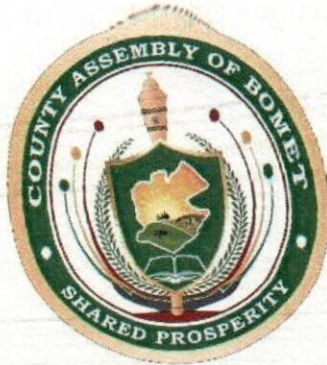




**BOMET COUNTY ASSEMBLY**  
**THIRD ASSEMBLY: FIFTH SESSION**

**THE REPORT OF THE COMMITTEE ON LABOUR AND PUBLIC  
SERVICE ON THE VETTING OF THE NOMINEE FOR THE POSITION  
OF THE SECRETARY/CHIEF EXECUTIVE OFFICER (CEO) OF THE  
BOMET COUNTY PUBLIC SERVICE BOARD.**

**MR. CALVINE KIBET KITUR**

*Approved for  
table his  
10/02/2026*

**FEBRUARY, 2026**

*1/7/26*



# TABLE OF CONTENTS

## BOMET COUNTY ASSEMBLY

|     |                                                                                  |    |
|-----|----------------------------------------------------------------------------------|----|
| 1   | PREFACE .....                                                                    | 1  |
| 1.2 | Committee Membership.....                                                        | 3  |
| 1.3 | Committee Secretariat .....                                                      | 3  |
| 2.0 | BACKGROUND .....                                                                 | 4  |
| 2.1 | Notification of Nomination.....                                                  | 4  |
| 2.2 | Notification to the Assembly and Referral to the Committee on Appointments ..... | 4  |
| 2.3 | Notification to the Public .....                                                 | 4  |
| 2.4 | Notification to the Nominee .....                                                | 5  |
| 2.5 | Clearance and Compliance Requirements.....                                       | 5  |
| 2.6 | Committee meetings .....                                                         | 5  |
| 3.0 | ACKNOWLEDGEMENT .....                                                            | 7  |
| 4.0 | OWNERSHIP OF THE REPORT .....                                                    | 8  |
| 5.0 | APPROVAL HEARING OF THE NOMINEE.....                                             | 9  |
| 5.1 | Preliminary Issues .....                                                         | 9  |
| 5.2 | Submission of memoranda.....                                                     | 10 |
| 5.3 | Issues for consideration.....                                                    | 10 |
| 6.0 | COMMITTEE'S OBSERVATIONS ON INTEGRITY AND OTHER KEY AREAS OF VETTING. ....       | 17 |
| 7.0 | ISSUES FOR CONSIDERATION BY THE COMMITTEE .....                                  | 20 |
| 8.0 | COMMITTEES'S FINDINGS .....                                                      | 22 |
| 9.0 | COMMITTEE'S RECOMMENDATION.....                                                  | 23 |

## LIST OF ABBREVIATION AND ACRONYMS

CRB: Credit Reference Bureaus  
DCI: Directorate of Criminal Investigations  
EACC: Ethics and Anti-Corruption Commission  
HELB: Higher Education Loans Board  
KRA: Kenya Revenue Authority



## **1 PREFACE**

### **1.1 Establishment and Mandate of the Committee**

The Committee on Labour and Public Service is one of the sectoral committees established under Standing Order 201(1) and the Second Schedule to the Standing Orders.

### **1.2 Committee Membership**

The Committee on Labour and Public Service as currently constituted comprises the following members: -

| <b>No</b> | <b>NAME</b>           | <b>POSITION</b>  |
|-----------|-----------------------|------------------|
| 1.        | Hon. Benard Rotich    | Chairperson      |
| 2.        | Hon. Olivia Koskei    | Vice Chairperson |
| 3.        | Hon. Evaline Sang     | Member           |
| 4.        | Hon. Evaline Mibei    | Member           |
| 5.        | Hon. Philip Korir     | Member           |
| 6.        | Hon. Felody Chepkirui | Member           |
| 7.        | Hon. Peter Ronoh      | Member           |

### **1.3 Committee Secretariat**

The secretariat comprises

| <b>No.</b> | <b>Name</b>        | <b>Position</b>                        |
|------------|--------------------|----------------------------------------|
| 1          | Weston Koech       | Committee Clerk                        |
| 2          | Kenneth Langat     | Legal Counsel                          |
| 3          | Timothy Korir      | Assistant Director, Research & Library |
| 4.         | Edwin Makiche      | Communications and media Relations     |
| 5.         | Chepngetich Birech | Chief Administrative Officer           |



