reports, extension of audit scope including investigative/forensic audits.

SPECIAL ASSIGNMENTS

2010 – 2011: **Team leader**, Automated Metering Project:- Co-ordinate initiatives of automating water metering in order to enhance revenue collection and billing integrity.

1998 - March 2000: **Chairman**, KCCT Y2K Resource Centre:- Co-ordinate and execute centre's Y2K initiatives including managing the college's own task force.

Achievements: Conducted Y2K compliance assignments (consultancy) in over 35 major organizations. It helped the target organisations save enormous funds that would have been used in conversion costs while ensuring that only essential expenditure was incurred.

August 1990: **Secretary**, implementation committee on Subscribers complaints.

July 1990: **Secretary**, select Sub-Committee on Subscribers' complaints.

Achievements: Team initiated a complaints handling structure as a mechanism for dispute prevention and resolution.

1989: **Team Leader**, Revenue collection task force.

Achievements: Team led to formation of the first credit control function in the corporation that contributed to improved revenue collection from delinquent accounts.

1988: **Member**, Public Telephone Project task force

Achievements: Carried out countrywide survey in a team that made recommendation for conversion of the project to a service.

CONSULTANCY ASSIGNMENTS:

Sept 2011- Jun 2012: Team Leader on the project of Lead Consultants in Evaluation of CDF project covering period 2004-2010 with the Kenya Constituency Development Fund Board.

July 2011: Guidance in ISO implementation and revenue enhancement strategies for the Municipal Council of Kabarnet.

Financial management training assignments on part-time basis with ESAMI including several change management programmes;

OTHER PROFESSIONAL TRAININGS

PLANNING & FINANCIAL MANAGEMENT

October 2009: Advanced Financial Modeling Workshop, Amabhubesi Training, Nairobi

June 2008: Strategic Budgeting Best Practice 2008 workshop, AMC International, Johannesburg- South Africa

June 1997: Business Management & Planning workshop, International Telecommunications Union, Nairobi

November - December 1995: Financial Policy Reform Seminar, Kenya Institute of Administration (K.I.A.), Nairobi

Feb. - March 1985: Accounts Officers seminar, Silver Springs Hotel, Nairobi

Annually: Attended various seminars organized by ICPA (K) as part of the Continuing Professional Education.

Information Technology Management

September 2006: IT Auditing Workshop and best practices, Knowledge Technology- Nairobi-Kenya

April 2006: 14th Annual ICT Managers Training Seminar, Voi-Kenya.

September 2002: Workshop for Approved centers offering JKUAT programmes in Information Technology, Nairobi, Kenya

April 2000: Electronic Messaging course, Nairobi

May 1999: Embedded Systems Testing Course, Impact Consulting Services, UK.

January 1999: Y2K Technical Training Course, Y2K Solutions Africa (South Africa),
Certified Y2K Engineer.

July 1997: Information Technology Management, Institute of Systems Science, National University of Singapore, Singapore

March/April 1997: Oracle Introduction Workshop; Oracle Reports 2.5; Oracle Forms 4.5; Oracle 7 for Developers & Administer the Oracle 7 Database, Software Technologies Training Centre, Nairobi

November 1995: Networking Workshop, Information Systems Academy, Nairobi.

Nov. - Dec. 1994: Novell Netware Users Course, Infotech Systems and Services,

Nairobi.

April - May 1991: Structured Query Language Parts 1 & 2, Database Management (Oracle RDBMS) and Administration, Systems Analysis, Design and Implementation, African Advanced Level Telecommunications Institute (AFRALTI)

Working knowledge in Computer Operations:

DacEasy Accounting ;Hogia Accounting Packages and Oracle Financials;Data Bases: Data Base III plus, Fox pro & Access; Spread Sheets Lotus 1-2-3 & Excel; Powerpoint; Word Processing & Wordperfect; Operating systems: MS-DOS, Windows including ; Windows 95/98 & NT, XP, Unix; C Programming language; ELO Document Management System; Visio; Visual Basic programming and Web development.

GENERAL, OPERATIONS AND PERFORMANCE MANAGEMENT

September 2009: The Leadership Excellence Forum 2009 Theme: Why should anyone be led by you? Featuring Prof. Gareth Jones, Nairobi, Kenya

May 2009: Five-Day Training Course For Directors, Centre for Corporate Governance, Mombasa, Kenya

July 2007: Re-imagine! Leadership Re-imagine! Excellence Leadership Seminar with Tom Peters, Nairobi, Kenya

March 2007: Risk Management Controls, Management Risk Consulting Ltd, Limuru, Kenya.

February 2007: Managing for Results, Kenya School of Professional Studies, Machakos, Kenya

Nov- Dec 2006: Leadership Development and Change Management Programme, ESAMI , Mbabane, Swaziland.

July 2006: The 7 Habits of Highly Effective People, FranklinCovey, Nairobi- Kenya

March 2006: The 8th Habit Leadership Seminar with Dr. Stephen R. Covey, FranklinCovey, Nairobi- Kenya

May 2005: Peak Performance Strategies and Team Building, Peak Performance International, Nairobi- Kenya.

April 2005: Balanced Scorecard Seminar, Nairobi-Kenya.

February 2005: Corporate Governance Programme, ESAMI in collaboration with

the World Bank, Njiro Hill, Arusha, Tanzania.

January 2005: Change Management Seminar, Strategic Leadership Center, Nairobi, Kenya.

October 2003: Advanced Seminar for Chief Executives, National University of Singapore, Singapore.

