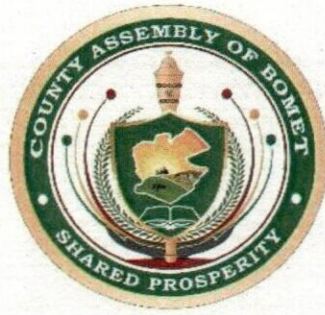




BOMET COUNTY ASSEMBLY
THIRD ASSEMBLY: FIFTH SESSION

**REPORT OF THE COMMITTEE ON LABOUR AND PUBLIC SERVICE ON
THE VETTING OF THE NOMINEE FOR APPOINTMENT AS MEMBER OF
THE BOMET COUNTY PUBLIC SERVICE BOARD**

MS. JOYCE CHEPKOECH KEMEI

FEBRUARY, 2026

*Approved for
tabling
[Signature]
10/02/2026*

*[Signature]
10/2/26*

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LIST OF ABBREVIATION AND ACRONYMS

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

1.0 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: -

No	NAME	POSITION
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

No.	Name	Position
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) (a) 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 **Joyce Chepkoech Kemei** vide a letter dated **29th December, 2025** for vetting and approval by the County Assembly for appointment as member 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 **14th January, 2026**, informed the Assembly of the Governor's message to the Assembly on nomination of County 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 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 Approval) 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 Approval) Act, 2017 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, 18th 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 she was nominated to serve. The advertisement indicated that submission of any memorandum was to be received by the Assembly by Monday, 26th, 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, 27th January, 2026 at 10.15 a.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 16th 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 her 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)

2.6 Committee meetings

The committee held a total of three meetings, and during one of the meetings of 27th January, 2026, the said nominee appeared before the committee and was vetted in accordance with the Public Appointments (County Assemblies Approval) Act No 5 of 2017 for appointment as a Member 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 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 on Sunday, 18th January, 2026 (*Daily Nation*) in line with the provision of sections 91 and 95 of the County Governments Act 2012. By close of Business on 26th 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, 1st February, 2026.

SIGNED.....



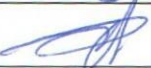
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01/02/2026

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, 1st February, 2026

5.0 APPROVAL HEARING OF THE NOMINEE

5.1 Preliminary Issues

The Committee held a sitting on Tuesday, 27th 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 her withdrawal from the approval process as outlined under Section 7(12) of the Public Appointments (County Assemblies Approval) Act, 2017.
2. THAT, the report of the Selection Panel on the Recruitment for the positions of Chairperson, CEO/Secretary and Members of the Public Service Board had been submitted to the Assembly via letter **REF BC.26/15/8** dated 23rd January 2026.
3. THAT, no memorandum had been submitted to the office of the Clerk of the County Assembly by close of business 26th 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)
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 26th January, 2026, no memorandum contesting the suitability of the nominee had been submitted to the office of the Clerk.

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) 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—

- a) satisfies the provisions of Chapter Six of the Constitution;
- b) is not a state or public officer;
- c) in the case of chairperson or vice-chairperson, possesses a minimum qualification of a bachelor's degree from a recognized university and working experience of not less than ten years; and
- d) in the case of any other members—
 - i. possesses a minimum of a bachelor's degree from a recognized 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 Ms. Joyce Chepkoech Kemei

During its sittings held on Tuesday 27th January 2026 at 10:15 a.m. at the County Assembly Mini Chambers, the Committee interrogated the nominee after taking 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 40-year-old Kenyan citizen, born in 1985 in Kiptere, Kericho County. She holds Kenyan National Identity Card and is a resident of Leldaet, Mutarakwa Ward, Bomet Central Constituency.

5.4.1.2 Educational Background

The nominee began her formal education at Tengecha Girls Boarding Primary School from 1995 to 1999, where she completed her primary education. She proceeded to St. Francis Girls Secondary School between 2000 and 2003 for her secondary education. She later joined Jomo Kenyatta University of Agriculture and Technology (JKUAT) from 2004 to 2007, graduating with a Bachelor of Commerce (Finance Option). In 2014, she further advanced her academic qualifications by earning a Master of Business Administration (MBA) in Finance from the same university.

5.4.1.3 Employment Record and Work Experience

The nominee has accumulated approximately 20 years of professional experience across various institutions. Notably, she served as a Budget Officer in the County Government of Bomet from March 2014 to January 2018. During this period, she was involved in financial planning and budget management processes. Additionally, she served as a Board Member of Bomet Water and Sanitation Company (BOMWASCO) from 2016 to 2018, where she contributed to governance oversight and institutional performance.

5.4.1.4 Conflict Resolution and Institutional Mandate

On matters of conflict resolution, the nominee acknowledged that conflicts may arise, particularly during recruitment processes. She affirmed her commitment to executing her duties strictly in accordance with the law and within the mandate of the County Public Service Board (CPSB). She further noted that the key area of convergence between the Board and the County Government lies in the development of human resource policies. However, she emphasized the importance of each entity maintaining its distinct constitutional and statutory mandate.

5.4.1.5 Fostering Synergy among Institutions

To enhance collaboration between the Public Service Board, the County Government, and other stakeholders, the nominee proposed initiating structured inter-institutional dialogues. She also recommended joint trainings, collaborations, and capacity-building initiatives to clarify roles and responsibilities, particularly between the Office of the County Secretary and the County Public Service Board.

