

BCA/CASB/01/201

REPUBLIC OF KENYA



BOMET COUNTY ASSEMBLY SERVICE BOARD

SECOND ASSEMBLY - FIRST SESSION
FIRST REPORT
OF THE
COUNTY ASSEMBLY SERVICE BOARD
ON
THE INTERVIEW FOR THE POSITION
OF TWO MEMBERS OF
THE BOARD FROM THE MEMBERS OF THE PUBLIC



APRIL, 2018

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1.0 PREFACE

Mr. Speaker Sir,

On behalf of the County Assembly Service Board, it is my pleasure and duty to present to the County Assembly, the Board's first report on the interviews of the position of the two members of the Board from the Public.

Mr. Speaker Sir,

The Board is established by Section 12 of the County Government Act 2012 and subsequent amendment of the same as in Section 46 of the County Assembly Services Act No. 24 of 2017.

The County Assembly Service Board is a body corporate with perpetual succession and therefore it can function without interruption even when there is a vacancy in its membership.

The members of the Board excluding g the two members representing the public are;

1. Hon. David Shadrack Rotich (Chairperson)
2. Hon. Leonard Kirui (Vice-Chairperson)
3. Hon Alice Chesangi (Member)
4. Mr. Isaac Kitur (Secretary)

The Board held six meetings during which the members did sorting, shortlisting and conducting interviews and collated the results. In conducting the said recruitment, the Board adhered to the principles and values enunciated in Article 10 of the Constitution of Kenya. Article 10 of the Constitution of Kenya 2010 elaborates the national values and principles as follows:-

(2) The national values and principles include-

- (a) patriotism, national unity, sharing and devolution of power, the rule of law, democracy and participation of the people;
- (b) human dignity, equity, social justice, inclusiveness, equality, human rights, non-discrimination and protection of the marginalized; and

(c) Sustainable development.

Further, Article 232 on the values and principles of public service too formed the basis of this report, they include:-

- (a) high standard of professional ethics
- (b) efficient, effective and economic use of resources;
- (c) responsive, prompt, effective, impartial and equitable provision of services
- (d) involvement of the people in the process of policy making
- (e) accountability for administrative acts
- (f) transparency and provisions to the public of the timely, accurate information
- (g) subject to paragraph (h) and (i), fair competition and merit as the basis of appointment and promotions;
- (h) representation of Kenya's diverse communities; and
- (i) affording adequate and equal opportunities for appointment, training and advancement, at all levels of the public service, of
 - (i) men and women
 - (ii) the members of the ethnic groups; and
 - (iii) persons with disabilities.

The above values and principles of public service apply to public service in all state organs in both levels of government as is in of Article 232 (2)(a) of Constitution of Kenya 2010.

Mr. Speaker, Sir,

While in this process of writing up this report, one of the candidate who had shown interest passed on. I wish to take this earliest opportunity to convey our heartfelt and sincere condolences. The late Hon. Sammy Kipsiele Kirui was a member of this honorable House between 2013 and 2017 and served as a Deputy Speaker. Equally our condolences cause to his colleagues who shared with him the service to humanity while in this House amongst Hon Josphat Kirui (Majority Leader), Hon. Andrew Maritim (Minority Leader) Hon. Robert Serbai, Hon. Philip Korir and Hon. Leonard Kirui together with the Clerk and the entire staff of the County Assembly. May God rest his soul in eternal peace.

2.0 BACKGROUND

The County Assembly Service Board (CASB) is established under Section 12 (1) of the County Governments Act No. 17 of 2012. Section 12 (7) of the Act further provides that the County Assembly Service Board is responsible for:-

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

2.1. County Assembly Services Act No. 24 of 2017 (amendment to No. 17 of 2012) section 46 provides that the County Assembly Service Board membership shall consist of;

- a) the speaker of the county assembly as the chairperson;
- b) a vice-chairperson elected by the Board from the members appointed under paragraph (c);
- c) two members of the county assembly nominated by the political parties represented in the county assembly according to their proportion of members in the county assembly; and
- d) one man and one woman appointed by the county assembly from amongst persons who are experienced in public affairs, but are not members of the county assembly.

2.2. The vacancy of the two Board members of the public in the Board was occasioned by the amendment of Section 12 (3) of the County Government Act, 2012.

2.3. On 15th September 2017 the Board placed an advertisement in one of the daily newspapers with a national circulation inviting qualified citizens to apply for the vacant position of the two members of the County Assembly Service Board from members of the public. According to the advertisement, a person is not qualified for appointment as a member of the Board unless one;

a) is a citizen of Kenya

b) holds a degree from a university recognised in Kenya

c) has at least ten years' experience in public affairs

d) meets the requirements of leadership and integrity in chapter six of the Constitution 2010

As at 26th September 2017, which was the deadline for the applications, 52 applicants had been received by the Clerk

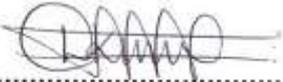
3.0 ACKNOWLEDGEMENT

Mr. Speaker Sir,

I wish to express my appreciation to members of the Board who sacrificed time to attend to all the meetings that were held and the secretariat for their invaluable administrative, technical and logistical support they accorded during the interviewing exercise and execution of the Board's mandate.

Mr. Speaker, Sir,

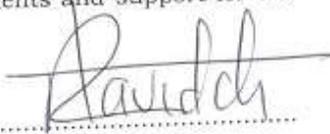
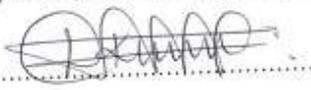
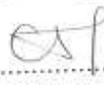
The Board made a number of findings on the interviewees during the interview exercise. These findings guided the Board in making its final recommendations. The Board's final recommendations were based on the Constitution of Kenya, 2010, the County Governments Act 2012, the Leadership and Integrity Act 2012, the County Assembly Services Act No. 24 of 2017, the way the interviewees conducted themselves during the interviews and the consensus of the Board members..

SIGNED..........DATE: 18/04/2018

Hon. Leonard Kirui
The vice-chairperson of the Board.

4.0 OWNERSHIP OF THE REPORT

We the members of the Board do append our signatures against our names in this report to affirm the correctness of the contents and support for the report.

1. Hon. David Shadrack Rotich (Chairperson)..... 
2. Hon. Leonard Kirui (Vice-chairperson)..... 
3. Hon. Alice Chesangi (Member)..... 
4. Mr. Isaac Kitur (Secretary)..... 

Dated this Wednesday, 18th day of April, 2018

5.0 SHORTLISTING PROCESS

The following fifty two (52) applicants applied for the position of the member of the Board from the public, they are as indicated in table 1 below:-

Table 1: List of Applicants

NO	NAME	ID. NO.	COUNTY	WARD	CERTIFICATE	YEAR OF GRADUATION
1	Daniel Kipkemoi Mastament	1800871	Bomet	Sigor	Degree	1975
2	David Gideon Cheruiyot	0734908	Bomet	Mutarakwa	Degree	2015
3	Bore John Kipkosgei	0091296	Narok	Ilmotiok	Ongoing with degree	-
4	Kiprono Josiah Matwek	2353330	Bomet	Chesoan	Degree	2008
5	Richard Soi	10887237	Bomet	Kongasis	Awaiting graduation	-
6	Mutai Ezekiel Kipkorir	1088651	Bomet	Nyongores	Masters	2004
7	Catherine Changwony	13548097	Baringo	Marigat	Masters	2007
8	Tangus Kipkemoi Jeremiah	12550697	Bomet	Kembu	Masters	2015
9	Simion Kirui	11525643	Bomet	Mogogosiek	Masters	2014
10	Joseph Kibet Ketuturi	0735221	Bomet	Longisa	Degree	2012
11	Daniel Ngeno	1799097	Bomet	Chesoan	Masters	2002
12	Jane Chepkirui Bore	5245511	Bomet	Mogogosiek	Degree	2007
13	David Kipsang Korir	22227506	Bomet	Siongiroi	Degree	2006
14	Philemon Kipkemoi Rono	27900654	Bomet	Embomos	Degree	2015
15	Pauline kipkemoi Chororei	5453702	Bomet	Ndanai/ Abosi	Degree	2011
16	Joseph Kimutai Langat	7646657	Bomet	Kapletundo	PHD	2000

17	Walter Korir	N/A			Degree	1994
18	Linder Keter	8071182	Bomet	Longisa	Degree	2008
19	Daniel Jeryot Kirui	8020416	Bomet	Kembu	Masters	2013
20	Elizabeth Chepkoech Langat	3559714	Bomet	Boito	Masters	2013
21	Kibett Ngeno Samwel	0398568	Bomet	Kapletundo	Advanced cert of Education	1981
22	Alice Kirui	2422127	Bomet	Rongena/ Manaret	Degree	1996
23	Caroline Chepngetich	22234311	Bomet	Ndanai/ Abosi	Degree	2013
24	Langat Benard	24027004	Bomet	Chebunyo	Degree	2010
25	Philemon K. Rotich	2421995	Bomet	Embomos	Degree	1970
26	Daniel Kiplangat Sigilai	1244286	Bomet	Kembu	Masters	2016
27	Grace Rop	10988908	Bomet	Mutarakwa	Masters	2017
28	Eliot Kibet Ngeno	9640854	Bomet	Mutarakwa	Masters	1996
29	Stephen Ngeno	1799084	Bomet	Silibwet/ Township	Degree	1979
30	Agnes Korir	0334767	Bomet	Silibwet/ Township	Degree	2008
31	Bency Chepkorir Too	14579208	Bomet	Mutarakwa	availed university transcripts	-
32	Paul Mibei	20060287	Bomet	Mogogosiek	Masters	2012
33	Kiprono Cheruiyot	0734173	Bomet	Kipsonoi	Degree	2014
34	Stephen Kipkoech Chelule	5242701	Bomet	Nyongores	Degree	2014
35	Joseah Kibet Korir	12751406	Bomet	Silibwet/ Township	Diploma	2001
36	Kipsiele K. Sammy	11298161	Bomet	Sigor	Degree	1996
37	Felister C. Kurgat	3834313	Bomet	Kapletundo	Masters	2013
38	Leonard Cheruiyot Ruto	25304977	Bomet	Chemaner	Degree	2015
39	David Kipsang Bett				Masters	2013

