



*Paper paid by
Hon. Ochieng
31/10/13
J. J. J. J.
IICA*

NAIROBI CITY COUNTY ASSEMBLY

FIRST ASSEMBLY - FIRST SESSION

**FIFTH REPORT OF THE
COMMITTEE ON LABOUR AND SOCIAL WELFARE**

ON

**THE VETTING OF THE NOMINEE FOR CHIEF OFFICER, NAIROBI
CITY COUNTY PUBLIC SERVICE MANAGEMENT.**

OCTOBER, 2013

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1.0 PREFACE

On behalf of the Members of the Committee on Labour and Social Welfare and pursuant to the provisions of Section 45 (l) (a) of the County Governments Act and Standing Order No. 191, it is my pleasure and duty to present to the House, the Committee's Report on the vetting of the nominee for the position of Chief Officer, Public Service Management.

Committee Membership

The Committee on Labour and Social Welfare was constituted by the House on Tuesday 7th May, 2013, with eight additional members joining the Committee on Wednesday 28th August, 2013. The Committee comprises of the following Members:-

1. Hon. Wilson Ochola, MCA - CHAIRMAN
2. Hon. Alfred Ambani, MCA – VICE CHAIRMAN
3. Hon. Elizabeth Manyala, MCA
4. Hon. Peter Isuha Vukindu, MCA
5. Hon. Dan Mutiso, MCA
6. Hon. John Waweru Kinuthia, MCA
7. Hon. Peter Wanyoike, MCA
8. Hon. Fredrick N. Njogu, MCA
9. Hon. Anthony Kiragu Karanja, MCA
10. Hon. Sam Nyangwara, MCA
11. Hon. Asha Abdi Sosso, MCA
12. Hon. Rose Ogoda, MCA
13. Hon. Alexina Mudi, MCA
14. Hon. Marion Githinji, MCA
15. Hon. Rosemary Macharia, MCA
16. Hon. Christine Abuto, MCA
17. Hon. Mohammed Abdi, MCA

Committee mandate

The Committee on Labour and Social Welfare is one of the Sectoral Committees established under Standing Order No. 191 (5) (f) which provides that, *the functions of a sectoral committee shall be to-*

“to vet and report on all appointments where the constitution or any law requires the County Assembly to approve, except those under Standing order 185 (Committee on Appointments).

Nomination of Chief Officer, Public Service Management

Pursuant to Section 45 (i)(a) of the County Governments Act, H.E. the Governor, forwarded to the Speaker of the County Assembly, the names of the nominee, Mr. Simon Leboo Ole Morintat, vide a letter dated 25th September, 2013 for vetting by the Committee on Labour and Social Welfare, and consideration for approval by the County Assembly for appointment as Chief Officer, Public Service Management.

On Tuesday 28th May, 2013, the Honourable Speaker in a message to the Assembly, informed the Assembly that the Speaker of the County Assembly had received the names of the said four (3) nominees and directed that the names and Curriculum Vitae of the said nominees be referred to the Committee on Labour and Social Welfare for vetting and reporting to the House.

Committee meetings

The Committee held seven sittings during which the said three (3) nominees appeared before the Committee on Labour and Social Welfare and were vetted in accordance with the provisions of the County Government Act for appointment as members and Secretary of the County Public Service Board.

On behalf of the Committee on Labour and Social Welfare, I have the honour and pleasure to present the Committee's Report on the nominees for appointment as members of the Nairobi City County Public Service Board. May I take this opportunity to thank all Members of the Committee for their input and valuable contributions during the deliberations and vetting of the County Public Service Board secretary and members.

Thank you.

Signed 

Hon. Wilson Ochola, MCA
Chairperson Committee on Labour and Social Welfare

Date 29/10/2013

COMMITTEE MEMBERS

Signature

1. Hon. Alfred Ambani, MCA – VICE CHAIRMAN

Alfred Ambani

2. Hon. Elizabeth Manyala, MCA

Elizabeth Manyala

3. Hon. Peter Isuha Vukindu, MCA

Peter Isuha Vukindu

4. Hon. Dan Mutiso, MCA

Dan Mutiso

5. Hon. John Waweru Kinuthia, MCA

John Waweru Kinuthia

6. Hon. Peter Wanyoike, MCA

Peter Wanyoike

7. Hon. Fredrick N. Njogu, MCA

Fredrick N. Njogu

8. Hon. Anthony Kiragu Karanja, MCA

9. Hon. Sam Nyangwara, MCA

10. Hon. Asha Abdi Sosso, MCA

Asha Abdi Sosso

11. Hon. Rose Ogoda, MCA

Rose Ogoda

12. Hon. Alexina Mudi, MCA

Alexina Mudi

13. Hon. Marion Githinji, MCA

Marion Githinji

14. Hon. Rosemary Macharia, MCA

Rosemary Macharia

15. Hon. Christine Abuto, MCA

Christine Abuto

16. Hon. Mohammed Abdi, MCA

Mohammed Abdi

2.1 ESTABLISHMENT OF THE COMMITTEE ON LABOUR AND SOCIAL WELFARE

The Committee on Labour and Social Welfare is one of the Sectoral Committees established under Standing Order No. 191 with the mandate to vet and report on all appointments where the Constitution or any law requires the County Assembly to approve, except those under Standing order 185 (Committee on Appointments).