August 2003: 7th ICPSK Annual Seminar: Optimism in the era- Challenges and opportunities, Mombasa-Kenya

February 2002: Management seminar on Winning Attitude, SAFRA, Nairobi

February 1999: Productivity and Enterprise Competitiveness Workshop

Federation of Kenya Employers, Nairobi

March 2008: The sixth Annual HRD Symposium, KIM, Nairobi

January 2008: Health, Safety & Environment Workshop, Institute of Customer Services Ltd- Nairobi Safari Club, Nairobi, Kenya

November 1996: Management Seminar on Strategy for Greater Success Shrinagesh Success Systems, Nairobi.

October 1996: Management Seminar on Persuasive and Powerful Presentations, Shrinagesh Success Systems, Nairobi.

August 1996: Management Seminar on Super Communications, Shrinagesh Success Systems, Nairobi.

June 1995: International Seminar on TQM for top Management, Union of Japanese Scientists and Engineers, Tokyo, Japan.

February 1994: Total Quality Management (TQM) Seminar, Kenya Institute of Management (KIM), Nairobi.

May - June 1987: Advanced Supervisory Management Course, Kenya Posts and Telecommunications -Central Training School.

April - May 1985: Middle Management Seminar, Mid-West Hotel, Kericho.

Annually: Attended various seminars organized by ICPS (K) as part of the Continuing Professional Education.

SUPPLY CHAIN MANAGEMENT

May 2007: Corporate Procurement Planning/Monitoring & Evaluation Workshop,

Purchasing & Supply Consultants, Nairobi, Kenya.

October 2005: Consultants' Services Workshop, Ghana Institute of Management and Public Administration in collaboration with the World Bank, Accra-Ghana.

November 2004: Advanced Goods and Equipment Procurement Programme, ESAMI in collaboration with the World Bank, Durban- South Africa.

TRAINING MANAGEMENT

June 1994: ITU Training Management Workshop, TDM Training Institute, Maputo, Mozambique.

May 1993: Managing the Training Function, Eastern & Southern African Management Institute Njiro Hill, Arusha, Tanzania.

Jan - Feb 1993: Faculty Skills Development Programme, Eastern & Southern Africa, Management Institute (ESAMI), Njiro Hill, Arusha, Tanzania.

MEMBERSHIP - PROFESSIONAL

- Member of the Institute of certified Public Accountants of Kenya, ICPAK (NO.2059)
- Member of the Institute of certified Public Secretaries of Kenya, ICPSK.(NO. 0696)
- Associate member of the Kenya Institute of Management, AMKIM (NO.06409)
- Member of the Operations Research Society of Eastern Africa (ORSEA) , Kenya Chapter

Regularly attend the above associations' organized forums, symposium, workshops & seminars as part requirement for continued professional education.

MEMBERSHIP – SOCIAL

- Member, Royal Nairobi Golf Club

Others

- Chairman, Board of Governors, Kamurai Secondary School.
- Member, Board of Governors, St. Thomas Girls' Secondary School.

- Interim treasurer, Kibera Girls Sports Academy.
- Member, Board of Governors, Railways Training Institute.
- Member, National Labour Board.

REFEREES

EMPLOYER

Professor Thomas E. Akuja

Chairman, National Industrial Training Board.

P.O.Box 74494 00200 Nairobi

Tel. 0719209098

Mr. Peter Kuguru

Chairman, Nairobi City Water & Sewerage Company Ltd.

P.O.Box 30565 00100 Nairobi

Tel. 0722713280

Mr. Erastus K. Omollo

Chairman, Audit & Governance Committee, Nairobi City Water & Sewerage Company Ltd.

P.O.Box 30565 00100 Nairobi

Tel. 0733723930

Justice Philomena Mwili

Tel. 0722391893

PROFESSIONAL

Prof. Isaac Mbeche

University of Nairobi

P.O. Box 30197 NAIROBI

Tel. 0722518863

Personal

Mr. Aggrey Ole Murunga

P.O. Box 62036 – 00200 NAIROBI.

Tel. 0722639374 or 0712486829



THE NATIONAL ASSEMBLY

ELEVENTH PARLIAMENT

(FIRST SESSION)

NA.L&P.TO.2013/(30)

25 June, 2013

PAPER LAID

Mr. Speaker Sir, I beg to lay the following Paper on the Table of the House, today Tuesday 25 June, 2013:

The Report of the Departmental Committee on Labour and Social Welfare on the vetting of **Mr. Ali Noor Ismail** as Principal Secretary Nominee for Ministry of Labour, Social Security and Services ;and **Mr. Patrick Omutia** as Principal Secretary Nominee for Ministry of Sports, Culture and the Arts.

(CHAIRPERSON, DEPARTMENTAL COMMITTEE ON LABOUR AND SOCIAL WELFARE)

Copies to:

The Speaker

Deputy Speaker

The Leader of the Majority Party

The Leader of the Minority Party

The Clerk

Hansard Editor

Hansard Reporters

The Press





THE NATIONAL ASSEMBLY

ELEVENTH PARLIAMENT

(FIRST SESSION)

NOTICE OF MOTION -(VICE-CHAIRPERSON – DEPARTMENTAL
COMMITTEE ON LABOUR AND SOCIAL WELFARE)

Mr. Speaker Sir, I beg to give notice of the following motion:-

THAT, pursuant to Article 155(3)(b) of the Constitution and provisions of Standing Order 45, this House adopts the Report of the Departmental Committee on Labour and social welfare on the Vetting of Principal Secretaries Nominees, laid on the Table of the House on Tuesday, 25th June, 2013; and approves the appointment of the following persons as Principal Secretaries:-

1. Mr. Ali Noor Ismail – Labour, Social Security and Services
2. Mr. Patrick Omutia - Sports, Culture and the Arts.

Municipal 25/6/2013

(THE HON. TIYAH GALGALO, M.P)