40	Margaret Cheptoo Siele	10771695	Bomet	Rongena/Manaret	Masters	1996
41	Mutai Christopher Kipngetich	13021560	Bomet	Ndanai/Abosi	Degree	2012
42	Hillary Cheruiyot Rono	0738205	Bomet	Kapletundo	Diploma	1989
43	Wesley Maina	20890970	Bomet	Longisa	Degree	2003
44	Daniel Cheruiyot	0618432	Bomet	Chesoen	Diploma	1982
45	Eddah Biegon	1799530	Bomet	Singorwet	Masters	2009
46	Nancy Chepkemoi Kirui	1762973	Bomet	Nyongores	Degree	1984
47	Philip Kipkosgei Koech	1738423	Bomet	Rongena/Manaret	Degree	1991
48	Peter K. Sigei	0735039	Bomet	Chebunyo	Degree	2002
49	Joseph Arap Bett	0971699	Bomet	Chemagel	Degree	1977
50	Wesley Langat	23638821	Bomet	Singorwet	Degree	2015
51	Wesley Kiprotich Langat	22267524	Bomet	Nyongores	Masters	2016
52	Ruffin Kiprotich Rono	3844752	Bomet	Ndarawetta	Masters	1990

On 4th, 18th and 19th October 2017 the Board met and carried out shortlisting of the candidates whose names appeared on the Standard daily newspaper on 23rd of October 2017.

5.1 Qualifications for shortlisting

In carrying out the shortlisting the Board considered:-

(a) Section 9 of the County Assembly Services Act No. 24 of 2017, on the qualifications for appointment for members of the Board, which requires one to be:-

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

(b) The Board in its own wisdom further resolved that candidates to be shortlisted required to have attained 10 years after their First Degree. This was in lieu of the fact that successful candidates will be required to assist the Board in carrying out functions as per Section 12 (7) of the County Governments Act of 2012 and Section 11 of the County Assembly Services Act No. 24 of 2017. This therefore implied that the position required applicants who should have served at the supervisory level in the public service.

Using the above stated criteria, 28 candidates were not qualified and 24 candidates were shortlisted as per the table 2 and 3 respectively;

Table 2: Unqualified Candidates

NO	NAME	COUNTY	WARD	QUALIFICATION	YEAR OF GRADUATION
1	David Gideon Cheruiyot	Bomet	Mutarakwa	Degree	2015
2	Bore John Kipkosgei	Narok	Ilmotiok	Ongoing degree with	-
3	Kiprono Josiah Matwek	Bomet	Chesoan	Degree	2008
4	Richard Soi	Bomet	Kongasis	Awaiting graduation	-
5	Catherine Changwony	Baringo	Marigat	Degree	2014
6	Tangus Kipkemoi Jeremiah	Bomet	Kembu	Degree	2009
7	Simion Kirui	Bomet	Mogogosiek	Degree	2012
8	Joseph Kibet Ketuturi	Bomet	Longisa	Degree	2012
9	Philemon Kipkemoi Rono	Bomet	Embomos	Degree	2015
10	Pauline Kipkemoi Chororei	Bomet	Ndanai/ Abosi	Degree	2011
11	Walter Korir			Degree	1994
12	Linder Keter	Bomet	Longisa	Degree	2008
13	Kibett Ngeno Samwel	Bomet	Kapletundo	Advanced certificate Education of	1981
14	Caroline Chepngetich	Bomet	Ndanai/ Abosi	Degree	2013
15	Langat Bernard	Bomet	Chebunyo	Degree	2010
16	Daniel Kiplangat Sigilai	Bomet	Kembu	Degree	2014
17	Grace Rop	Bomet	Mutarakwa	Degree	2014
18	Agnes Korir	Bomet	Silibwet/ Township	Degree	2008
19	Bency Chepkorir Too	Bomet	Mutarakwa	availed university transcripts	-
20	Kiprono Cheruiyot	Bomet	Kipsonoi	Degree	2014
21	Stephen Kipkoech Chelule	Bomet	Nyongores	Degree	2014
22	Joseah Kibet Korir	Bomet	Silibwet/ Township	Diploma	2001

23	Leonard Cheruiyot Ruto	Bomet	Chemaner	Degree	2015
24	David Kipsang Bett			Degree	2011
25	Mutai Christopher Kipngetch	Bomet	Ndanai/Abosi	Degree	2012
26	Hillary Cheruiyot Rono	Bomet	Kapletundo	Diploma	1989
27	Daniel Cheruiyot	Bomet	Chesoan	Diploma	1982
28	Wesley Langat	Bomet	Singorwet	Degree	2015

Table 3: Shortlisted Candidates

	Name	Ward	Qualification
1.	Jane Chepkirui Rotich	Mogogosiek	B. Ed
2	Elizabeth Chepkoech Langat	Boito	B. Sc. M. Sc. M. Phil
3	Alice Kirui	Rongena/Manaret	B.A
4	Felister C Kurgat	Kapletundo	B.A, MBA
5	Margaret Cheptoo Siele	Rongena/Manaret	B.A, M.A
6	Eddah Biegon	Singorwet	B. Ed, M.A
7	Amb. Nancy Chepkemoui Kirui, CBS	Nyongores	LLB PGD Law
8	Daniel Kipkemoui Mastamet	Sigor	B. Ed
9	Mutai Ezekiel Kipkorir	Nyongores	B.A, MBA
10	David Kipsang Korir	Siongiroi	B. Agribusiness
11	Philip Kipkoskei Koech	Rongena/Manaret	B. Ed
12	Joseph Kimutai Langat	Kapletundo	B. Sc. M. Phil, PhD
13	Daniel Jeryot Kirui	Kembu	B. Ed, MSc
14	Sammy Kirui Kipsiele	Sigor	B. Sc.
15	Wesley Maina	Longisa	B.A
16	Stephen Kibii Ngeno	Silibwet	B. Religion, MTh Th. D.
17	Joseph Arap Bett	Chemagel	B. Sc. (Eng)
18	Philemon Kipkosgei Rotich	Embomos	B.A

19	Peter Sigei	Chebunyo	B. Ed
20	Daniel Ngeno	Chesoen	B. Th. M. Ed
21	Ruffin Kiprotich Rono	Ndarawetta	B.Com, M.A
22	Wesley Kiprotich Langat	Nyongores	B. Sc. M. Sc.
23	Eliot Kibet Ngeno	Mutarakwa	B.A, M.A
24	Paul Mibei	Mogogosiek	BBM, MBA

The successful shortlisted candidates were contacted and notified of the interview dates and were advised to bring along all their original documents, certificates and other testimonials.

6.0 INTERVIEWS AND OBSERVATIONS

The interviews were conducted on 31st October, 1st, 2nd November of 2017 at the County Assembly Chambers. The interviews were conducted by the members of the Board i.e

- Hon. David Shadrack Rotich - Chairperson of the Board
- Hon. Leonard Kirui – Vice-Chairperson
- Hon. Alice Chesangi – Member
- Mr. Isaac Kitur – Secretary

6.1 ISSUES FOR CONSIDERATIONS

Mr. Speaker Sir,

In conducting the interview process, the County Assembly Service Board (CASB) examined the candidates against the following criteria, amongst others, in accordance with the County Assembly Services Act No. 24 of 2017.

- i. Academic Qualification
- ii. Employment Record
- iii. Professional affiliations
- iv. Potential conflict of interest
- v. Knowledge of the relevant subject
- vi. Knowledge of the Constitution of Kenya 2010, Acts of Parliament and Devolution
- vii. Tax compliance
- viii. Integrity

Mr. Speaker Sir,

Further the Board was guided by Article 232 (1) of the Constitution of Kenya, 2010 which provides for the values and principles of public service;

Mr. Speaker Sir,

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

- (1) The values and principles of public service set out under Article 232(1) of the Constitution shall apply to the Service established under this Act.
- (2) In addition to the national values and principles of governance set out in Article 10 of the Constitution and the values and principles of public service set out in Article 232(1) of the Constitution, the Service shall uphold the following values -
 - (a) the fostering of peace;
 - (b) the provision of non-partisan and impartial advice and services to the county assembly, its committees and its members;
 - (c) the maintenance of honesty, accountability and integrity in the delivery of services, having regard to the principles of political neutrality, professionalism, economy, efficiency, equality and fairness, courtesy and discipline;
 - (d) the provision of a workplace that recognises the diverse backgrounds of the employees of the Service and promotes national integration;
 - (e) the maintenance of the spirit of co-operation in the workplace based on consultation and communication;
 - (f) the provision of a fair, flexible, safe and rewarding workplace;
 - (g) the inspiration of public confidence in and respect for the county assembly;
 - (h) the fostering of understanding and co-operation between the county executive and the county assembly in the context of their autonomy and complementarity; and
 - (i) such other values as the Board may, from time to time, prescribe.

Mr Speaker Sir,

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

(a) the national values and principles set out in Article 10 of the Constitution;
and

(b) community and cultural diversity of the County.

The following shorted listed candidates presented themselves and were intensely interviewed.

The Board members agreed to use an assessment form to grade the candidates during the interview exercise. Each of the panellist scored according to the pre-agreed evaluation criteria.