2.2 APPOINTMENT PROCESS OF THE NOMINEE FOR POSITION OF CHIEF OFFICER, PUBLIC SERVICE MANAGEMENT.

- (i) Pursuant to Section 45 (i)(a) of the County Governments Act, H.E. the Governor, forwarded to the Speaker of the County Assembly, the name of Mr. Simon Leboo Ole Morintat vide a letter dated 25th September, 2013 for vetting by the Committee on Labour and Social Welfare and consideration for approval by the County Assembly for appointment as Chief Officer, Public Service Management.
- (ii) On Tuesday 1st October, 2013, the Honourable Speaker in a message to the Assembly, informed the Assembly that the Speaker of the County Assembly had received the names of the said nominee and directed that the names and Curriculum Vitae of the said nominee be referred to the Committee on Labour and Social Welfare for vetting and reporting to the House soonest.
- (iii) The public was expected to participate in the vetting process through submission of memoranda (affidavits) on the suitability or otherwise of the nominee. On Tuesday 8th October, 2013 the Clerk of the County Assembly placed an advertisement in the print media inviting the public to submit memoranda by 14th October 2013 on the suitability or otherwise of the said nominee. No memoranda were received from the public

3.0 VETTING OF THE NOMINEE FOR POSITION OF CHIEF OFFICER, PUBLIC SERVICE MANAGEMENT.

In conducting the vetting process, the Committee on Labour and Social Welfare examined the nominee against the following criteria, amongst others;

- (i) Academic qualifications
- (ii) Employment record
- (iii) Professional affiliations
- (iv) Potential conflict of interest
- (v) Knowledge of the relevant subject
- (vi) Overall suitability for the position
- (vii) Tax compliance
- (viii) Integrity

During its Sitting held on Tuesday 15th October, 2013, at the Council Chambers, the Committee orally interviewed Mr. Leboo Ole Morintat for appointment as Chief Officer, Public Service Management. The Minutes of the vetting proceedings are attached (*Annex 2*).

3.1 MR. SIMON LEBOO OLE MORINTAT - NOMINEE FOR POSITION OF CHIEF OFFICER, PUBLIC SERVICE MANAGEMENT.

Mr. Morintat appeared before the Committee on Tuesday 15th October, 2013. He stated to the Committee that;

- (i) He is suitable for the position as he is passionate about working with the staff to help optimize their ability to offer high standard of services. During his nine month stay in Nairobi County he has been able to interact with both the staff and their union and the management and has identified some of the major issues and challenges facing the staff and will work towards improving them.

- (ii) He served in several of the now defunct Local Authorities and was the Town Clerk of Kilifi Town Council before his transfer to the Nairobi City Council to perform the duties of Deputy Town Clerk. Being the holder of these positions entitled him to directorships of various Boards and mainly the water boards of the various cities and municipalities, where he gained invaluable experience and exposure through interactions with other bodies.
- (iii) He cited an example of the Kilifi Town Council as one of those which can attest to his leadership and excellent managerial ability. He was able to; Improve citizen participation by installing LASDAP; Improve customer service and thereby customer satisfaction by inculcating staff discipline and positive attitude towards work; Improved revenues by more than 50% by systematically addressing the challenges that led to poor revenue collection.
- (iv) The duties and responsibilities of the post would be to man the general administration of the entire personnel and the human resource function; ensure the County's strategic plan is fulfilled, especially the mission and the vision of the County; to ensure that the County at all times has a skilled, committed and knowledgeable workforce who will work towards meeting the mandate of the County.
- (v) When asked what he did to resolve the standoff between the management and the staff that led to the recent workers strike, he responded that the Collective Bargain Agreement (CBA) in contention was a national document and the delay in its implementation arose from the now defunct Ministry of Local Government which through a circular, asked the then Town Clerks not to implement the agreement. However, when the issue was resolved through a court order, on his own initiative, he called for a meeting with the Transitional Authority Team to brief them on the questions that arose such as the legality of the document; the history of the

CBA and made suggestions on what actions, moving forward, the County could take including negotiating with the union that the increase be paid out in phases.

- (vi) On the mobilization of resources for development of the City despite the coffers being empty, Mr Morintat responded that together with the Town Clerk and Chief Officers, they instituted measures such as seeking to raise revenues through giving waivers and through rigorous advertising to create awareness among the public; following debtors such as government institutions to pay up outstanding debts.
- (vii) The then City Council of Nairobi had not performed very well on disaster management mainly due to lack of resources. However in the County budget that had been approved by the Assembly and resulted in the Appropriations Bill, allocation for purchase of fire engines and other measures to ensure the security of the County offices and the whole of the County have been included.
- (viii) On the County's bloated workforce, Mr Leboo agreed that the Council last employed staff approximately fourteen years ago; however the number of staff in service was above eleven thousand. The County was thus carrying out an audit to ascertain the optimum number of staff; was considering offering staff options for voluntary retirement with full benefits for those above the age of fifty.
- (ix) To end the issue of ghost workers, it is important that a thorough cleansing of the payroll be instituted and ensure that all staff in the establishment are known and their supervisors be accountable for their presence at work as well as for the work the subordinates do, which must be adequate.

- (x) On the issue of the defunct City Council losing revenue through payments to non existing contractors, Mr Morintat responded that indeed the procurement process of the Council had been faulty despite having a verification Committee on whose reports the management relied on to make payments. Several members of staff are in court over the same. Other gaps in the department's performance are in the process of being identified and addressed.
- (xi) In order to ensure that there is no corruption in his docket, the nominee will seek to have programmes and trainings aimed to change the mindset of the staff; inducting staff on the relevant codes of conduct; implement the Public Officer and Ethics Act in its entirety. He was even contemplating having a meeting cum inter-denominational prayer meeting at the City Stadium with all the staff to commit them to new ethos, in the presence of the County Leadership.
- (xii) Going forward he would ensure that there is constant communication with the union to foster a good working relationship such that grievances are resolved early before they result in disputes and conflicts which amongst other things leads to a poor image of the institution and loss of revenue. He would also ensure that the provisions of the Constitution of Kenya 2010 on gender balance threshold together with other provisions affecting persons with disability and minorities are met and are adhered to in all future employments at the County.