## 2.0 BACKGROUND

### 2.1 Notification of Nomination

Pursuant to Section 58(1) (c) of the County Governments Act, 2012 and Section 6(1) of Public Appointments (County Assemblies Approval) Act, 2017, H.E. the Governor, submitted to the County Assembly, the name of nominee **Calvine Kibet Kitur** vide a letter dated **29<sup>th</sup> December, 2025** for vetting and approval by the County Assembly for appointment as Secretary/Chief Executive Officer (CEO) of the County Public Service Board. The notification contained the Curriculum Vitae and the testimonial of the nominee.

### 2.2 Notification to the Assembly and Referral to the Committee on Appointments

Pursuant to the provisions of Standing Order 42(1), the Speaker, vide a Communication dated **14<sup>th</sup> January, 2026**, informed the Assembly of the Governor's message to the Assembly on Nominees for the positions of Chairman, Secretary/CEO and Members of the County Public Service Board, for approval by the County Assembly.

Pursuant to section 7(1) of the Public Appointments (County Assemblies Approval) Act, 2017 and the Standing Orders, the name and curriculum vitae of the nominee were referred to the Committee on Labour and Public Service for approval hearings and reporting to the Assembly.

### 2.3 Notification to the Public

The Constitution of Kenya, 2010 and the County Governments Act, 2012 obligate the County Assembly to facilitate public participation and involvement in the legislative business and other businesses of Assembly and its Committees.

Section 7(5) of the of the Public Appointments (County Assemblies Approvals) Act, 2017 further provides that the Committee shall notify the public of the time and place for holding an approval hearing at least seven days prior to the hearings.

Further, section 7(10) of the Public Appointments (County Assemblies Approvals) Act, 2017 Act provides that *"any person may, prior to the approval*



*hearings and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated".*

Pursuant to section 7(10) of Public Appointments (County Assemblies Approval) Act, 2017, the Clerk of the County Assembly placed an advertisement in the print media (Daily Nation) on Sunday, 18<sup>th</sup> January, 2026 inviting the public to submit memoranda by way of a written statement on oath (affidavit) on the suitability or otherwise of the nominee for the position to which he was nominated to serve. The advertisement indicated that submission of any memorandum was to be received by the Assembly by Monday, 26<sup>th</sup>, 2026 at 5.00 pm.

#### **2.4 Notification to the Nominee**

In the aforesaid advertisement, the nominee was also invited to appear before the Committee on Labour and Public Service on Tuesday, 27<sup>th</sup> January, 2026 at 3:00 p.m. for the approval hearing in accordance with Section 7(4) of the of the Public Appointments (County Assemblies Approvals) Act, 2017.

#### **2.5 Clearance and Compliance Requirements**

On 16<sup>th</sup> January, 2026, the Clerk of the County Assembly wrote to the Ethics and Anti-Corruption Commission (EACC) and Kenya Revenue Authority (KRA) requesting for report with respect to the nominee on the ethics and integrity.

Further, the Clerk of the Assembly, in his notification to the nominee required him in writing to bring letters or certificates of compliance and clearance during the public hearing exercise from:

1. Ethics and Anti-Corruption Commission (EACC),
2. Kenya Revenue Authority (KRA),
3. Directorate of Criminal Investigations (DCI),
4. The Higher Education Loans Board (HELB)
5. Any of the Credit Reference Bureaus

#### **2.6 Committee meetings**

The committee held a total of three meetings, and during one of the meetings of 27<sup>th</sup> January, 2026, the said nominee appeared before the committee and

### **3.0 ACKNOWLEDGEMENT**

The Committee on Labour and Public Service wishes to thank the Office of the Speaker, the Office of the Clerk and staff of the County Assembly for the logistical support accorded to it during the vetting exercise and execution of the committee's mandate.



was vetted in accordance with the Public Appointments (County Assemblies Approval) Act No 5 of 2017 for appointment as a Secretary/ Chief Executive Officer (CEO) of the County Public Service Board.

In conducting the public hearing exercise, the Committee made reference to the Constitution, the County Governments Act, 2012, the Leadership and Integrity Act, the Public Appointments (County Assemblies Approval) Act, 2017 and the County Assembly of Bomet Standing Orders.