Mr Speaker Sir,

The following shortlisted candidates withdrew from the interview exercise;

1. Peter Sigei
2. Amb. Nancy Kirui
3. Daniel Ngeno

Further, Mrs. Felister C. Kurgat was disqualified by the Board because of name discrepancies in her academic certificates and having not a sworn affidavit on the same. Further scrutiny and careful analysis of her first degree in B.A (Human Resource Management), the Board discovered that she was awarded the degree in 2008; this was less than 10 years after acquiring her first degree as had been agreed by the Board.

In view of the above, the Board interviewed 20 candidates for the Board member positions, five (5) women and fifteen (15) men.

6.2. INTERVIEW'S ORAL SUBMISSIONS FROM FEMALE CANDIDATES

6.2.1 ORAL SUBMISSIONS FROM EDDAH BIEGON

PREVIEW OF HER CURRICULUM VITAE

Eddah Biegon of ID. No. 1799530 is a resident of Bomet County, Bomet Central Sub-County, Singorwet Ward.

She graduated with a Bachelor's degree in the year 2005 and therefore has twelve (12) years after attaining her first degree.

Her experience in public service entails her having served as a;

- CEC - Roads Public Works and Transport (Bomet County),
- CEC- Urban Planning, Land & Housing (Bomet County),
- Part-Time Lecturer (Nairobi & Kabianga University),
- Lecturer (KIM),
- Census Supervisor (KNBS),
- Sec. Sch. Teacher (Rehema Girls),
- Customer Relation Officer (Telkom Kenya).

These were her oral submissions;

1. When asked on the terms of the position she had applied for, she indicated that she had applied for a part time job.
2. When asked on the three instances that she is likely to advise the current Governor to ensure success in her tenure, she mentioned that she would advise her to adhere to the work plans, give space to departments and allow departments to spend their budgets, balance public interests while undertaking her duties and adhere to the constitutional functions of the County Government.
3. When asked on the functions of the CASB, she indicated that CASB exercises budgetary control, sets out the terms and conditions of service, reviews the organogram and training plans of the county assembly staff and members.
4. When asked on what a scheme of service is, she explained that a scheme of service is a document that guides on employment issues such as on salary.

She further stated that an ideal scheme of service should be one that is easy to fund and should also provide for the payment of interns.

5. When asked why most of the county vehicles were grounded, she indicated that it was due to incompetent drivers and use of adulterated fuel. In addition she indicated that the county government executive of 2013-2017 never bought spare parts.
6. When asked why the county roads are in poor condition despite allocations of nearly KES 2 billion, she stated that the county government opted to hire equipment instead of giving out contracts, this was in total disregard of her advice. She further stated that the method used ensured that many kilometres of roads were done but their quality was poor as the roads had neither culverts nor correct measurements. She also stated that the county executive executed projects that the residents wanted even if they were neither in the work plans nor in the CIDP. She added that she advised the executive to construct roads traversing the wards but still they concentrated on small roads in the wards for political expediency.
7. On the relevance of her experience to the CASB, she indicated that her wealth of experience will assist the CASB to undertake resource mobilization such as the one she undertook for the county spatial planning.
8. When asked to explain the principles and values as provided for under Article 232, she mentioned being lawful, patriotic, economic use of resources, avoidance of discrimination and respect for gender and the disabled.
9. When asked to state the national values and principles as provided for by Article 10, she mentioned being guided by the law, patriotism and non-discrimination.
10. When asked if she would have any potential conflict of interest if approved as a Board member, she stated that if her relative would seek a vacancy, she would then declare interest and withdraw from decision making.

OBSERVATIONS

The Board observed that Eddah Biegon failed to submit the certificate of CID thus compromising the Chapter Six of the Constitution. It is in view of the

above foregoing that Eddah Biegon could NOT qualify to the next stage and thus DISQUALIFIED.

6.2.2 ORAL SUBMISSIONS FROM ALICE KIRUI

PREVIEW OF HER CURRICULUM VITAE

Alice Kirui of ID. No. 2422127 is a resident of Bomet County, Sotik Sub-County Rongena/Manaret Ward. She attained her first degree in 1996 and therefore has twenty one (21) years after attaining the degree.

Her experience has been in various gained in various positions in the profession of education. She has served in various capacities as;

- Primary School teacher,
- Tac Tutor (Longisa zone),
- Zonal inspector of schools,
- APSI (Longisa zone),
- District home science inspector,
- Primary school management training coordinator,
- Inspector of schools(Baringo, Kericho and Bomet),
- Deputy Inspector of schools(Bomet),
- She also served as DEO (Tinderet and Kericho)

These were her oral submissions;

1. She indicated that she is a resident of Bomet county, Sotik sub-county, Rongena/Manaret ward.
2. When asked on the skills that she has gained in the education sector that would help her in discharging her role as a member of the Board, she stated that she has gained skills in human resource management, conflict resolution, decision making and stress management.
3. When asked on other certificates apart from the academic certificates that an employer should ask a potential employee during recruitment, she stated that the mandatory certificates required would include the HELB clearance certificate, the clearance from EACC and the certificate of good conduct.

4. When asked on how she would exercise disciplinary control over the staff of the county assembly, she stated that she would follow the laid down procedures. She also indicated that she would encourage members and staff to sign a code of conduct. She further stated that she would advocate for training of both the members and staff of the county assembly so that they understand what is expected of them.
5. When asked on the laws that would guide her in administering discipline to the staff of the county assembly, she indicated that she will be guided by the Constitution of Kenya, 2010.
6. When asked on the characteristics of an ideal scheme of service, she stated that the scheme of service should indicate the terms of service whether permanent or contractual and the values expected of the staff.
7. When asked whether her experience is relevant to the Board, she indicated that it is relevant because she is a team player and that she would advocate for performance contracting.
8. When asked about the national values and principles of governance as indicated in Article 10 of the Constitution that binds all the state officers whenever they apply or interpret the Constitution, she indicated that those values include transparency, accountability, diversity and gender equity.
9. When asked on the values and principles of public service as indicated in Article 232(1) of the Constitution, she indicated that those values include effectiveness, accountability, teamwork, transparency and public participation.
10. When asked on how she would deal with instances of conflict of interest she stated that she would declare and withdraw from decision making on that matter.
11. When asked on the legal documents that would guide her in discharging her mandate as a member of the Board, she indicated that she would be guided by the Constitution, the Labour Act and the Public Service Act.

OBSERVATIONS

The Board further observed that, the candidate did some units of Bachelor of Arts at Portsmouth University through distance learning up to level two only.

The Board further sought to establish the equivalence of the certificate submitted during the interview as documented in the annexure attached here. In view of the above foregoing, Alice Kirui could NOT progress to the next level and thus was DISQUALIFIED.

6.2.3. ORAL SUBMISSIONS FROM JANE C. ROTICH

PREVIEW OF HER CURRICULUM VITAE

Jane Chepkirui Rotich of ID. No. 5245511 is a resident of Bomet county, Konoin sub-county, Mogogosiek ward. The candidate attained her first degree in 2007, therefore she has ten (10) years after attaining the degree.

Her experience has been in public service having served as a;

- Quality Assurance and Standard Officer, (Konoin Sub-County)
- DICECE trainer,
- Teacher ECDE,
- Author of ECDE Curriculum books.

These were her oral submissions;

1. When asked to explain the difference between the CASB and the Public Service Commission (PSC), she stated that the CASB is an entity of the county assembly while the PSC is the national public service body mandated with the provision of policy direction and a conducive environment for its employees. PSC also provides the necessary training and capacity building in its overall national role.
2. When asked to explain from her experience how the Board will exercise disciplinary control and the regulations to use, she answered that some of the disciplinary issues include; failure to undertake the assigned duties, mismanagement of funds and lack of adherence to the rules and regulations.
3. When asked to name some of the legal documents that would help her in discharging her duties as a Board member, she indicated that some of these documents include; the Labour Laws, the Employment Act, and the County Governments Act.

4. When asked to state what a scheme of Service is, she stated that it is a strategic plan that provides for the terms and conditions of service.
5. When asked on the features of an ideal scheme of service; she indicated that some of the features include, promotion based on qualification, performance contract, training to upgrade skills, merit for promotion and recruitment.
6. When asked on some of the duties she performed as a Quality Assurance and Standards Officer, she stated that she assisted the CPSB to come up with promotion measures, training programmes and liaised with other institutions in training. She was also involved in disciplinary matters and staff welfare issues to ensure respect in the work place, cooperation, coordination of activities and responsibility for property.
7. When asked on how she would deal with politicians, she stated that she would improve their welfare and create a conducive working environment.
8. On the question of the values and principles of public service that would aid her in discharging her work, she stated that they include; fostering peace in the Assembly, harmony, non-partisanship, understanding and coordination of functions. She emphasized that the above values and principles would ensure cooperation and understanding between the county assembly and county executive.
9. When asked about the national values and principles as provided for in Article 10 of the Constitution of Kenya 2010, she stated, unity that leads to common achievable goals, effectiveness for development, analysis and evaluation of functions and activities to ensure organizational goals are met.
10. When asked if she would have any potential conflict of interest if approved as a Board member, she stated that she will declare interest and withdraw.
11. When asked about the legal documents that would guide her in discharging her mandate as a Board member, she indicated that she would be guided by the provisions of the Constitution, the County Governments Act and the County Assembly Services Act No. 24 of 2017.

OBSERVATIONS

The Board further observed that the candidate currently works at the in the executive arm of Bomet county government as a quality assurance and

standards officer and a conflict of interest may arise. The Board also by the time of interview, the candidate had not submitted certificate of good conduct from criminal investigating department (CID), thus compromising Chapter Six of the Constitution.

In view of the above foregoing, Jane C Rotich could NOT progress to the next level and therefore was DISQUALIFIED.

6.2.4. ORAL SUBMISSIONS FROM ELIZABETH LANGAT

PREVIEW OF HER CURRICULUM VITAE

Elizabeth Chepkoech Langat of ID No.3559714 is a resident of Bomet county, Konoin sub-county, Boito ward. The candidate attained her first degree in 1994 and therefore has twenty (23) years after acquiring the degree.

