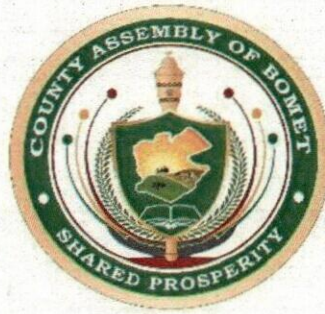




BOMET COUNTY ASSEMBLY

THIRD ASSEMBLY: FIFTH SESSION

THE REPORT OF THE COMMITTEE ON LABOUR AND PUBLIC SERVICE ON NOMINEE FOR THE POSITION OF THE MEMBER OF THE COUNTY PUBLIC SERVICE BOARD.

*Approved for
tabling
10/02/26*

20/02/26

MR. STEPHEN ARAP KEBENEI

FEBRUARY, 2026

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LIST OF ABBREVIATION AND ACRONYMS

CS: County Secretary
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: -

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 the following: -

No.	Name	Position
1	Weston Koech	Committee Clerk
2	Kenneth Langat	Legal Counsel
3	Timothy Korir	Assistant Director, Research
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 **Stephen Arap Kebenei** 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 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 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, 18th January, 2026 (**Annexure 2**) 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, 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 11.30 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 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 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 Member of County Public Service Board.

In conducting the public hearing exercise, the Committee referred 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 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.....



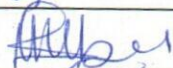
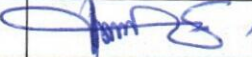
DATE:

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, 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 his 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 position of Chairperson, CEO/secretary and member of the County Public Service Board had been submitted to the Assembly Vide a letter dated **23rd January, 2026 REF BC.26/15/8.**
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).
 - 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 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 recognised 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 recognised 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. Stephen Arap Kebenei

During its sittings held on Tuesday 27th January 2026 at 11.30 a.m. at the County Assembly Mini Chambers, the Committee interrogated the nominee upon 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 male Kenyan born on 29th August 1962, Narok County. He is a resident of Bomet County, Bomet East.

5.4.1.2 Academic background

He attended Olchorua-Oiowua primary school between 1972 and 1979. Between 1980 and 1983, he attended Kilgoris Secondary School for his Kenya Certificate of Education. He also attended St. Joseph's High School, Kitale between 1984-1985 for Kenya Advanced Certificate of Education. Between 1986 and 1989, the nominee obtained Diploma in Agriculture from Egerton University. The nominee also holds Bachelor of Education degree from Kampala International University which he obtained in 2008.

5.4.1.3 Employment Record

The nominee has served as a teacher, Deputy Principal and Principal under the Teachers Service Commission. Between 1989 and 1992, the nominee taught in various schools as a classroom teacher. The nominee was then promoted to be a Deputy Principal in 1992, a position he served until 2003. He was then promoted to be a school principal where he served from 2003 until 2022 when he retired.

5.4.1.4 Income and Net worth

The nominee estimated his net worth to be Ksh. 17.2 Million comprising of parcels of land, SACCO shares, a lorry, dairy cows and developed buildings.

5.4.2 General and Sector Specific Questions

The Committee posed several questions to the nominee on his knowledge of the Public Service among other issues. The nominee responded as follows:

5.4.2.1 Relevant experience and Skills

The nominee informed the committee that he has vast experience in management having worked previously as a Secondary School Principal where leadership skills and handling staff issues were required.

The nominee submitted that in his career, he had been involved in conflict resolution, Human resource management including disciplinary process and budget making which in his view were very relevant in the discharge of his duties as a member of the board if approved by the County Assembly.

5.4.2.2 Distinction between the functions of the office of County Secretary and the County Public Service Board

The nominee submitted that the County Public Service Board participates in matters human resource within the County Public Service. Specifically, he indicated that the Board deals with recruitment, establishment of offices, and advising the government on matters human resource within the County Public Service.

On the other hand, the nominee indicated that the County Secretary is the head of County Public Service and a secretary to the County Executive Committee.

5.4.2.3 Legal Framework, Values and Principles of Public Service

He informed the committee that the Constitution, 2010, the County Governments Act, 2022 and the Leadership and Integrity Act, Human Resource Policies and Manual will guide him if approved as a Member of the County Public Service Board.

With regards to Article 10 of the Constitution on national values and principles of governance that binds both State officers and public officers, the nominee informed the committee that the same is applicable during recruitment by the Board. He indicated that accountability, equity and fairness must be observed at all times.

5.4.2.4 Implementation of Workers Union Judgement in the County.

The nominee noted that implementing the judgement of Employment and Labour Relations Court which requires the County Government to reinstate and pay all salary arrears and benefits of more than 590 employees who were

sacked in 2022 will have a huge impact in the County. He suggested that a proper audit should be done and payment plan be agreed between the workers union and the County Government.

5.4.2.5 Percentage of Personnel emolument expenditure

The nominee noted that while the challenge of huge personnel emolument exist relevant interventions should be put in place. He further suggested that the County Government should limit any further recruitment until such a time when the financial position has stabilized.

5.4.2.7 Role of the County Public Service Board

The nominee submitted that the County Public Service Board is charged with the role recruitment, appointment and promotion of county officers, exercising disciplinary control over County staff and advice on values and principles of public service. He also submitted that it plays a coordination role between the County Public Service Board and the County Executive.

5.4.2.8 Potential risk of conflict

The nominee submitted that vested interest in recruitment of staff can create conflicts between the Board and the County Executive. To deal with such conflicts, he suggested that the Board and the County Executive should adhere to the law and hold regular consultation on matters human resource.

5.4.2.9 Remuneration of County Staff

On the current prolonged delays in salary payment for the County staff, he suggested that the County Executive should put in place proper plans to address the prevailing situation. He also noted that predictability in salary payment has an impact in service delivery.

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 ID card confirming that he 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. That as at Sunday, 1st February, 2026, Ethics and Anti-Corruption Commission (EACC) had not responded the letter of the Clerk 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 Conduct) indicating that he does not have any criminal records.

		having served at senior positions in public institution.
6.	Knowledge on the laws of Kenya and other guiding	The nominee was fairly conversant with the relevant laws of Kenya, the relevant policies and the functions of the Member of County

7.	Clearance from Credit Reference Bureau	The nominee submitted a valid CRB clearance indicating the nominee Credit Report with No Default status
8.	County Assembly vetting questionnaire	The nominee submitted a duly filled questionnaire received by the office of the Clerk indicating that he is Kenyan and his place of permanent and current residence is Bomet.

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 Education (Science), from the Kampala International University. The nominee therefore, fulfilled Section 58(3)(d)(i) of the County Governments Act, 2012.
2.	Communication and presentation (promptness, appearance, neatness of resume/application)	The nominee sufficiently communicated his understanding of the County public service as well as other relevant issues posed to him.
3.	Education and Training (Relevant to the portfolio)	The nominee demonstrated to the committee that his 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 five of which were in senior management position in public service.
5.	Professional skills and technical skills	The nominee demonstrated administrative skills in management and public service