The Committee complied with the Constitutional and legal requirements in its procedure for conducting public hearing. It ensured that there was public participation, transparency and openness in carrying out the vetting exercise.

Notifications and invitation of the general public to submit memoranda were placed in the mainstream print media (Daily Nation) on Sunday, 18<sup>th</sup> January, 2026 in line with the provisions of sections 91 and 95 of the County Governments Act 2012. By close of Business on 26<sup>th</sup> January, 2026 no written memorandum had been submitted to the office of the Clerk of the County Assembly.



### 3.0 ACKNOWLEDGEMENT

The Committee on Labour and Public Service wishes to thank the Office of the Speaker, the Office of the Clerk and staff of the County Assembly for the logistical support accorded to it during the vetting exercise and execution of the committee's mandate.

The Committee thanks its Members for their patience, sacrifice, endurance and commitment to serve the public under tight schedules which enabled it to complete the task within the stipulated period.

The Committee made a number of findings on the nominee during the vetting exercise. These findings guided the Committee in making its final recommendation. The Committee's final recommendations were based on the Constitution of Kenya, 2010, the County Governments Act 2012, the Leadership and Integrity Act 2012, the Public Appointments (County Assemblies Approval) Act, 2017 and the information supplied by the nominee during the proceedings of the Committee and the public hearing. The Committee report was adopted by members on Sunday, 1<sup>st</sup> February, 2026.

SIGNED.....



DATE: .....

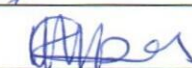
01/02/2026

**Hon. Benard Rotich, MCA**  
**Chairperson, Committee on Labour and Public service**



#### 4.0 OWNERSHIP OF THE REPORT

We, the members of Committee on Labour and Public Service, do append our signatures against our names in this report to affirm the correctness of the contents and support for the report

| No | NAME                  | POSITION         | SIGN                                                                                |
|----|-----------------------|------------------|-------------------------------------------------------------------------------------|
| 1. | Hon. Benard Rotich    | Chairperson      |  |
| 2. | Hon. Olivia Koskei    | Vice Chairperson |  |
| 3. | Hon. Evaline Sang     | Member           |  |
| 4. | Hon. Evaline Mibei    | Member           |  |
| 5. | Hon. Philip Korir     | Member           |  |
| 6. | Hon. Felody Chepkirui | Member           |  |
| 7. | Hon. Peter Ronoh      | Member           |  |

**Dated this Sunday, 1<sup>st</sup> February, 2026**



## 5.0 APPROVAL HEARING OF THE NOMINEE

### 5.1 Preliminary Issues

The Committee held a sitting on Tuesday, 27<sup>th</sup> January, 2026 to deliberate on the approval hearings and noted the following —

1. THAT, the nominee had not notified the Clerk of the County Assembly of his withdrawal from the approval process as outlined under section 7(12) of the Public Appointments (County Assemblies Approval) Act, 2017.
2. THAT, Report of the Selection Panel on the Recruitment for the positions of Chairperson, Secretary/ CEO/ and Members of the Public Service Board had been submitted to the Assembly via letter **REF BC.26/15/8** dated 26<sup>th</sup> January 2026.
3. THAT, no memorandum had been submitted to the office of the Clerk of the County Assembly by close of business 26<sup>th</sup> January, 2026.
4. Further, the committee required the nominee to submit the following documents;
  - i. Questionnaire for vetting/approval
  - ii. Curriculum Vitae, Personal Credentials and Academic Certificates
  - iii. Clearance Certificate from Higher Education Loans Board (HELB)
  - iv. Certificate of Good Conduct from the Criminal Investigation Department (CID)
  - v. Compliance Certificate from Kenya Revenue Authority (KRA)
  - vi. Sworn self- declaration form submitted to the Ethics and Anti-Corruption Commission (EACC)
  - vii. Clearance Certificate from Credit Reference Bureau
5. THAT, the Committee would therefore proceed with the public approval hearing as earlier scheduled in the adopted vetting programme; and
6. THAT, the Committee would examine the nominee against the criteria set out in sections 7 and 8 of the Public Appointments (County Assemblies Approval) Act, 2017.



## 5.2 Submission of memoranda

By close of Business on 26<sup>th</sup> January, 2026, no memorandum contesting the suitability of the nominee had been submitted to the office of the Clerk of the County Assembly.