Her experience has been in the public service and she has served as the;

- CEC in charge of Public Health and Environment at the county government of Bomet,
- CEC in charge of Agriculture, Livestock and Fisheries at the county government of Bomet.
- In-charge of promotions and centre of phytosanitary excellence,
- Inspector of import and export of plant materials,
- Farm management officer,
- Agricultural extension officer,
- Divisional crops extension officer,
- Secondary school teacher.

These were her oral submissions;

1. That she is a scholar and that pioneered research on Maize Necrosis Lethal Disease when it first appeared in Bomet County by collecting data. She also pioneered the rabbit urine for use in fertilizer production and that assisted to set up Kaboson Irrigation Scheme.
2. When asked of her value of experience to the Board should she be considered she stated that her experience will be of help to the Board as she will assist

the Board to create a conducive environment for staff and ensure respect for authority. She said that would also help the CASB to utilize efficiently funds for the intended projects to avoid audit queries.

3. Asked of the characteristics of an effective CASB, she responded that the characteristics of an effective CASB include; the ability to meet deadlines such as budgetary timeliness, ensure conducive environment for staff and adherence to the laws.
4. When asked how her experience as a CEC will assist the CASB on disciplinary matters, she stated that she would rely on the Constitution of Kenya, 2010 and she would also use her communication skills to make the staff understand the repercussions involved in violations of work regulations.
5. On the relations between the county executive and the county assembly while she was a CEC, she explained that it was complicated and at times tense, but it was dependant on individuals and over time it improved.
6. When asked if there was equity and inclusivity in projects she initiated as a CEC, she stated that there was consultation with the area leaders before initiating the projects.
7. On values and principles of public service as per Article 231(1), she indicated; honesty, trustworthiness, respectful, upholding dignity of office and being non-partisan.
8. On the national values and principles of governance, she stated they include; integrity, mutual co-existence, and respect between the two levels of government.
9. When asked if she ensured efficient, effective and economic use of resources as a CEC in charge of Agribusiness since in some instances the funds would be unspent despite being budgeted for. She stated that, she made a budget and it was passed by the county assembly but the funds would be placed in a central account which the various departments would have difficulty in accessing, she further clarified that this was a general problem in the previous Administration.
10. On the question of what measures the candidate took to solve the challenge of having unspent funds in the budget, the candidate stated that she wrote to the concerned persons and the relevant institutions such as the Senate. She

also discussed severally the issue with the Governor, the relevant Chief Officer, and her staff of the department but nothing was forthcoming.

11. When asked if as a CEC she developed any policy, she stated that she developed the policy on potato improvement (Policy on Food Security), packaging in 50 kg bags and the policy on Veterinary on issuance of permits for animals on transit. However, the policies were never passed.
12. When asked on the issue of public participation in policy making, she stated that at times the public were against the policies developed.
13. When asked if she has any conflict of interest, she stated that she had none since she had no relative in the Board.
14. On the question of the difference between the CASB and the CPSB, she stated that the CASB is a body that manages the assembly while the CPSB is the county executive employer.

OBSERVATIONS

The Board observed that the candidate had submitted all the statutory documents asked of her as per the advertisement, this therefore implies that she complied with Chapter Six of the Constitution. When she appeared before the interviewing panel she submitted all the original documents asked of her for scrutiny and authentication.

In view of the above foregoing Elizabeth Langat QUALIFIED to the next level.

6.2.5. ORAL SUBMISSIONS FROM MARGARET CHEPTOO SIELE

PREVIEW OF HER CURRICULUM VITAE

Margaret Cheptoo Siele of ID. No. 10771695 is a resident of Bomet County, Sotik Sub-County, Rongena/Manaret ward. She attained her first degree in 1994 thus has twenty three (23) years after acquiring the degree.

Her experience entails having served as a;

- Medical Social Worker Officer as the H.O.D,
- Associate Trainer,
- Part-Time Lecturer (KIM),
- Lake Victoria North Water Service Board (Member), and
- Project Coordinator.

These were her oral submissions;

1. She indicated that she is a resident of Sotik Sub-County, Rongena/Manaret Ward.
2. When asked on other certificates apart from the academic certificates that an employer should ask a potential employee during recruitment, she indicated that those mandatory certificates would include; the Tax compliance, EACC clearance, CRB certificate, HELB and certificate of good conduct.
3. When asked on the difference between the County Assembly Service Board (CASB) and the Public Service Commission (PSC), she indicated that the CASB facilitates county resource functions while the PSC facilitates national human resource functions. When asked on the similarities of the two, she indicated that both of them offer services to the people.
4. When asked on the characteristics of an effective board, she indicated that it should be one that delivers its mandate within the expected time.
5. When asked on the expected remuneration of a member of the Board, she indicated that since it is part time then an allowance is what she expects.
6. When asked on the relevance of her experience to the Board, she indicated that she has specific experience in strategic management and having served in other Boards which though not similar in composition but has similarities in the functions, she said that she will use the immense knowledge she has gain therefore to add value to the CASB..
7. When asked on how she would exercise disciplinary control over the staff of the county assembly, she indicated that the Employment Act of 2007 provides the procedure for disciplining the members of staff. She indicated that she would give three verbal warnings then a written warning. She also indicated that she would give the employee an opportunity to explain him/herself.

8. When asked on the legal documents that would guide her in exercising disciplinary control over the staff, she indicated that she would be guided by the Employment Act and the Labour Relations Act.
9. When asked on the characteristics of a scheme of service, she indicated that it should show positions, remunerations and job groups. She also stated that the advantage of having a scheme of service is that it helps in promotions and to solve human resource issues.
10. When asked on the National values and principles of governance as stated in Article 10 of the Constitution, she indicated that those values and principles include patriotism, rule of law, devolution and sharing of power, sustainable development and non-discrimination.
11. When asked on the values and principles of public service as enumerated in Section 5 of the County Assembly Services Act, she indicated that those values include transparency, impartiality, fostering spirit of communication, accountability and integrity.
12. When asked on the legal documents that would guide her in discharging her mandate as a member of the Board, she indicated that she would be guided by the County Assembly Services Act, the PFM Act and the Constitution.
13. When asked on how she would deal with a potential conflict of interest, she indicated that she would avoid any conflict and would declare the interest if it arises.
14. When asked on how she would discharge her duties as a member of the Board given that she resides in Nakuru County, she indicated that she would organize herself accordingly.

OBSERVATIONS

The Board observed that the candidate had submitted all the statutory documents asked of her as per the advertisement, this therefore implies that she complied with Chapter Six of the Constitution. When she appeared before the interviewing panel she submitted all the original documents asked of her for scrutiny and authentication.

The Board further observed that the candidate currently works in Nakuru Referral Hospital, in Nakuru County.

In view of the above foregoing, Margaret Cheptoo Siele QUALIFIED to the next level

6.2.6. AVERAGE SCORES FOR THE GRADED FEMALE CANDIDATES:

NAME	SCORE
ELIZABETH LANGAT	59
MARGARET CHEPTOO SIELE	62

6.3. INTERVIEW SUBMISSIONS FROM MALE CANDIDATES

6.3.1. ORAL SUBMISSIONS FROM ELIOT KIBET NGENO

PREVIEW OF HIS CURRICULUM VITAE

Eliot Kibet Ngeno of ID. No. 9640854 is a resident of Bomet County, Bomet Central Sub-County, Mutarakwa Ward.

He attained his first degree in 1994 and therefore has twenty (23) years after acquiring the degree.

His experience entails having served as a;

- Part- Time Lecturer,
- IEBC Officer,
- IIBC Officer,
- Trainer KNBS,
- ECK Registration Officer.

These were his oral submissions;

1. He said that he is a resident of Bomet Central Sub-County, Mutarakwa Ward.

2. When asked on the responsibilities of a Board member, he stated that it is to assist the Board in implementing the mandate of the assembly and also in making the budget estimates.
3. When asked on other expertise that he would bring on board as a Board member, he indicated that he will assist the county assembly in development and implementation of the strategic plans and programs.
4. When asked on how he would exercise disciplinary control over the county assembly staff and the law that he shall use to guide him in undertaking this, he indicated that he shall use the Public Officers Ethics Act, the Code of Conduct for officers, the Ethics and Anti-corruption Act and the Public Service Act.
5. When asked on the advantages of a scheme of service, he stated that it assists in categorization of staff depending on their responsibilities and it assists in grading and remuneration of staff.
6. When asked on the features of an ideal scheme of service, he stated that it should address issues of de-motivation.
7. When asked on the Chapters of the Constitution that would guide the Board in delivering its mandate, he stated that Articles 10 and 232 of the Constitution shall come in handy.
8. When asked on the values and principles of governance as indicated in Article 10 of the Constitution, he stated that those values include integrity and honesty.
9. When asked on the values of public service as enumerated in Section 5 of the County Assembly Services Act, he stated that those values include honesty, professionalism and transparency.
10. When asked on some of the differences between the old and the new Constitution, he stated that in the new Constitution there are clear separation of powers, introduction of bicameral system of legislature, devolution and public participation.
11. When asked on whether he would have any potential conflict of interest, he stated that he shall not be conflicted and that in case of any conflict, he shall declare the interest and withdraw from decision making.

OBSERVATIONS

The Board observed that the candidate did not submit his CRB clearance certificate during the time of application neither did he submit during interview. This therefore means that he did not comply with the Chapter Six of the Constitution.

In view of the above foregoing, Eliot Kibet Ngeno could NOT progressed to the next level and therefore he was DISQUALIFIED.

6.3.2. ORAL SUBMISSIONS FROM PAUL MIBEI

PREVIEW OF HIS CURRICULUM VITAE

Paul Mibei of ID. No. 20060287 is a resident of Bomet County, Konoin Sub-County, Boito Ward. It was at the time of the interview that he obtained his first degree in the year 2012 thus have five (5) years after the degree.