5.4.1.6 Adherence to Constitutional Values

Regarding the national values and principles of governance under Article 10 of the Constitution, the nominee undertook to uphold these principles in the execution of her duties. She emphasized sustainable human resource planning to prevent staff shortages that may hinder service delivery. She further committed to ensuring that recruitment processes strictly adhere to approved budgets and promote equity, including gender balance, inclusion of persons with disabilities, and representation of vulnerable and marginalized groups.

5.4.1.7 Fiscal Responsibility and Wage Bill Management

On compliance with fiscal responsibility principles, particularly concerning the wage bill, the nominee acknowledged the County's challenges in meeting statutory salary thresholds. She proposed recommending a freeze on recruitment in non-essential services while prioritizing essential services within the approved budget. She also suggested conducting staff audits to eliminate ghost workers, rationalizing departments, and implementing other cost-

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

containment measures. Additionally, she recommended automation of the payroll system to enhance efficiency and accountability.

5.4.1.8 Women Advocacy

On women's advocacy, the nominee pledged to promote capacity building for women on governance and Board responsibilities. She further committed to supporting equitable opportunities for women in recruitment and promotions in line with constitutional requirements.

5.4.1.9 Court Ruling on Reinstatement of sacked employees

Employees

Concerning the court ruling on the reinstatement of the sacked employees, the nominee observed that compliance would significantly impact the County's salary expenditure. She advised that the County Government should plan and allocate funds for the implementation of the court order. She further proposed structured engagement between the County Government and the affected staff to agree on a sustainable settlement framework.

5.4.1.10 Salary Delays

When asked about addressing salary delays, she clarified that advising on salary disbursement falls primarily under the mandate of the County Secretary. Nonetheless, she expressed her intention to advocate for staff motivation and supportive human resource practices to maintain morale.

5.4.1.11 Managing Conflicts of Interest

On potential conflicts of interest, the nominee affirmed that she would strictly adhere to legal and ethical standards. She acknowledged that conflicts may arise in public service and emphasized the importance of declaring such conflicts at the earliest opportunity. In situations such as recruitment where she may be conflicted, she committed to recusing herself from the process to uphold integrity and transparency.

8.	County Assembly vetting questionnaire	The nominee submitted a duly filled questionnaire received by the office of the Clerk on 22nd
	Conduct) indicating that she does not have any criminal 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 her National ID card confirming that she is a Kenyan citizen.
2.	KRA compliance	The nominee submitted valid KRA tax compliance certificate.
3.	Higher Education Loans Board (HELB)	The nominee submitted a valid HELB compliance certificate.
4.	Clearance from EACC	The nominee submitted a sworn self-declaration form to EACC as required under the Leadership and Integrity Act received by the EACC on 5th November, 2025. As at Sunday, 1st 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.
5.	Police Clearance Certificate. C24A	The nominee submitted a valid police clearance certificate (Certificate of good

8.	County Assembly vetting questionnaire	Conduct) indicating that she does not have any criminal records.
		The nominee submitted a duly filled questionnaire received by the office of the Clerk on 22 nd 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 Commerce (Finance Option) from Jomo Kenyatta University of Agriculture and Technology. The nominee therefore, fulfilled the requirement of Section 58(3)(d)(i) of the County Governments Act, 2012.
2.	Communication and presentation (promptness, appearance, neatness of resume/application)	The nominee demonstrated a fair understanding of the County Public Service, as well as other relevant issues that were posed to her.
3.	Education and Training (Relevant to the portfolio)	The nominee demonstrated to the committee that her education background, training and experience is 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 short-term capacities within the County Government.

6.	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 was fairly conversant with the relevant laws of Kenya, applicable policies, and the functions of a Member of the County Public Service Board.
7.	Leadership and Integrity as per Chapter Six of the Constitution of Kenya, 2010.	The nominee satisfied the requirements of Chapter Six of the Constitution.
8.	Decision making and problem-solving skills	The nominee demonstrated effective 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.

Mr Speaker Sir,

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
1.	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 rd January 2026, Ref: BC.26/15/8. The Committee further verified that the nominee was among the candidates forwarded to the Governor for nomination.
2.	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(3)(a) of the County Governments Act, 2012. Specifically.

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 Committee acknowledges that the nominee's academic and professional qualifications, including her experience, are relevant to the position of the member of the County Public Service Board.
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8.0 COMMITTEES' 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 meets the requirements of Chapter Six of the Constitution of Kenya on Leadership and Integrity.

2. The Committee, upon analyzing the nominee's oral submissions, observed that she demonstrated understanding of the mandate, functions, and responsibilities of the County Public Service Board, as well as of the specific role to which she has been nominated. She further provided practical and well-reasoned solutions to several issues raised by the Committee, particularly those relating to the management, efficiency, and effectiveness of the County Public Service.

3. THAT, her academic qualifications, professional training, and experience comply with the requirements set out under Section 58(3)(d) of the County Governments Act, 2012.

4. THAT, Pursuant to Section 58(3) of the County Government Act, 2012; the Committee found the nominee **suitable** for appointment as the Member of Bomet 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 **Ms. Joyce Chepkoech Kemei** for the position of the Member of Bomet County Public Service Board.