## 5.3 Issues for consideration

In conducting the approval hearing, the Committee was guided by Article 73 (2)(a)(b)(c) and (e) of the Constitution, Section 58 of the County Governments Act, 2012 and the provisions of the Public Appointments (County Assemblies Approval) Act 2017.

**Article 73(2) of the Constitution** on leadership and Integrity provides as follows:

*"That the guiding principles of leadership and integrity include;*

- a. Selection on the basis of personal integrity, competence and suitability in free and fair elections;*
- b. Objectivity and impartiality in decision making and in ensuring that decisions are not influenced by nepotism, favouritism, other improper motives or corrupt practices.*
- c. Selfless services based solely on the public interest, demonstrated by:*
  - i. Honesty in the execution of public duties*
  - ii. The declaration of any personal interest that may conflict with public duties.*
  - iii. Accountability to the public for decisions and actions; and*
  - iv. Discipline and commitment of service to the people.*

In conducting the vetting process, the Committee on Labour and Public Service examined the nominee against the following criteria, amongst others, in accordance with the Public Appointments (County Assemblies Approval) Act 2017:

- i. Academic qualification.



- ii. Work experience.
- iii. Knowledge of the relevant areas.
- iv. Appreciation of the Constitution of Kenya 2010, Acts of Parliament and Devolution
- v. Overall Suitability for the Position
- vi. Compliance and Integrity

The Committee considered the provisions of section 58 (3) (d) of the **County Governments Act, 2012** which states as follows: -

"A person shall be qualified to be appointed as a member under subsection (1) if that person—

- i. possesses a minimum of a bachelor's degree from a recognize university and working experience of not less than five years; and
- ii. is a professional, demonstrates absence of breach of the relevant professional code of conduct.



## **5.4 Mr. Calvin Kibet Kitur**

During its sittings held on Tuesday 27<sup>th</sup> January 2026 at 03.15 p.m. at County Assembly Mini Chambers, the Committee interrogated the nominee on oath.

During the public hearing, the Committee noted the following:

### **5.4.1 Introduction**

#### **5.4.1.1 Date and Place of Birth**

The nominee is a 39-year-old Kenyan citizen, born in 1986 in Kamogoso, Bomet County. He holds National Identity Card and is a resident of Kamogoso sublocation, Chesoen Ward, Bomet County.

#### **5.4.1.2 Income and Network**

The nominee estimated his net worth to be Kes 18 Million comprising of Salary, farming amongst other sources of income.

#### **5.4.1.3 Educational Background**

The nominee began his formal education at Kamogoso Primary School from the year 1992 to 2000, when he completed his primary education. He proceeded to Tenwek High School between 2001 and 2004 for his secondary education. He later joined the University of Nairobi from 2008 to 2012, graduating with a Bachelor of Laws Degree. In January-November 2015, the nominee proceeded to the Kenya School of Law graduating in Postgraduate Diploma in Law in December 2017. He is currently pursuing a Master of Laws degree at the University of Nairobi. The nominee additionally is a Notary Public and a Commissioner for Oaths.

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

The nominee has accumulated professional experience across various institutions. Notably, he previously served as a Legal Clerk at the Bomet County Assembly and was subsequently appointed as the Principal Legal Counsel, later rising to the position of Assistant Director, Procedural Services. During this period, he was involved in the provision of legal and procedural advisory services within the County Assembly. He has also held the position of Vice-Chairperson of the National Youth Committee at the Kenya Red Cross



Society, where he participated in youth leadership and humanitarian coordination activities. He is currently serving as a Member of the Board of Management of Kabungut Boys Secondary School, contributing to institutional governance and oversight.

#### **5.4.1.5 Understanding of the role of the CPSB CEO**

The nominee submitted that he will offer strategic leadership, providing legal and technical advice; function as the Accounting Officer and authorized signatory; execute and communicate Board resolutions; oversee the Secretariat administratively; coordinate interactions with the County Executive, County Assembly, and external entities; and ensure the preparation and implementation of the Board's budget

#### **5.4.1.6 Human Resource Management and Service Delivery**

He submitted that fair competition and merit shall underpin all recruitment exercises, in compliance with Article 232 of the Constitution and section 59 of the County Governments Act; that uniform criteria will be applied to all candidates with meticulous documentation at every stage; and that promotional decisions will be guided by Human Resource documents, approved policies and procedures manuals, Career Progression Guidelines, and the Approved Staff Establishment.