His experience has been in the private field of finance and banking and has entailed;

- Senior loans manager - bosa section at Imarisha SACCO
- Micro credit manager - banking section at Imarisha SACCO
- Branch manager/marketing officer/accountant – banking department Imarisha SACCO
- Accountant/Audit Assistant - Accounts department – Imarisha SACCO

COMMITTEE POSITIONS

- Tender committee member
- Staff collective bargaining committee
- ICPAK Branch Youth Rep Kericho Branch

SEMINARS

- NISPED: cooperating out poverty in East Africa-Israel
- Cooperative bank /Kussco: Banking Credit and Management seminars

These were his oral submissions;

1. He indicated that he is a resident of Konoin Sub-County, Boito Ward.
2. When asked on the responsibilities of a member of the Board, he indicated that the Board deals with budget making, staff welfare and issues of human resource.
3. When asked on any other skills he has that would assist the Board, he stated that he has customer service skills.
4. When asked on other certificates apart from the academic certificates that an employer should ask a potential employee during recruitment, she indicated that those mandatory certificates include; KRA certificate, certificate of good conduct, HELB, CRB certificate and EACC clearance.
5. When asked whether his experience will be relevant for a Board member position, he indicated that it shall be relevant especially in budget making since he has financial skills.
6. When asked on how he would exercise disciplinary control over the County Assembly staff, he indicated that he shall give an oral warning, then the first and the second written warnings and finally summary dismissal.
7. When asked on the advantages of a scheme of service, he indicated that it states the terms of service whether contractual or permanent and that it gives the disciplinary procedure.
8. When asked on the Chapters of the Constitution that are relevant in discharging his mandate as a member of the Board, he indicated that Chapter Six on Leadership and Integrity and Chapter Four on the Bill of Rights shall be relevant.
9. When asked on the values and principles of public service as indicated in Article 232 of the Constitution, he indicated that those values include equity and integrity.
10. When asked on the legal documents that shall guide him in discharging his mandate, he indicated that he shall be guided by the County Governments Act, the County Assembly Services Act and the Acts of the County Assembly.

OBSERVATIONS

After careful analysis of the candidate's documents, the Board observed that the Candidate acquired his first degree in (Business Management) in the year 2012. The candidate's Curriculum Vitae had not indicated the year of graduation for his first degree. The Board shortlisted him for the benefit of doubt because it was not clear how the candidate could acquire the Bachelor's degree and the Master's degree at the same year with a span of barely a month. The Board further observed that the candidate has never worked in the Public Sector and that his EACC declaration form and CID certificate that he submitted were expired.

In view of the above foregoing, Paul Mibei could NOT progress to the next level and therefore was DISQUALIFIED.

6.3.3. ORAL SUBMISSIONS FROM WESLEY KIPROTICH LANGAT

Wesley Kiprotich Langat of ID. No. 22267524 is a resident of Bomet County, Chepalungu Sub-County, Nyongores Ward.

He attained his first degree in 2006 and Master's Degree in 2016 and therefore has eleven (11) years after attaining the degree.

His experience entails having served as a;

- Part-Time Lecturer (Kabianga University)
- Project Manager (WAPCOS intl. Ltd),
- WASH Project Manager in AMREF Health Africa, Kenya and
- WASH Project Officer AMREF Health Africa, Kenya.

These were his oral submissions;

1. He stated that he is a resident of Chepalungu Sub-County, Nyongores Ward.
2. When asked on his area of expertise, he stated that he is a registered Environmental Lead Expert with NEMA.
3. When asked on the functions of the Board, he stated that the Board is involved in budget making and hiring of staff.

4. When asked on the relevance of his expertise to the Board, he stated that he has attended seminars both local and international and has participated in hiring of staff.
5. When asked on other certificates apart from the academic certificates that an employer should ask a potential employee during recruitment, he stated that the mandatory certificates would include KRA certificate, CRB certificate and the EACC clearance certificate.
6. When asked on the advice that he would give to the Board on matters to do with disciplinary control of staff, he stated that he would advise that regulations be followed.
7. When asked on the laws that would guide the Board in discharging its mandate, he stated that he would be guided by the regulations and the code of conduct.
8. When asked on whether he shall assist in developing an ideal scheme of service, he stated that he shall and that in his opinion, contractual staff work better than permanent and pensionable staff.
9. When asked on the Chapters of the Constitution that shall assist the Board in discharging its mandate, he stated that Chapter Six on Integrity and the Chapter on Bill of Rights.
10. When asked on the national values and principles of governance as stated in Article 10 of the Constitution, he stated that the Article states that one must be a good citizen.
11. When asked on the values and principles of public service as stipulated in Article 232 of the Constitution, he stated that those values include equality, gender balance and impartiality.
12. When asked on any potential conflict of interest, he stated that he shall avoid any conflict of interest and in case of any he shall declare the interest.

OBSERVATIONS

The Board observed that the candidate did not submit the statutory requirements as per the advertisement placed on the Daily Newspapers at the time of application. This therefore implied that he compromised the provisions of Chapter Six of the Constitution.

In view of the above foregoing, Wesley Kiprotich Langat could NOT progress to the next level and therefore he was DISQUALIFIED.

6.3.4. ORAL SUBMISSIONS FROM WESLEY MAINA

Wesley Maina of ID. No. 20890970 is a resident of Bomet County, Bomet East Sub-County, Longisa Ward. He attained his Bachelor's Degree in 2003 and therefore has fourteen (14) years after attaining the degree.

His experience entails having served as a;

- Funds Accounts Manager (NGCDF),
- Constituency Office Assistant,
- Accounts Assistant, (TMAM construction Co.)

These were his oral submissions;

1. He indicated that he is a resident of Bomet East Sub-County, Longisa Ward.
2. He holds a bachelor's degree in Public Administration and Management and he is due to graduate with a Master's degree in Public Administration.
3. He indicated that he is the NG-CDF Fund Manager for Emgwen and Kapseret constituencies in Uasin-Gishu County.
4. When asked to explain how he has been able to balance between finances and politicians while discharging his duties, he indicated that he has been able to work cordially with the elected leaders by dealing with them professionally and by following the laid down procedures.
5. When asked if public participation should be carried out before implementation of projects, the candidate stated that public participation is mandatory in projects that utilize public funds and for public awareness.
6. When asked what values he would bring on board if he is the successful candidate for the Board position, he stated that, he will bring immense experience and knowledge to the Board since he is a Certified Public Secretary.

7. When asked to state what other certificates apart from academic testimonials are mandatory, the candidate stated, HELB, CRB, KRA Tax compliance, certificate of good conduct and EACC self-declaration form.
8. When asked to suggest features of an ideal scheme of service, the candidate stated that, it is mandatory to have a scheme of service which has remuneration of the contract, discipline and pension. He also added that the County Assembly should have a scheme of service which shall be prepared based on guidelines set by Salaries and Remuneration Commission and the Human Resource Manual.
9. When asked of the skills he will bring to the Assembly having been a Fund's Manager, the candidate stated that he will dedicate thirty (30) percent of his time preparing the budget for the County Assembly.
10. When asked to state the Principles of Public Service, the candidate stated that the principles and values as stated in Chapter 10 of the Constitution are; patriotism, good governance, effective use of public resources, service delivery, dignity, effective communication and equity.
11. When asked to state how he will deal with conflict of interest should it arise while he is discharging his duties as a member of the Board, he stated that he will serve on a part time basis and if he encounters any conflict of interest then he will declare interest and withdraw.

OBSERVATIONS

The Board further observed that the candidate did not submit his original degree certificate during the interview as was indicated when he was invited for the interview. The tax compliance certificate and the CID were not submitted either. This therefore implied that he did not comply with the Chapter Six of the Constitution.

In view of the above foregoing, Wesley Maina could NOT progress to the next level and he was therefore DISQUALIFIED.

6.3.5. ORAL SUBMISSIONS FROM DR. REV STEPHEN NGENO

PREVIEW OF HIS CURRICULUM VITAE

Stephen Ngeno of ID No. 1799084 is a resident of Bomet County, Bomet Central Sub-County, Silibwet/Township Ward. He attained his Bachelor's degree in 1979, and therefore has thirty eight (38) years after attaining the degree.

His experience entails having served as a;

- Chairman in different roles (AGC, Kenya),
- Secretary to Council (AGC, Kenya),
- Member of the Church Council,
- Member of the Mission Council,
- Treasurer,
- Board Member,
- Chairman, Audit Committee (TENHOS Sacco),
- Founder, Treasurer, Member (Tenagc Ltd).
- Teacher at Kiplokyi Pry Sch.,

He has also served as a;

- BOM Chair (Kironwok sec sch.)
- BOM Chair (Chebonei sec, sch.).
- BOM member several schools.

These were his oral submissions;

1. The candidate indicated that he comes from Silibwet/Township Ward, Bomet Central Sub-County.
2. When asked whether he applied for the position, the candidate stated that he applied for it when he was told by his friend who read it in the newspaper. He added that he expressed interest in the position since he is about to retire.
3. When asked to state the functions of the County Assembly Service Board, the candidate stated that the key function is to supervise MCAs.

4. When asked what value he would bring to the CASB, the candidate stated that he has served in various capacities in the AGC church including the position of the Administrative Secretary and that he has also done short courses related to finance.
5. When asked on disciplinary measures which can be meted on an employee, the candidate stated that he will find out the root cause of the indiscipline and if he finds that person culpable then he will let the law take its course.
6. When asked if he knew the challenges that the previous County Government faced and the measures he took to salvage the situation, the candidate stated that he heard that the former Governor was undertaking activities irregularly, he therefore went to his home and prayed for him. He added that he took that initiative as a personal friend to the former Governor and also as a leader.
7. When asked to state the values and principles of good governance as provided for in Article 10 of the Constitution, the candidate stated that he has not read the Constitution well but stated that these values and principles do not conflict with the Bible. He added that the old Constitution was better than the current Constitution.
8. When asked what he will do in case he encounters any potential conflict of interest while discharging his duties as a Board Member, the candidate stated that he will carry on with the recruitment process and if the candidate who was being interviewed is known to him then he would declare interest.