4.0 COMMITTEE'S OBSERVATIONS

4.1 NOMINEE FOR POSITION OF CHIEF OFFICER, PUBLIC SERVICE MANAGEMENT - MR. SIMON LEBOO OLE MORINTAT

The Committee having considered his curriculum vitae and heard his oral submission during the vetting exercise/interview, made the following observations:-

- i. He is a holder of a Masters of Business Administration (Strategic Management) Degree from Kenyatta University; A Bachelors of Arts Degree (Government and Public Administration) from Moi University together with several management courses.
- ii. He has been the immediate former Deputy Town Clerk in charge of Administration in the now defunct City Council of Nairobi.
- iii. He has previously worked as Town Clerk in several Councils namely Kilifi County Council; Litein Town Council and Deputy Town Clerk in Transmara County Council.
- iv. He has attended several special courses and seminars namely – Senior Management Course (KIA); Local Government Management Training (KIA); Performance Management; Corporate Governance Course amongst others.
- v. He is knowledgeable in the subject area and is conversant with the duties of the post.
- vi. Has never been charged in a Court of Law, has no potential conflict of interest, and has fully complied with his tax obligation.
- vii. Has never been dismissed from office for contravention of the provisions of Article 75 of the Constitution which deals with conduct of state

officers that are adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry.

(viii) The Committee found the nominee suitable for appointment as the Chief Officer, Public Service Management.

5.0 COMMITTEE'S RECOMMENDATIONS

Pursuant to section 45 (i)(a) of the County Governments Act and Standing Order No. 42 and 191 (5), the Committee recommends that:-

This Assembly approves the following nominee for appointment by H.E. the Governor as Chief Officer, Public Service Management;

- Mr. Simon Leboo Ole Morintat.

(i) **Appendix (1) -Correspondence**
(KRA, HELB, Ethics & Anti-Corruption
Commission)



KENYA REVENUE AUTHORITY

ISO 9001:2009 CERTIFIED

TAX COMPLIANCE CERTIFICATE

Certificate Serial No:

46/025535/2013

THIS CERTIFICATE CONFIRMS THAT

MORINTAT SIMON LEBOO

Holder of Tax Registration Personal Identification Number A003456344U

Has fulfilled the obligation to file relevant tax returns and to pay taxes due as provided by law

This certificate will be valid for 12 months up to 27TH May 2014

Issued by:

KHAEMBA HASSAN WECHULI

Designation: SRO

Signed:

Date of Issue: 27TH May 2013

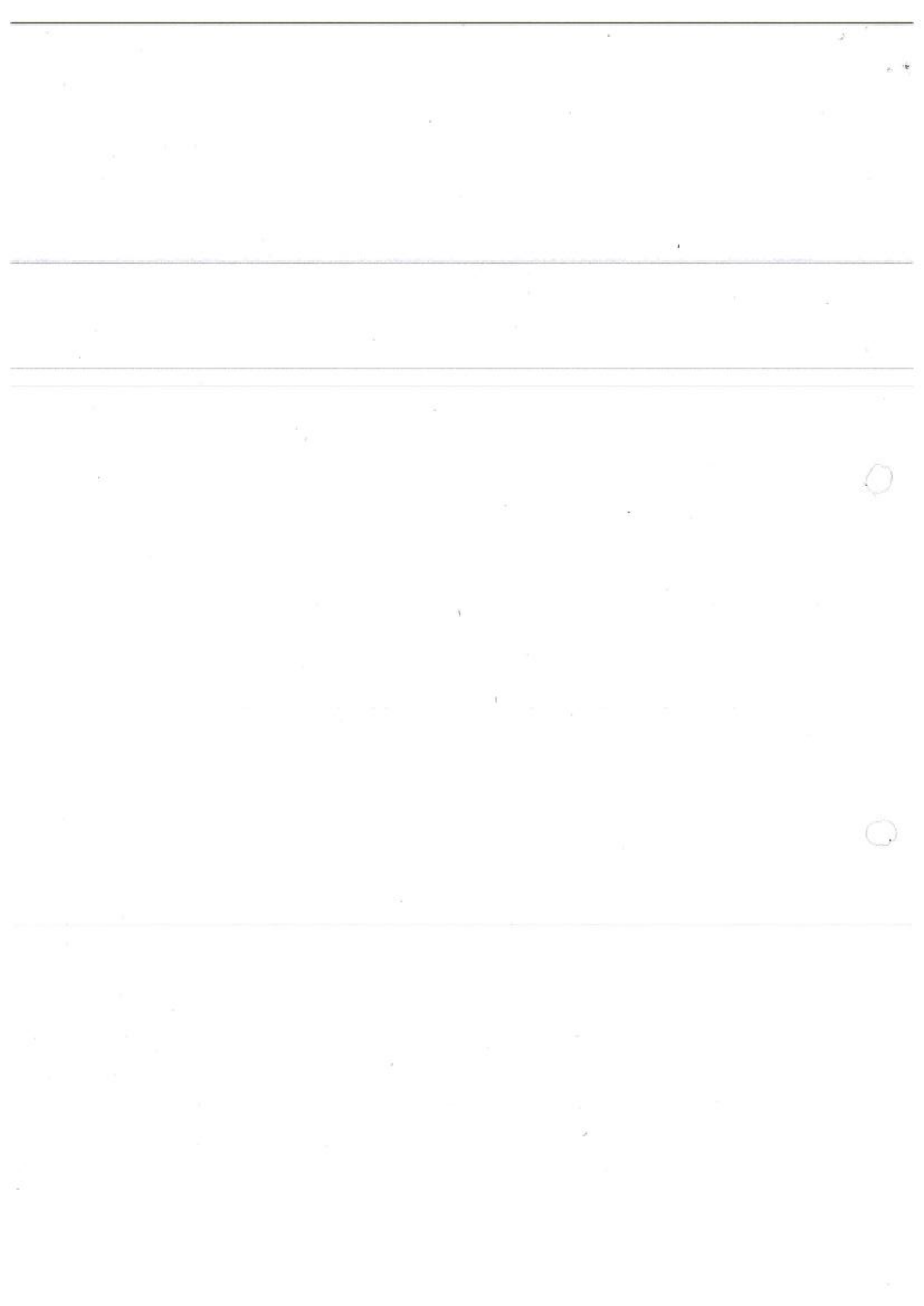


This certificate is issued on the basis of information available to the Authority as at the date shown above. The Authority reserves the right to withdraw the certificate if new evidence materially alters the tax compliance status of the recipient.