#### **5.4.1.7 Relationship with Stakeholders**

He acknowledged that section 58A of the County Governments Act establishes the independence of the County Public Service Board, which is subject only to the Constitution and the Act; that notwithstanding this independence, the Employment Equity Plan mandates that 30% of all County Government recruitments be reserved for the non-dominant ethnic communities, making it imperative for the Board to consult the Governor in the execution of this provision; that regarding the County Executive, employees recruited by the Board are deployed to County Executive departments, and the development of Human Resource plans, implementation of HR functions, and preparation of recruitment and promotion plans remain functions of the Chief Officers, requiring collaboration between the Board and the County Executive; that concerning the County Assembly, the Assembly exercises oversight over the Board and approves its budget, necessitating regular engagement for reporting and approval purposes; and that with respect to the Public Service Commission, the Commission holds appellate jurisdiction over the decisions of



the County Public Service Board and provides advisory opinions, which the Board may duly consider in the course of executing its mandate.

#### **5.4.1.8 Public Participation and access to Information**

The nominee submitted that public participation is a core value enshrined in Article 10 of the Constitution, and that, in upholding this principle, the County Public Service Board will ensure that the public and all relevant stakeholders are meaningfully involved in the development of policies and programs through submission of memoranda, use of suggestion boxes, and publication of reports and proceedings, including by way of gazettelement and on the County Government website.

#### **5.4.1.9 Disputes and Petitions**

The nominee submitted that disputes often arise due to lack of procedural discipline, and that he would prioritize handling such disputes internally by operationalizing the complaints desk.

Further, he will also utilize Alternative Dispute Resolution (ADR) mechanisms as provided under Article 59 of the Constitution of Kenya, which would provide win-win outcomes while minimizing attendant costs.

#### **5.4.1.10 Court Ruling on Reinstatement of Employees**

The nominee noted that he was aware of the case of *Kenya County Government Workers Union v County Government of Bomet & the County Public Service Board, Employment and Labour Relations Court Cause No. E016 of 2022*, and that he would develop a roadmap for compliance with the court's orders issued in the judgement.

He further submitted that in compliance with orders so issued, the Board will consider a phased arrangement, and evaluation on a case-by-case basis.

#### **5.4.1.11 Litigations**

The nominee submitted that the Board will seek to avoid litigation by resolving disputes internally and expeditiously, but that should adverse court directions arise, the Board will comply with them.



#### **5.4.1.12 Vision and Commitment**

The nominee stated that he envisions a Board that is professional, independent, law-abiding, and supported by a motivated and highly professional workforce. Additionally, at the end of his term, he will seek to leave behind a digitized Human Resource system, reduced litigation, and an effective and efficient motivated workforce.

#### **5.4.1.13 Complete Transfer of The Functions of The Board**

The nominee submitted that he will ensure that the Board exercises its authority as provided under section 59 of the County Governments Act, 2012.

#### **5.4.1.14 Corrective Action Available to The Board**

The nominee stated that corrective actions available to the Board include revocations, disciplinary measures, and evaluation of delegated decisions on Human Resource functions. He further submitted that he will develop a roadmap on corrective actions and undertake civic education to sensitize stakeholders on the roles of the Board.

#### **5.4.1.15 Compliance with Statutory Reporting Obligations**

The nominee acknowledged that statutory publication of government reports is primarily through gazettelement, either in the Kenya Gazette or the County Gazette, though he observed that the latter was still pending in the form of Bill at the Senate.

Finally, he submitted that he will also develop an internal calendar for tracking progress on statutory reports and obligations.

#### **5.4.1.16 Improving Labour Relations**

The nominee informed the Committee that he will institutionalize staff engagement with workers' unions and adopt an open-door policy to address complaints promptly. Additionally, he will respect and honor Collective Bargaining Agreements (CBAs) and that he was aware of the existence of County Labour Relations Committees and would seek to have a Board member participate in them, and if such a committee does not exist, he will champion its formation.



#### **5.4.1.17 Ballooning Legal Fees**

The nominee submitted that he will engage the Office of the County Attorney to utilize in-house legal counsels, thereby significantly reducing costs associated with hiring external lawyers.

#### **5.4.1.18 Unutilized Ksh 55 Million Meant for CPSB Office Block Construction**

He submitted that he will seek reallocation of the funds through the County financial planning instruments, including the CIDP and ADP.

#### **5.4.1.19 High Wage Bill and Youth Unemployment**

He observed that while the wage bill had indeed surpassed the statutory 35% threshold, it could be addressed through improved Own Source Revenue generation.