OBSERVATIONS

The Board observed that the candidate did not submit the CID clearance certificate during the interview and this therefore implied that Chapter Six of the Constitution is compromised.

In view of the above foregoing, Dr. Rev. Stephen Ngeno could NOT progress to the next level and therefore he was DISQUALIFIED.

6.3.6. ORAL SUBMISSIONS FROM EZEKIEL KIPKORIR MUTAI

PREVIEW OF HIS CURRICULUM VITAE

Mutai Ezekiel Kipkorir of ID. No. 1088651 is a resident of Bomet County, Chepalungu Sub-County, Nyongores Ward. He graduated in 1995 with a Bachelor's Degree and therefore has twenty two (22) years after attaining the degree.

He has public service experience having served as an;

- Ag. Head of HR functions,
- Deputy Registrar,
- Member of the Tender Processing Committee,
- Chairman, Employee of the Year Committee,
- Senior Administrative Officer in Personnel, In-charge Officer of the Registrar - Kabianga University,
- Senior Administrative Officer, Council Secretary, Administrative Officer in Recruitment and Training.

These were his submissions;

1. The candidate comes from Tebeswet Village in Nyongores Ward, Chepalungu Sub-County. He is a holder of BA and MA, and is currently pursuing a PhD in Strategic Management.
2. When asked which position he had applied for, he responded that he saw an advertisement in the Standard Newspaper and applied for the position of a Member of Bomet County Assembly Service Board. He added that he has passion in serving the residents of Bomet as a way of giving back to the society.
3. When asked to state three functions of the County Assembly Service Board, the candidate stated that the CASB formulates policies, prepares the budget and hires and manages staff.
4. When asked on other certificates that are necessary apart from the academic testimonials during the recruitment process, the candidate stated; the

clearance certificate from HELB, CRB, certificate of good conduct, Tax compliance and self-declaration form from EACC.

5. When asked on measures to be taken against a candidate who may have turned up for an interview and could not avail any of the stated documents in no.4 above, the candidate stated that the interviewee should not be considered if the documents are part of the requirements.
6. When asked to state how he will carry out disciplinary process for an employee, the candidate exhibited vast knowledge on the process.
7. When asked to give an ideal scheme of service, the candidate stated that it should have a title, the job description and duties, it should also have the minimum requirements for a freshly recruited officer and a serving officer. He added that, there should be progression from the minimum entry level upwards.
8. When asked what additional skills he would bring on board, he stated that, he has gained wide experience in administration while serving in various capacities at Moi University.
9. When asked if he is a member of the Institute of Human Resource Management, the candidate stated that he is a member and currently serving as a Chairman of the Eldoret Branch.
10. When asked to state any three legal documents that will guide him in discharging his duties, he stated the Constitution of Kenya 2010, the Public Finance Management Act 2012 and the Public Procurement and Disposal Act 2015.
11. When asked to state the values and principles of public service, he stated declaring interest when there is conflict of interest, offering services without favour and transparency. He cited a case where he had experienced a conflict of interest while he was a Board Chairman of a Secondary School where he ensured that the due process was followed in awarding a contract for construction of classrooms.
12. When asked how he will handle the demands by the Members of the County Assembly, the candidate stated that due process and fairness should be followed and it will set precedence and avoid such pressures in future.

13. When asked how he will address cases of conflict of interest when he encounters while discharging his duties, the candidate stated that currently there is no member in his family who is seeking employment or who is intending to do business with the County Assembly. However, he stated that, if the conflict of interest arises, he will declare interest.

OBSERVATIONS

The Board observed that the candidate submitted all the statutory requirements asked of him and also availed the originals on the day of interview and he therefore complied in totality with the Chapter Six of the Constitution. The Board further observed that the candidate exhibited an in-depth understanding of the Human Resource Management and related functions.

In view of the above foregoing, Ezekiel Kipkorir Mutai QUALIFIED to progress to the next level.

6.3.7. ORAL SUBMISSIONS FROM DAVID KIPSANG KORIR

PREVIEW OF HIS CURRICULUM VITAE

David Kipsang Korir of ID No. 22227506 is a resident of Bomet County, Chepalungu Sub-County, Siongiroi Ward. He graduated in the year 2006 with a Bachelor's Degree and therefore has twelve (12) years after graduating.

His experience has been as enlisted below;

- Environmental Resilience and Social Inclusion Officer and Value Chain Development and Evaluation Officer (Bomet County)
- District Agribusiness Development Officer (Marakwet West District),
- Loans Officer
- Head Teacher (Kipsinge Sec. Sch.)

These were his oral submissions;

1. When asked what position he had applied for, he indicated that he applied for the position of a member of the County Assembly Service Board and added that it was advertised by the County Assembly Clerk in a Daily Newspaper.
2. When asked to state three functions of the County Assembly Service Board, he stated that among the functions of the Board is to prepare the budget for the County Assembly, policy making, recruitment and supervision of staff.
3. When asked to state the five Sub-Counties in Bomet County, the candidate stated Bomet Central, Sotik, Bomet East, Konoin and Chepalungu.
4. When asked to state the difference between the Public Service Commission (PSC) and the Bomet County Assembly Service Board, the candidate stated that the Public Service Commission is in charge of recruitment and management of employees at the National Government while the Bomet County Assembly Service Board is in charge of affairs of Bomet County Assembly and not answerable to the PSC.
5. When asked to state how he will distribute available limited vacancies, the candidate indicated that he will consider the marginalized areas before considering other areas for fair distribution.
6. When asked what public participation is, he stated that it is a way of involving the public in activities that involve public money.
7. When asked what a scheme of service is and an ideal scheme of service for Bomet County Assembly, the candidate stated that a scheme of service is a standardized way of handling staff. He also stated that an ideal scheme of service encompasses fair recruitment of staff, promotion, equity and promotion.
8. When asked to state the laws that will guide the Board in exercising disciplinary functions, the candidate stated that the Board should use a policy guideline that is in existence.
9. When asked to state other mandatory certificates apart from academic certificates, the candidate stated the HELB clearance certificate, CRB, Tax compliance, certificate of good conduct and self-declaration form from EACC. He added that a candidate who has turned up for an interview should not be considered if that person lacked any of those mandatory documents.

10. When the candidate was asked to state any three Chapters in the Constitution that would guide him in discharging his duties, the candidate stated Chapter Six, Chapter Twelve and Chapter Thirteen.
11. When asked to state any four values and principles of governance as provided for in Article ten of the Constitution of Kenya 2010, the candidate stated patriotism, sustainable development, professionalism, fairness and integrity.
12. When asked to state any three legal documents that will guide him while discharging his duties, the candidate stated the Constitution of Kenya, 2010, the County Governments Act and the County Assembly Services Act 2017.
13. When asked what he would do in case he faced a potential conflict of interest while discharging his duties, the candidate stated that he would declare interest and withdraw.

OBSERVATIONS

The Board observed that the candidate fully complied with Chapter Six of the Constitution by submitting all the statutory documents as per the advertisement. The candidate also submitted the original documents for scrutiny and verification on the day of the interview.

In view of the above foregoing, David Kipsang Korir QUALIFIED to progress to the next level.

6.3.8. ORAL SUBMISSIONS FROM DANIEL KIPKEMOI MASTAMET

PREVIEW OF HIS CURRICULUM VITAE

Daniel Kipkemoi Mastamet of ID. No. 1800871 is a resident of Bomet County, Chepalungu Sub-County, Sigor Ward. He has a Bachelor's degree which he attained in the year 1975, therefore he has forty two (42) years after attaining the Degree.

His experience entails the service he offered as a public servant serving as a;

- S1 Teacher,
- Lecturer,
- DEO,

- Senior Lecturer and Head of Department,
- Deputy Principal,
- Principal,
- Senior Principal.

He has also served in other capacities as the;

- Board of Management (KTTC).
- Chairman, Bomet Taskforce for Correctional Ministry.

These were his oral submissions;

1. On his work experience, he stated that he retired in 2000 as a Senior Principal for Meru Teachers Training College and currently he is a Lay Leader at the Emmanuel AGC Church in Kericho. The candidate also indicated that he has served as a District Education Officer at Elgeyo Marakwet for five years.
2. When asked on the key functions of the CASB, he stated that the Board's function is to prepare the budget.
3. When asked to state five other mandatory certificates apart from the academic certificates that were required for a recruitment process, the candidate stated; the clearance from the Higher Education Loans Board, the Credit Reference Bureau, the Certificate of Good Conduct, the EACC clearance and the Tax compliance certificate.
4. When asked how he would fairly distribute four available job positions among the five Sub-Counties, he indicated that he will give priority to the marginalized Sub-Counties and consider his Sub-County last.
5. When asked to state the laws that will guide the Board in exercising disciplinary functions, the candidate stated that he will be guided by the Leadership and Integrity Act, 2012.
6. When asked to state other additional skills he will bring to the County Assembly Service Board, the candidate stated that he has gained wide experience from the Public Service since he served in various capacities in the Ministry of Education.
7. When asked why he could not consider resting since he has retired from the Public Service, he stated that he has retired from the mandatory retirement

age in the Public Service but he still has energy to serve his people/community.

8. When asked to state the Chapter in the Constitution that entails Public Service, the candidate was not able to state the Chapter.
9. When asked to state the values and principles of public service as set out in Article 232 (1) of the Constitution; he stated; punctuality and transparency.
10. When asked to state how he would address potential conflict of interest should it arise, the candidate indicated that he would declare interest.
11. When asked to state any three legal documents that he will use while discharging his duties, he stated the Constitution of Kenya, 2010 and the County Assembly Services Act, 2017.