To verify the genuineness and validity of the certificate using the TCC checker available at: www.kra.go.ke/notices/tcc-checker.html or contact the nearest DTD office.

TCC 3





HIGHER EDUCATION LOANS BOARD



Certificate of Clearance

UNIVERSITY STUDENT LOAN
LEBOO SIMON OLE MARINTAT

This Certificate is awarded to 8030125 BA/147/88
ID No. MOI UNIVERSITY University Registration No.
University attended

For having repaid in full the Principal Loan and interest thereon.



Signature CEO/BOARD SECRETARY

24 Feb 2012

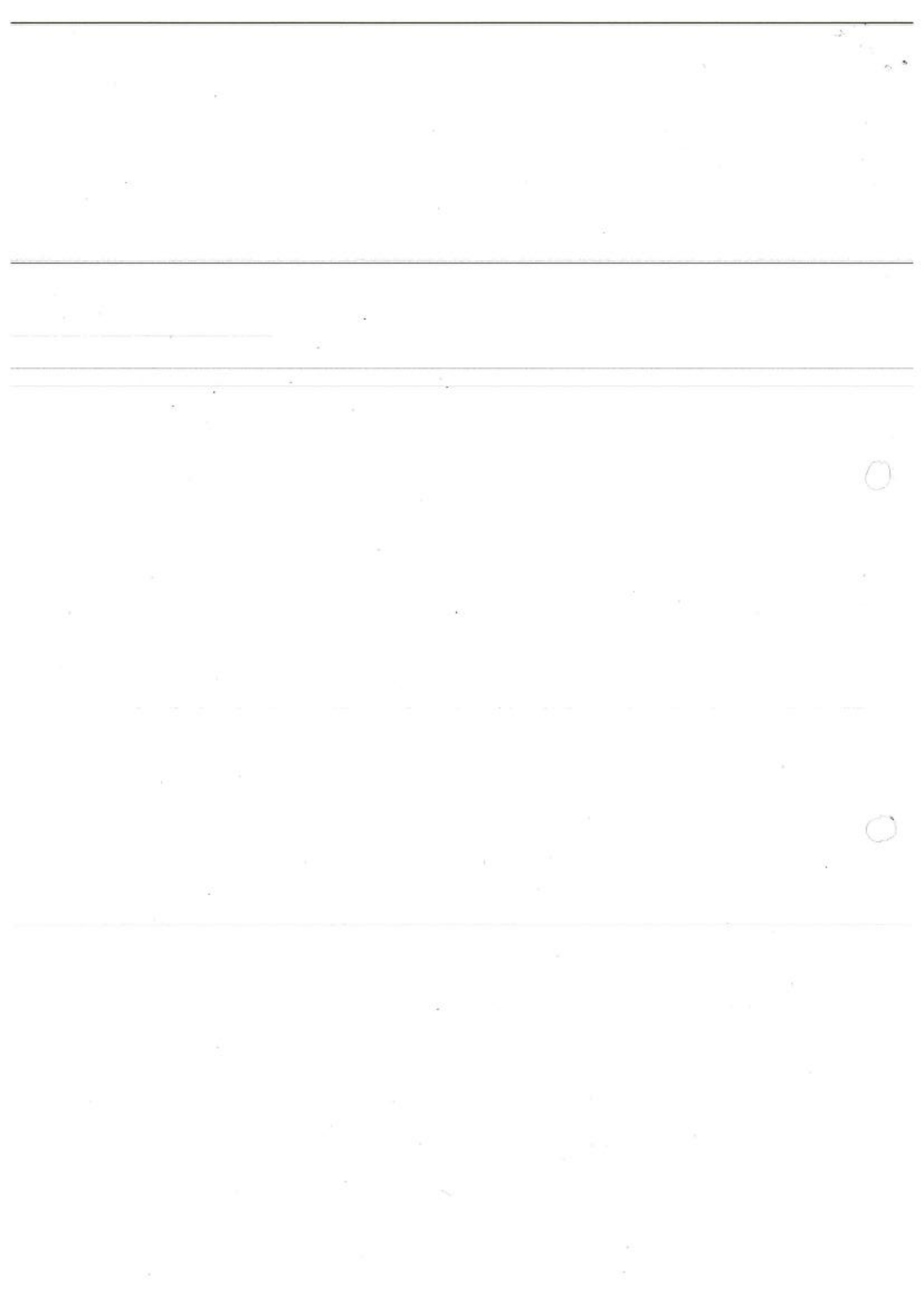
Date



Signature HEAD OF OPERATIONS

24 Feb 2012

Date



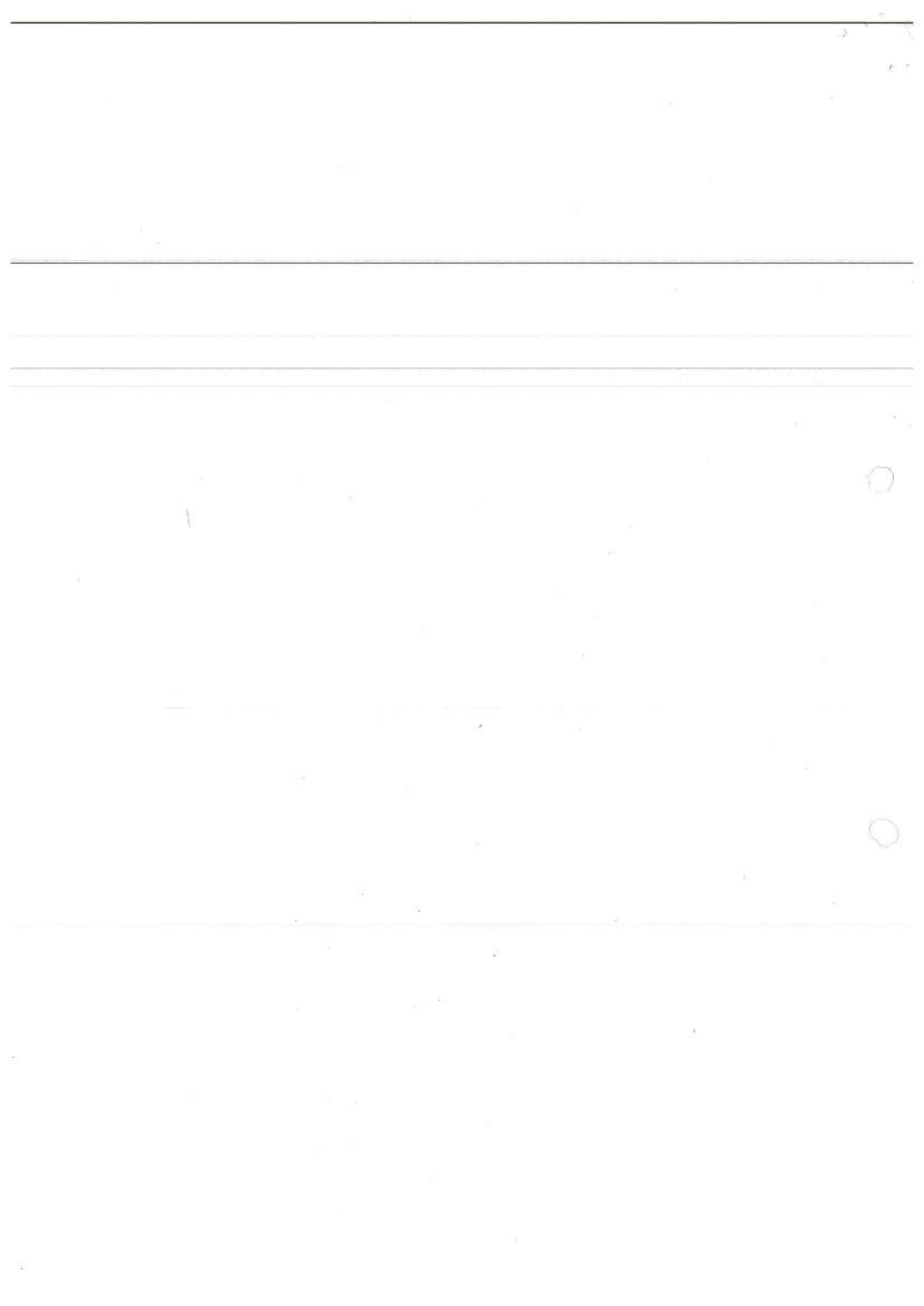
LEADERSHIP AND INTEGRITY ACT, 2012 / KIFUNGU CHA SHERIA CHA UONGOZI NA UADILIFU, 2012
 FIRST SCHEDULE (S.13) / TARATIBU YA KWANZA (S.13)

SELF-DECLARATION FORM / FOMU YA KUJITANGAZA

1. GENERAL INFORMATION / TAARIFA YA JUMLA

Title / Cheo	Surname / Jina la ukoo	First Name / Jina la Kwanza	Middle Name / Jina la Katikoti	Other Names / Majina Mengine
Mr/Mrs/Prof/ Miss/Ms/Dr Bw/Bi/Prof/ Binti/Bibi/Dkt	MORONTI	SIMON	LEBOC	
ID CARD No. Na. ya Kitambulisho	PASSPORT NO. NA. ya PASIPOTI	EXPIRY DATE OF PASSPORT TAREHE YA MUDA WA PASIPOTI KUISHA		PIN NO. NA. ya PIN
803-125	A037284	06/05/2018		A013456344U
SEX (Tick) JINSIA (Weka Alama)	Occupation: Kazi: CIVIL SERVANT			