The nominee acknowledged that the national youth unemployment stood at 5.6%, while in Bomet County it was at 11%, necessitating affirmative action by the Board, including reserving a percentage for youth employment.

#### **5.4.1.20 Digital Transformation and Record Management**

The nominee noted that in recognition of the societal shift toward digitization, he will advocate for migration of Human Resource records to an integrated Human Resource Management System.

Further that the recruitment process will be conducted online, from job applications to shortlisting, to ensure ease of audit and tracking, while remaining compliant with the Data Protection Act.

Additionally, performance appraisal systems will also be digitized and will establish an electronic repository system for secure storage and access to all records.



## 6.0 COMMITTEE'S OBSERVATIONS ON INTEGRITY AND OTHER KEY AREAS OF VETTING.

After the vetting exercise, the committee made the following observations regarding the nominee;

### 6.1 Integrity of the Nominee

The Committee observed the following with regards to documents submitted by the nominee:

| SNO. | Documents                             | Remarks                                                                                                                                                                                                                                                                                                                                                                  |
|------|---------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.   | National Identification Card/passport | The nominee submitted his National Identity card confirming that he is a Kenyan citizen.                                                                                                                                                                                                                                                                                 |
| 2.   | KRA compliance                        | The nominee submitted valid <b>KRA tax compliance certificate.</b>                                                                                                                                                                                                                                                                                                       |
| 3.   | Higher Education Loans Board (HELB)   | The nominee submitted a valid <b>HELB compliance certificate.</b>                                                                                                                                                                                                                                                                                                        |
| 4.   | Clearance from EACC                   | <p>The nominee submitted a sworn self-declaration form to EACC as required under the Leadership and Integrity Act.</p> <p>As at Sunday, 1<sup>st</sup> February, 2026, Ethics and Anti-Corruption Commission (EACC) had not responded the letter of the Clerk of the County Assembly requesting for reports with respect to the nominee on the ethics and integrity.</p> |
| 5.   | Police Clearance Certificate. C24A    | The nominee submitted a valid police clearance certificate (Certificate of good Conduct) indicating that he does not have any criminal records.                                                                                                                                                                                                                          |



|    |                                        |                                                                                                                         |
|----|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------|
| 7. | Clearance from Credit Reference Bureau | The nominee submitted a Clearance Certificate from a Credit Reference Bureau (CRB).                                     |
| 8. | County Assembly vetting questionnaire  | The nominee submitted a duly filled questionnaire received by the office of the Clerk on 20 <sup>th</sup> January 2026. |

## 6.2 Other key Areas on Vetting of the Nominee

The Committee observed the following with regards to key areas of vetting of the nominee:

| NO | KEY AREAS VETTED                                                                        | COMMITTEE OBSERVATIONS                                                                                                                                                                                                                                                                                                                                                               |
|----|-----------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. | Academic Qualification                                                                  | The nominee holds a Bachelor of Laws Degree from the University of Nairobi and a Post-Graduate Diploma in Law from the Kenya School of Law. The nominee additionally is undertaking a Master of Laws Degree from the same University, a Certified Public Secretary (CPS K) in good standing. The nominee therefore, fulfilled Section 58 (1)(c) of the County Governments Act, 2012. |
| 2. | Communication and presentation (promptness, appearance, neatness of resume/application) | The nominee demonstrated an excellent understanding of the County Public Service, as well as other relevant issues that were posed to him.                                                                                                                                                                                                                                           |
| 3. | Education and Training (Relevant to the portfolio)                                      | The nominee demonstrated to the committee that his education background, training and experience was relevant to the portfolio.                                                                                                                                                                                                                                                      |
| 4. | Work Experience as it relates to the position                                           | The nominee has more than 10 years' relevant professional experience.                                                                                                                                                                                                                                                                                                                |



|    |                                                                                                                                          |                                                                                                                                                                        |
|----|------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5. | Professional skills and technical skills                                                                                                 | The nominee demonstrated administrative and management skills in public service, having previously served in various management capacities within the County Assembly. |
| 6. | Additional skills as per the position applied for                                                                                        | The nominee demonstrated satisfactory communication skills during the engagement                                                                                       |
| 7. | Knowledge on the laws of Kenya and other guiding principles e.g. The Constitution of Kenya, 2010, The devolution laws, vision 2030, etc. | The nominee exhibited knowledge of the relevant laws of Kenya, applicable policies, and the functions of a Secretary/CEO of the County Public Service Board.           |
| 8. | Leadership and Integrity as per Chapter Six of the Constitution of Kenya, 2010.                                                          | The nominee satisfied the requirements of Chapter Six of the Constitution.                                                                                             |
| 9. | Decision making and problem-solving skills                                                                                               | The nominee demonstrated satisfactory problem-solving skills during the engagement.                                                                                    |