OBSERVATIONS

The Board observed that the candidate did not avail the CRB certificate and the availed HELB certificate had expired. This therefore implies that the candidate did not fulfil the requirements of Chapter Six of the Constitution.

In view of the above foregoing, Daniel Kipkemoi Mastamet could NOT progress to the next level and therefore he was DISQUALIFIED.

6.3.9. ORAL SUBMISSIONS FROM PHILIPH KIPKOSGEI KOECH

PREVIEW OF HIS CURRICULUM VITAE

Philip Kipkosgei Koech of ID. No. 1738423 is a resident of Bomet County, Sotik Sub-County, Rongena/ Manaret Ward. He attained his Bachelor's Degree in 1991 and therefore has twenty six (26) years after attaining the degree.

His experience entails having served as a;

- System Analyst Programmer and a,
- Training Manager.

These were his oral submissions;

1. When asked on the terms of the position he had applied for, he stated that he had applied for a full time position but would be contented if the position is part time. He further stated that he had applied for the position because he can meet the challenges the position entails. The candidate informed the Board that he was retrenched during the staff rationalization programme.
2. When asked on other mandatory certificates apart from the academic certificates that are required during the recruitment process; he stated that those certificates would include; the KRA certificate, the Credit Reference Bureau certificate and the CID Clearance certificate.
3. When asked on the functions of the CASB, he stated that the Board ensures effective and efficient running of the County Assembly, budget making and recruitment of employees.
4. When asked on the advantages of having a scheme of service, the candidate did not respond;
5. When asked how his acquired experience would help the Board, he stated that he would offer optimal services and assist in HR matters.
6. When asked on how he would aid the Board to achieve disciplinary control over the staff, he stated that he would assist in formulation of the HR regulations.
7. When asked what laws should be applied to guide on the same disciplinary process, the candidate was non-committal.
8. When asked to state the Chapter in the Constitution that entails Public Service, the candidate stated Chapter One, Six and Eleven.
9. When asked the question on the values and principles of public service, he mentioned transparency for service delivery, adequate services and operation without bias.
10. When asked to state the national values and principles of good governance, the candidate was non-committal.
11. When asked on how he would deal with potential conflict of interest, he stated that if it arises then he would steer clear of any conflict of interest.
12. When asked on the legal documents that would guide him on the performance of his duties if successful, the candidate was noncommittal.

OBSERVATIONS

The Board observed that the candidate did not submit his KRA Tax Compliance certificate during the interview and therefore did not comply with the Chapter Six of the Constitution.

In view of the above foregoing, Philip Kipkosgei Koech could NOT progress to the next level and therefore is DISQUALIFIED.

6.3.10. ORAL SUBMISSIONS FROM DR. JOSEPH KIMUTAI LANGAT

PREVIEW OF HIS CURRICULUM VITAE

Joseph Kimutai Langat of ID No. 7646657 is a resident of Bomet County, Sotik Sub-County, Kapletundo Ward. He attained his Bachelor's Degree in 1993, and therefore has twenty four (24) years after attaining the degree.

He has experience in public service having served as a;

- Chief Officer (Education and Vocational Training) – Bomet County.
- Scheme of Service Developer,
- Team Leader for development of training needs and identification analysis tool,
- Balance Score Card Chair.
- He revised performance appraisal form.
- He developed Capacity/Training Development Policy.
- He developed Alcohol and Drug Abuse Work Place Policy.
- He revised terms and conditions of service on service bond.

He has also served as;

- BOM Chair (Kaplong Girls),
- BOM (Cheplanget Boys, Mombwo Sec Sch.)
- Executive BOM (Kiptewit),
- Lead and Founder of Board Member of Bureti Tech. Tran. Inst.

These were his oral submissions;

1. When asked on the position he had applied for, he stated that he applied for a part time position and would expect an honoraria or a sitting allowance. He further stated that he has a passion for community service and this position would enable him practise this.
2. The candidate stated that he is an experienced civil servant and is familiar with issues of job evaluation and banding, Balanced Score Card (BSC) and development of a strategic plan.
3. When asked on the functions of the CASB, he stated that, the Board creates positions as per the law, provides job descriptions, prepares budgets, supervises and promotes staff welfare.
4. When asked on the difference between the PSC and the CASB, he stated that, the PSC is the major public service employer while the CASB provides direction to the County Assembly.
5. When asked about how he had utilized his experience on the Balanced Score Card and its effect on performance management in Bomet County government, he stated that he came to the County Government to help the local community, but faced challenges on implementation of the BSC model.
6. When asked on the advantages of having a scheme of service, he stated that, it helps recruit the right staff, provide for rewards and sanctions on a calendar year hence lead to increased productivity and succession planning.
7. When asked of the features of an ideal scheme of service, he stated that, it should include; salary scales and bands, provisions on oath of secrecy and the template for swearing in.
8. When asked how he will discipline staff, he stated that, he would ensure the use of HR manual, laws and regulations and provide guidance and counselling services.
9. When asked how his knowledge will be of use when dealing with politicians, he stated that, he would be guided by the laws and the regulations which apply across the board.
10. When asked about the relationship that existed between the previous County Executive administrations and the County Assembly, the candidate stated

that, there were numerous challenges which were beyond his interventions as a Chief Officer in charge of Agribusiness.

11. When asked to explain some of the values and principles of good governance in the public service, he indicated, respect for the people, patriotism, fairness, recognition of minorities and provision of equal opportunities to all.
12. When asked on the principles and values of public service as per Article 232 of the Constitution, he stated that, one should serve without discrimination, provide servant leadership, and be of decorous conduct in the public and private spheres.
13. When asked on the Chapters in the Constitution that would guide one on public service, he stated Chapter Six, Chapter Twelve and Chapter Thirteen.
14. When asked on laws that guide one in procurement process, he stated the PFM Act and the Public Procurement and Disposal Act.
15. When asked why he acted as a Chief Officer despite not having been approved by the County Assembly which implied that he lacked integrity, he stated that he was appointed in the County Government as a Senior Director which is at the same job group as the Chief Officer and therefore his salary did not change. Further, the appointing authority made him act as a Chief Officer and therefore he did not violate the conduct of a State Officer as per Article 75.
16. When asked on his roles as the Chief Officer in the Department of Education, he stated that he managed over seven hundred staff, he further indicated that the ECDE teachers were recruited based on a quantitative basis thus explaining the flat rate salary and allowances they acquired which was also occasioned by the budgetary constraints. Nonetheless, their recruitment adhered to the minimum qualification as provided of a KNEC certificate; having a diploma or degree certificate was an added advantage.

OBSERVATIONS

The Board observed that the candidate failed to submit CRB clearance certificate as per the requirement noted in the advertisement placed on the Daily Newspapers. The Board further observed that the candidate did not submit the CID certificate as was the requirement in the advertisement. This

therefore implied that the candidate did not fully comply with the Chapter Six of the Constitution.

In view of the above foregoing, Dr. Joseph Kimutai Langat could NOT progress to the next level and therefore he is DISQUALIFIED.

6.3.11. ORAL SUBMISSIONS FROM DANIEL JERYOT KIRUI

PREVIEW OF HIS CURRICULUM VITAE

Daniel Jeryot Kirui of ID No. 8020416 is a resident of Bomet County, Bomet East Sub-County, Kembu Ward. He attained his Bachelor's Degree in the year 2002 and he therefore has fifteen (15) years after attaining the degree.

He has experience gained having served as a;

- County Director (Youth Dev - Meru County),
- Ag. Chief Officer, Public Health and Environment,
- Dir. Urban Planning,
- Dir. Youth Dev. and Sports,
- Head of Department, Sub-County Admin,
- District Youth Officer,
- County Director Youth Dev. (Narok County) and
- Secondary School Teacher (Deputy).

These were his oral submissions;

1. When asked some of his major developments while serving in the Department of Youth and Sports within the County, the candidate stated that, he drafted the youth policy, organized youth sports in the County and initiated programmes related to youth and sports. However, he was transferred before the youth policy was finalized.
2. When asked on the functions of the CASB, he stated that some of its duties include; administrative functions, determination of conditions of service for employees, budget preparation, policy development and development of the training programmes.

3. When asked on the difference between the CASB and the PSC, he stated that CASB deals with HR policy issues, discipline of staff, recruitments, appointments, job re-designations and transfers, while the Public Service Commission is the Supreme public employer and can arbitrate all public service disputes as per Section 87 of PSC Act before proceeding to the Employment and Labour Relations Court.
4. When asked on the principles and values of good governance, he stated that they include; patriotism, national unity, devolution, transparency and accountability, sustainability and human dignity
5. When asked on how he would ensure that there is sustainable development for CASB, he stated that job positions should be created for posterity and not for an individual.
6. When asked on the several transfers he had been given while he worked for the CGOB, he stated that, it was not due to his incompetence, but it was the norm in the previous County Executive administration.
7. When asked on how he would exercise disciplinary control over staff and members of the County Assembly, he stated that, he would follow the due process, being guided by the code of conduct, the Labour Relations Act and the Employment Act.
8. When asked on the advantages of a scheme of service for any organization, he stated that, it sets out the career progression as per the qualifications, remunerations and grading of staff. He further stated that, an ideal scheme of service for CASB, should be clear on career progression, set out the rights of staff on training and development, and provide for pension.
9. When asked on what experiences he will bring to CASB, he stated that, he will enrich service delivery, ensure staff development for effective and efficient service delivery.
10. When asked of the legal documents that he will use to discharge his duties, he stated the Constitution. He added that among the Chapters he is familiar with is Chapter Eleven on Devolution.
11. When asked of the values and principles of public service, he stated adherence to professional ethics as per the Public Officers Ethics Act, respect, appreciation of diversity, accountability and transparency. He added that

Article 232(1) and Section 5 of the County Assembly Services Act expanded the values and principles of public service and cascades the values to foster peace and non-partisanship in employment.