Male Kiume <input checked="" type="checkbox"/>	E-Mail Address: Anwani ya Barua pepe: Simonmoronti@igmail.com			
Female Kike <input type="checkbox"/>	Postal Address: PO Box Anwani ya Posta: SL Posta:		Code: 40700 Msimba:	
	Other Addresses: Anwani Nyingine: KILGORIS.			
Telephone No. Na. ya Simu	Mobile No. Na. ya Rununu	Other Numbers Nambari Nyingine		
	0727788726			
RESIDENCE MAKAZI NAIROBI	ESTATE/TOWN/LOCATION MTAA/MJI/LOKESHENI			OLOMISI S
	DISTRICT WILAYA			TRANSNARA WEST
	COUNTY KAUNTI			NAROK
	TOWN/CITY MJI/JIJI			KILGORIS
	COUNTRY NCHI			KENYA
2. BIRTH INFORMATION / TAARIFA YA KUZALIWA				
DATE OF BIRTH / TAREHE YA KUZALIWA				01.01.1966





BIRTH CERTIFICATE NO. / NA. YA CHETI CHA KUZALIWA

PLACE OF BIRTH / MAHALI PA KUZALIWA

DISTRICT OF BIRTH / WILAYA YA KUZALIWA

COUNTY OF BIRTH / KAUNTI YA KUZALIWA

COUNTRY OF BIRTH / NCHI YA KUZALIWA

TRANS MARA

TRANS MARA

(KENYA) NAROK

KENYA

3. NATIONALITY / UTAIFA

Kenyan
Mkenya

Dual
Kotekote
(Provide details _____)
(Toa maelezo _____)

4. MARITAL STATUS / HALI YA NDOA

SINGLE
NINGALI SIJAOA / SIJAOLEWA

MARRIED
NIMEOA/NIMEOLEWA

SEPARATED
NIMETENGANA

DIVORCED
NIMETALAKIANA

WIDOWED
NIMEFIWA

IF MARRIED GIVE NAMES OF THE SPOUSE(S) (Surname, First Name, middle name, others)
KAMA UMEOA TOA MAJINA YA MUME/MKE(Wa) WAKO (Jina la ukoo, Jina la Kwanza, jina la kati, mengine)