## 7.0 ISSUES FOR CONSIDERATION BY THE COMMITTEE

### Mr. Speaker Sir,

The issues for consideration by the Committee as per Section 8 of The Public Appointments (County Assemblies) Approval Act No. 5 of 2017 are as follows;

- i. the procedure used to arrive at the nominee including the criteria for the short listing of the nominees;
- ii. any constitutional or statutory requirements relating to the office in question; and
- iii. the suitability of the nominee for the appointment proposed having regard to whether the nominee's credentials, abilities, experience and qualities meet the needs of the body to which the nomination is being made.

The following matrix gives details of the committee's analysis and observation as per the issues for consideration;

| S/N | Issue for Consideration                                                                                 | Committee's observations                                                                                                                                                                                                                                                                                                                                 |
|-----|---------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     | The procedure used to arrive at the nominee including the criteria for the shortlisting of the nominees | The Committee received a comprehensive explanation of the procedure used to arrive at the nominee, as communicated in a letter from the County Secretary dated 23 <sup>rd</sup> January 2026, Ref: BC.26/15/8. The Committee further verified that the nominee was among the candidates forwarded to the Governor for nomination by the Selection Panel. |
|     | Any constitutional or statutory requirements relating to the office in question                         | The Committee noted that the nominee meets all the constitutional and statutory requirements as set out by Section 58 of the County Governments Act, 2012.                                                                                                                                                                                               |



|  |                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                            |
|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <p>The suitability of the nominee for the appointment proposed having regard to whether the nominee's credentials, abilities, experience and qualities meet the needs of the body to which the nomination is being made.</p> | <p>The Committee acknowledges that the nominee's academic and professional qualifications, including his experience, are relevant to the position of the Secretary/CEO of the County Public Service Board as set out in Section 58 of the County Governments Act 2012.</p> |
|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## 9.0 COMMITTEE'S RECOMMENDATION

At the end of the vetting process, the Committee made the following recommendation: -

That; having considered the suitability, capacity and integrity of the nominee, and pursuant to **Section 9 (2) of Public Appointments (County Assemblies Approval) Act No. 5 of 2017**, the Committee recommends that



## 8.0 COMMITTEES'S FINDINGS

The Committee having observed the oral submissions by the nominee and the documents submitted to it, made the following findings:

1. THAT, the nominee met the requirements of Chapter Six of the Constitution of Kenya on Leadership and Integrity.
2. THAT he submitted the required documents including clearance certificates from KRA, HELB, Criminal Investigation Department, Credit Reference Bureau and Ethics and Anti-Corruption Commission for assessment of compliance with requirements of Chapter six of the Constitution and Leadership and Integrity Act, 2012.
3. THAT, his academic qualifications, professional training, and experience comply with the requirements set out under Section 58 of the County Governments Act, 2012.
4. That he is sufficiently versed with the relevant Constitutional provisions on principles of public service, national principles and values of governance as well as the relevant provisions of the County Governments Act, 2012.
5. That he has clear understanding and appreciation of the role of the office of a Secretary/CEO of the County Public Service Board (CPSB) as established under the relevant law.
6. That on the basis of his professional background, his experience was relevant in discharging the mandate of the Secretary/CEO of the County Public Service Board.
7. The Committee found Mr. Calvin Kibet Kitur **suitable** for appointment as the Secretary/Chief Executive Officer (CEO) of the County Public Service Board.



## 9.0 COMMITTEE'S RECOMMENDATION

At the end of the vetting process, the Committee made the following recommendation: -

That; having considered the suitability, capacity and integrity of the nominee, and pursuant to **Section 9 (2) of Public Appointments (County Assemblies Approval) Act No. 5 of 2017**, the Committee recommends that the County Assembly **Approves** the nomination and subsequent appointment of **Mr. Calvin Kibet Kitur** for the position of Secretary/ Chief Executive Officer (CEO) of the County Public Service Board.