12. When asked if he respects the Constitution as a Public Officer since he acted as a Chief Officer for Environment, a position that required him to be approved by the County Assembly, he stated that, he had requested that his name not to be submitted to the County Assembly since he was assigned the office with the promise that he would reassign a staff from defunct local authorities. He also said that he refused the offer because he not trained on the nature of job he was doing and therefore he could not accept the offer.
13. When asked on the challenges he experienced in the Department he served among them being the public health and sanitation department which was ideally supposed to be in the medical services hence there being lack of symmetry in implementation of projects, he stated that, he attempted to stream line the issues without success due to the then political climate within the County Executive.
14. When asked if there would be any potential conflict of interest if he is appointed as a Board member with regard to his relatives seeking employment, he stated that there would be none and if it arises he would declare the interest.
15. When asked on the legal documents that would guide him in his work, he stated the County Government Act, the policies and circulars by the PSC, the Labour Relations Act and the Employment and Labour laws.
16. When asked on any three instances he would have advised the former Governor on, he stated that, he would have advised the Governor to induct officers on the roles of public service, devolution of resources to the wards and to allow the CPSB to carry out its statutory role of employment in the County without interference.

OBSERVATIONS

The Board observed that the candidate fully complied with the requirements as per the advertisement and that he submitted all the statutory documents asked thereof. He also availed the original academic and statutory certificates

for authentication. This therefore implies that Chapter Six of the Constitution was complied with.

In view of the above foregoing, Daniel Jeryot Kirui QUALIFIED to progress to the next level.

6.3.12. ORAL SUBMISSIONS FROM JOSEPH ARAP BETT

PREVIEW OF HIS CURRICULUM VITAE

Joseph Arap Bett of ID No. 0971699 is a resident of Bomet County, Sotik Sub-County, Chemagel Ward. He attained his first degree in 1977 and therefore has forty (40) years after attaining the degree.

His experience entails having served as;

- In-charge of construction of technical training institute of Belgut, Ainamoi and Kuresoi North constituencies,
- BOM (member),
- Chairperson (Audit Committee, Bureti Tech, Train, Inst.),
- Member of the Universal Service Advisory Council,
- Consultant of fibre optic cable installation,
- Group Leader for the report and program management (Kencell Ltd),
- Coordinator of the Tripartite Meeting of the East Africa Post and Telecommunication Org. in Arusha,
- Manager (International Kenya Post and Telkom),
- Manager (International Telkom Services),
- Project Coordinator and a Local Secretariat for the ITU.

These were his oral submissions;

1. When asked why he had applied for the position, he responded that, he wanted to provide support and services to the Board.
2. When asked on the functions of CASB, he stated that CASB takes care of interests of its staff and members, prepares the budget and coordinates the activities of the county assembly.

3. When asked on how he will assist the Board in disciplinary issues based on his experience, he stated that, he would adhere to the Constitution and Acts such as the County Assembly Services Act, the County Governments Act and the Public Procurement and Disposal Act.
4. When asked to state the aspects of an ideal scheme of service, he stated that, an ideal scheme of service would provide for appointments of staff and assessment of staff on an annual basis.
5. When asked how he would add value to the Board, he stated that, he is a consultant in the communication field and he would assist the Board in this area.
6. When asked on the legal documents that would guide him in discharging his mandate as a Board member, he stated the Constitution of Kenya 2010, the County Government Act, the Public Procurement and Disposal Act and the PFM Act.
7. When asked to state the principles and values of public service, he mentioned professionalism and non-partisanship, being apolitical and non-discrimination.
8. When asked if there would be any potential conflict of interest if approved for the position, he stated that, he would have none but if any arise, then he would excuse himself.

OBSERVATIONS

The Board observed that the candidate fully complied with the requirements as per the advertisement placed on the Daily Newspapers and that he submitted all the statutory documents asked thereof. He also availed the original academic and statutory certificates for authentication. This therefore implies that Chapter Six of the Constitution was complied with.

In view of the above foregoing, Joseph Arap Bett QUALIFIED to progress to the next level.

6.3.13. ORAL SUBMISSIONS FROM PHILEMON ROTICH

PREVIEW OF HIS CURRICULUM VITAE

Philemon K. Rotich of ID No. 2421995 is a resident of Bomet County, Konoin Sub-County, Embomos Ward. He attained his Bachelor's Degree in 1970 and therefore has forty seven (47) years after attaining the degree.

He served as a teacher in many schools and rose to the position of the Principal in several schools. (Indicated in his letter of applications because he didn't provide his CV)

These were his oral submissions;

1. The candidate stated that he has acquired skills that make him an effective Board member and that he was willing to offer his services for free to CASB.
2. On the question of the role of the Board, he stated that, the Board deals with employees in a humane manner and ensures service delivery to the County and the community at large.
3. When asked about the legal documents that would assist him in discharging his work, he mentioned the Constitution of Kenya, 2010.
4. When asked if as a retiree he would manage his work as Board member, he stated that, he is still energetic having retired at 45.

OBSERVATIONS

The Board further observed that the candidate did not submit his KRA Tax Compliance certificate and therefore compromising the provisions of the Chapter Six of the Constitution. The Board further observed that the candidate did not attach a curriculum vitae to his application letter.

In view of the above foregoing, Philemon Rotich could NOT progress to the next level and therefore he was DISQUALIFIED.

6.3.14. ORAL SUBMISSIONS FROM RUFFIN KIPROTICH RONO

PREVIEW OF HIS CURRICULUM VITAE

Ruffin Kiprotich Rono of ID. No. 3844752 is a resident of Bomet County, Bomet Central Sub-County, Ndarawetta Ward. He attained his first degree in 1983. He therefore has thirty four (34) years after acquiring the degree.

His experience entails having served as an;

- Assistant Provincial Chief Health Admin Officer (Rift valley Prov.), District Health Admin Officer in;
- Uasin Gishu District,
- Nakuru District,
- Narok District,
- Samburu District,
- Bomet District,
- Kericho District and
- Bungoma District.

These were his oral submissions;

1. The submitted that he comes from Ndarawetta Ward, Bomet Central Sub-County. He also said that has a Bachelor of Commerce degree and a Master's Degree in Health Management and Policy Planning and that he has worked with the Ministry of Health in various stations as a Health Administrative Assistant in charge of functions such as procurement, finance. The candidate submitted that he was an Accounting Officer.
2. When asked on how he has helped his immediate community the candidate said that he has socially contributed to the Community and he is the founding member of Kabusare milk cooling plant.
3. When asked why he applied for the position, he stated that, he felt he could share the management skills he had acquired from his employment history and that he is aware that if appointed as a Board Member he would be required to provide input on recruitment, procurement, and discipline.

4. When asked to enumerate the functions of CASB, he stated that, the Board identifies competent candidates for various positions and takes care of interests of the disadvantaged. He added that it undertakes executive and legislative functions and that it should adhere to the Acts of Law, rules and regulations when carrying out its functions.
5. When asked how he would advise the Board from his administrative experience on how best to carry out disciplinary control over staff, he stated that, the Board should follow the due procedure and the rules and regulations put in place. He reiterated that the due process should be followed to ensure in cases where summary dismissals are given, they do not attract litigation.
6. When asked if a scheme of service was necessary for staff in the county assembly, he stated that, the scheme of service was important since it manages aspects of promotion and deployment of employees.
7. When asked on the features of an ideal scheme of service, he stated that, they include; recruitment of staff, assessment of performance and setting out the rules and regulations to be adhered to by the staff.
8. When asked on how he will apply his previous experience if given an opportunity as a Board Member, he stated that, he will be consultative and will discuss issues, share ideas and deliberate on the laws in place.
9. When asked on some of the Chapters of the Constitution that would aid him in his work if appointed as a Board member, he stated Chapter Six on Leadership and Integrity and Chapter Eleven on Devolution.
10. When asked on the values and principles of public service, he stated fairness, integrity and being above board in undertaking duties and functions assigned to.
11. When asked if he was familiar with Article 10 of the Constitution on the national values and principles of good governance and the circumstances he would be guided by these values and principles if he would be approved as a Board member, the candidate was non-committal.
12. When asked if there would be any potential conflict of interest if he is selected as a Board member and how he would address this, he stated that, he did not have any conflict of interest and if it occurred, then he would deal with it by

being fair in his dealings and would ensure interests of the disadvantaged are taken care of.

OBSERVATIONS

The Board observed that the candidate did not avail the KRA and the CID certificates while applying nor at the time of the interview. This therefore implied that the candidate did not satisfy the provisions of Chapter Six of the Constitution.

In view of the above foregoing, Ruffin Kiprotich Rono could NOT progress to the next level and therefore he was DISQUALIFIED.

6.3.15. AVERAGE SCORES FOR THE GRADED MALE CANDIDATES:

NAME	SCORE
EZEKIEL KIPKORIR MUTAI	75
DAVID KIPSANG KORIR	54
DANIEL JERYOT KIRUI	61
JOSEPH ARAP BETT	62

7.0. RECOMMENDATION BY THE BOARD TO THE COUNTY ASSEMBLY

The Board met on 15th, 16th and 18th April 2018 to conclude by compiling and making its final recommendations. In view of the observations and considerations they made, factoring in the principles which guided the entire exercise, cognizant of the provision of Article 232 of the Constitution and in respect to the County Assembly Services Act No. 24 of 2017 First Schedule, the County Assembly Service Board do recommend the names of the following **Successful** candidates;

1. **Ezekiel Kipkorir Mutai of ID. NO. 1088651** to represent the male gender and
2. **Margaret Cheptoo Siele of ID. NO. 10771695** to represent the female gender.