WAKALLAH EVELINE NAEKIL

NATIONALITY OF SPOUSE
UTAIFA WA MKE/MUME

KENYAN

NAME OF CHILDREN UNDER THE AGE OF 18 YEARS
JINA LA WATOTO WALIO CHINI YA UMRI WA MIAKA 18

(1) NINA SILANTOI LEBO
(2) P.WELL LERIONKA LEBO
(3) OLIVE NAIMBA LEBO

5. EDUCATIONAL QUALIFICATIONS / KUFUZU KWA KIELIMU

PRIMARY CERTIFICATE
CHETI CHA MSINGI

SECONDARY
SHULE YA UPILI

'A' LEVEL
KIWANGO CHA 'A'

DIPLOMA
STASHAHADA

DEGREE
SHAHADA

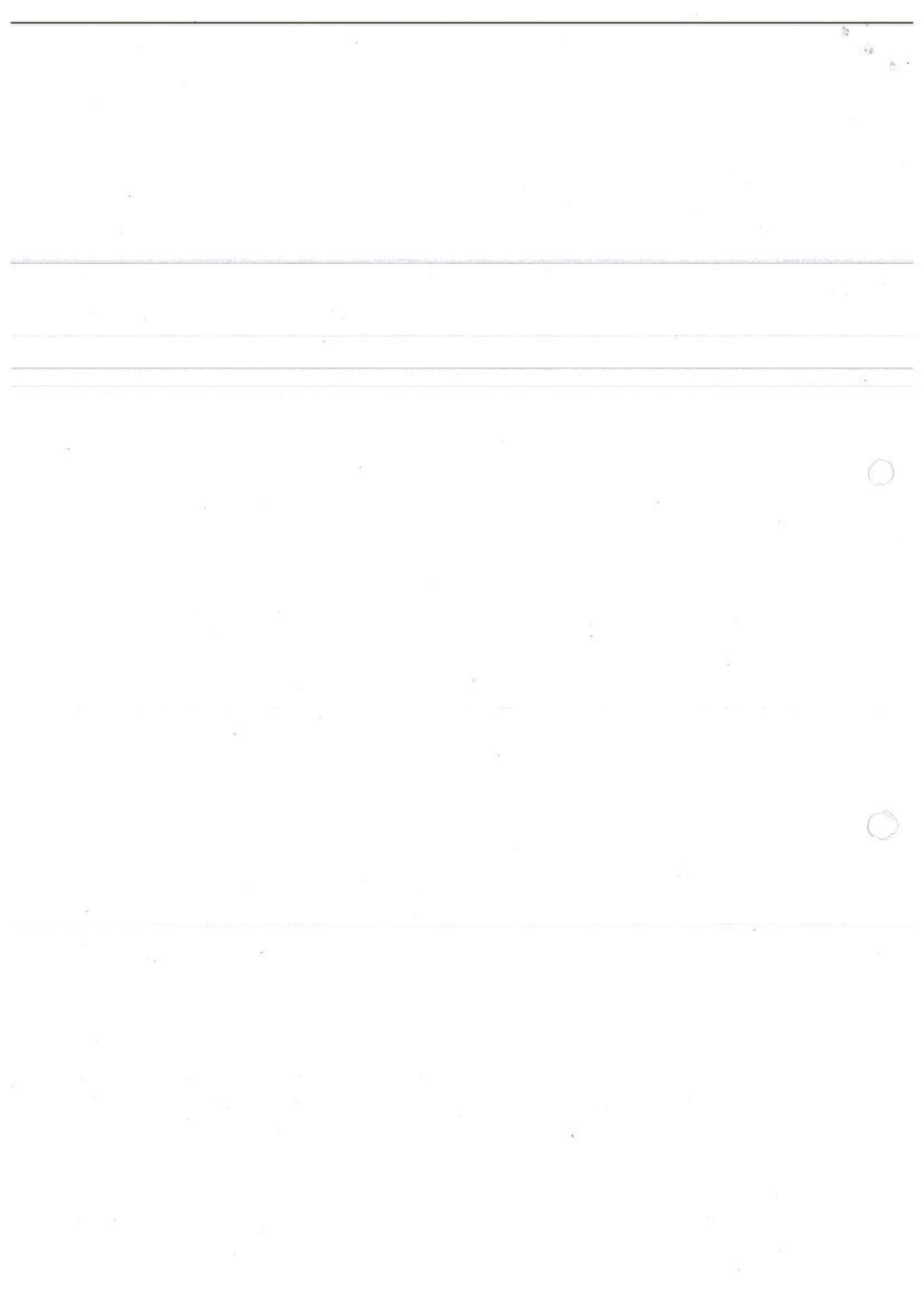
MASTERS
UZAMILI

PHD
UZAMIFU

OTHERS
VINGINE

NEURAL SOURCES / GOVERNANCE





HIGHEST ACADEMIC QUALIFICATION OBTAINED
KUFUZU KWA JUU ZAIDI KWA KIAKADEMIA ULIKOPATA

Qualification / Kufuzu

Institution / Taasisi

Year / Mwaka

MASTERS (M.A)

KENYATTA UNIV.

2013

6. LANGUAGE SPOKEN / LUGHA UNAZOZUNGUMZA

First Language
Lugha ya Kwanza

SWAHILI

Second Language
Lugha ya Pili

KISWAHILI

Others

Nyingine

ENGLISH

7. MEMBERSHIP OF PROFESSIONAL ORGANISATION(S) (If any)
UANACHAMA WA SHIRIKA(MA) YA KITAALAMU (Kama yapo)

Name of Organization
Jina la Shirika

Date of Admission
Tarehe ya Kuandikishwa

Membership No.
No. ya Uanachama

8. REASON(S) FOR DECLARATION / SABABU ZA KUJITANGAZA

Purpose for which declaration is required / Kusudio la kuhitajika kwa kujitangaza huku

Election

Upigaji kura

Employment
Kuajiriwa

Others (Specify)

Nyingine (Bainisha)

State office for which the declaration is being submitted
Ofisi ya serikali ambayo kujitangaza huku kunawasilishwa

NAIROBI CITY COUNTY.

9. MORAL AND ETHICAL QUESTIONS / MASWALI YA NIDHAMU NA KIMAADILI

Answers to the following questions are mandatory. If YES to any question you must provide additional information on a supplementary sheet.
Majibu kwa maswali yafuatayo ni lazima. Kama NDIYO katika swali lolote lazima utoe taarifa ya ziada kwenye karatasi nyingine.

a) Have you ever engaged in any form of dishonesty in the conduct of public affairs

a) Umewahi kujihusisha na hali yoyote ya kutokuwa mwaminifu katika kazi zako na shughuli za umma

b) Have you ever abused a public office?

b) Umewahi kutumia vibaya ofisi ya umma?

c) Have you ever misrepresented information to the public?

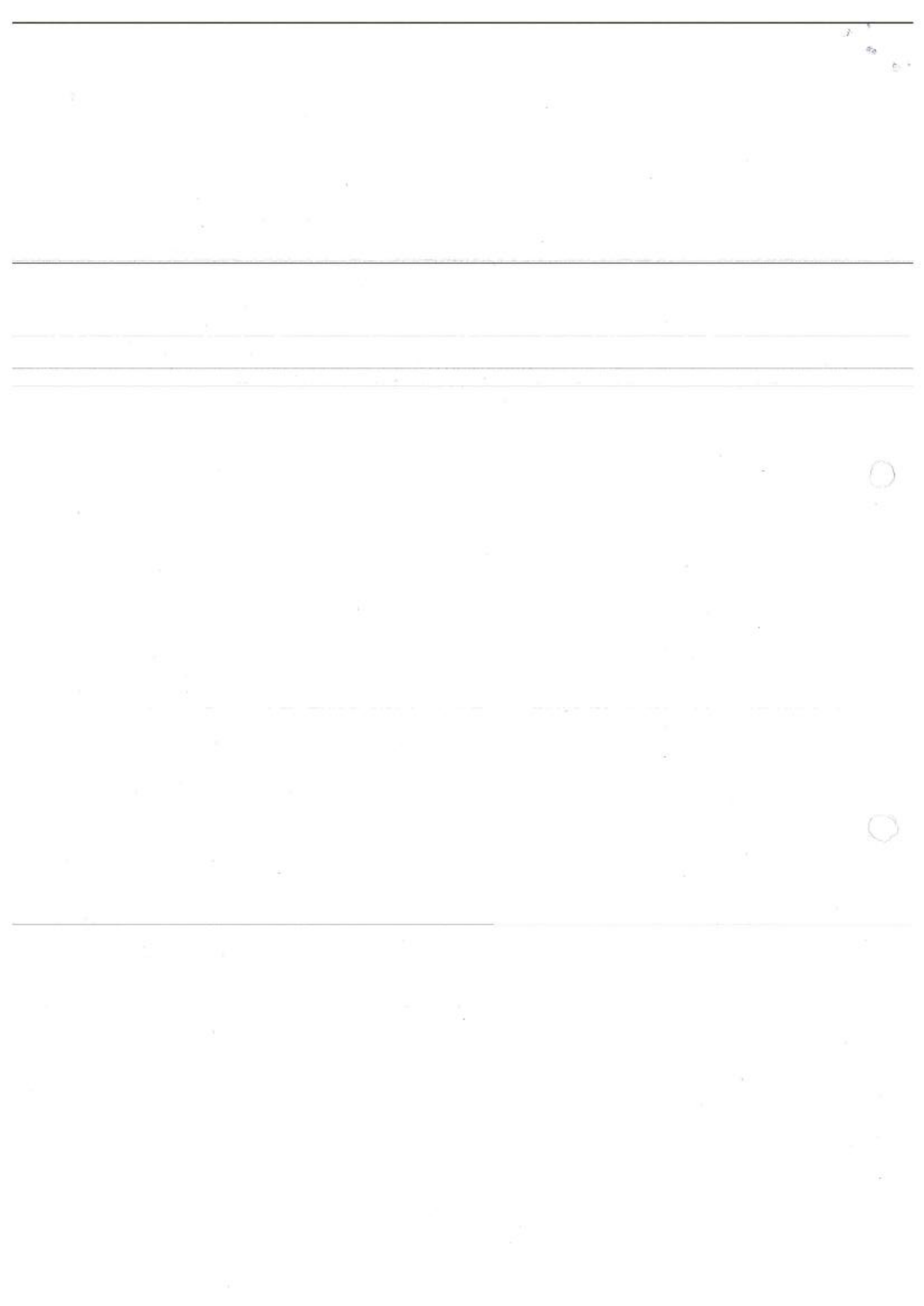
c) Umewahi kuwakilisha kwa njia isiyofaataarifa kwa umma?

d) Have you ever engaged in wrongful conduct whilst in the furtherance of personal benefit?

YES

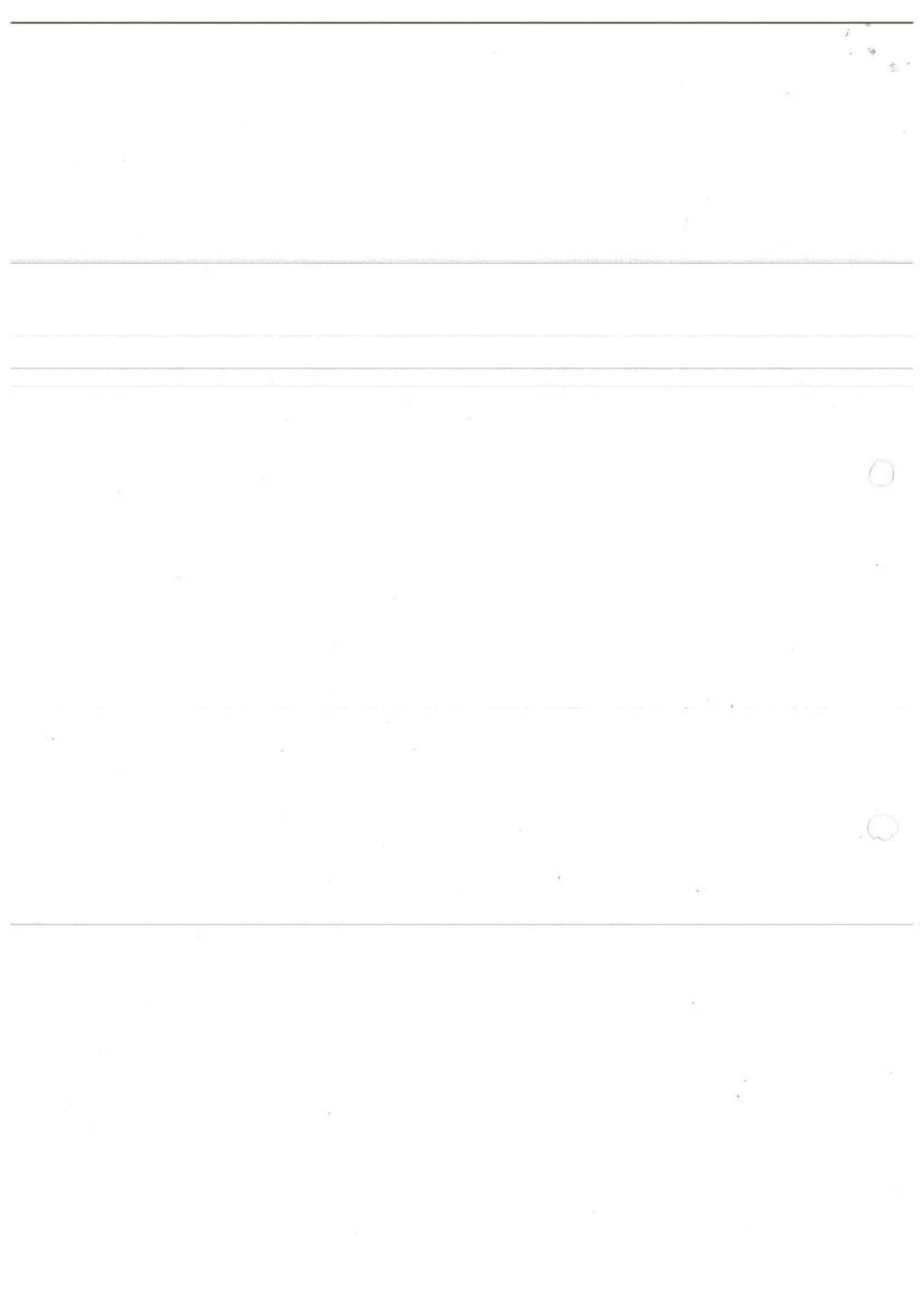
NO





d) Umewahi kujihusisha katika tabia mbaya huku ukitoka kujinufaisha kibinafsi?		✓
e) Have you ever misused public resources?		✓
e) Umewahi kutumia vibaya rasilimali za umma?		✓
f) Have you ever discriminated against anyone of any grounds other than as provided for under the Constitution or any other law?		✓
f) Umewahi kubagua yeyote kwa misingi yoyote mbali na vile ilivyoelezwa katika Katiba au sheria yoyote nyingine?		✓
g) Have you ever falsified official or personal records?		✓
g) Je, umewahi kudangonya katika rekodi rasmi au za kibinafsi?		✓
h) Have you ever been debarred or removed from the Register of Members of your professional organization?		✓
h) Umewahi kupigwa teke au kuondolewa kutoka kwenye Rejista ya Wanachama wa shirika lako la kitaalamu?		✓
i) Have you ever had any occupational or vocational license revoked and/or otherwise subjected to any other disciplinary action for cause in Kenya or any other country?		✓
i) Umewahi kujipata katika hali ya leseni yako ya kikazi au ya kiufundi kutupiliwa mbali na/au vinginevyo kuchukuliwa hatua nyingine ya kinidhamu katika nchi ya Kenya au nchi yoyote nyingine		✓
j) Have you ever dismissed from employment on account of lack of integrity?		✓
j) Umewahi kufutwa kazi katika ajira kutokana na ukosefu wa uadilifu?		✓
k) If you have been a public officer, have you ever failed to declare your Income, Assets and Liabilities as required under the Public Officer Ethics Act, 2003?		✓
k) Kama umewahi kuwa ofisa wa umma, umewahi kushindwa kutangaza Mapato yako, Mali na Gharama kama unavyohitajika katika Kifungu cha sheria cha Maadili ya Ofisa wa Umma, 2003?		✓
l) Have you ever been the subject of disciplinary or criminal proceedings for breach of the Public Officer Ethics Act, 2003 or a Code prescribed thereunder?		✓
l) Umewahi kuwa mada katika taratibu za kinidhamu au kihalifu kwa kuvunja kifungu cha sheria cha Maadili ya Ofisa wa Umma 2003, au Msimbo ulioainishwa hapo chini?		✓
m) Have you ever been convicted of any offence and sentenced to serve imprisonment for a period of at least six months?		✓
m) Umewahi kushtakiwa kwa kosa lolote na kuhukumiwa kifungu gerezani kwa kipindi kipatacho miezi sita?		✓
n) Have you ever had an application for a Certificate of Clearance or a Certificate of Good Conduct or for a visa or other document authorizing work in a public office denied and/or rejected for cause in Kenya or any other country?		✓



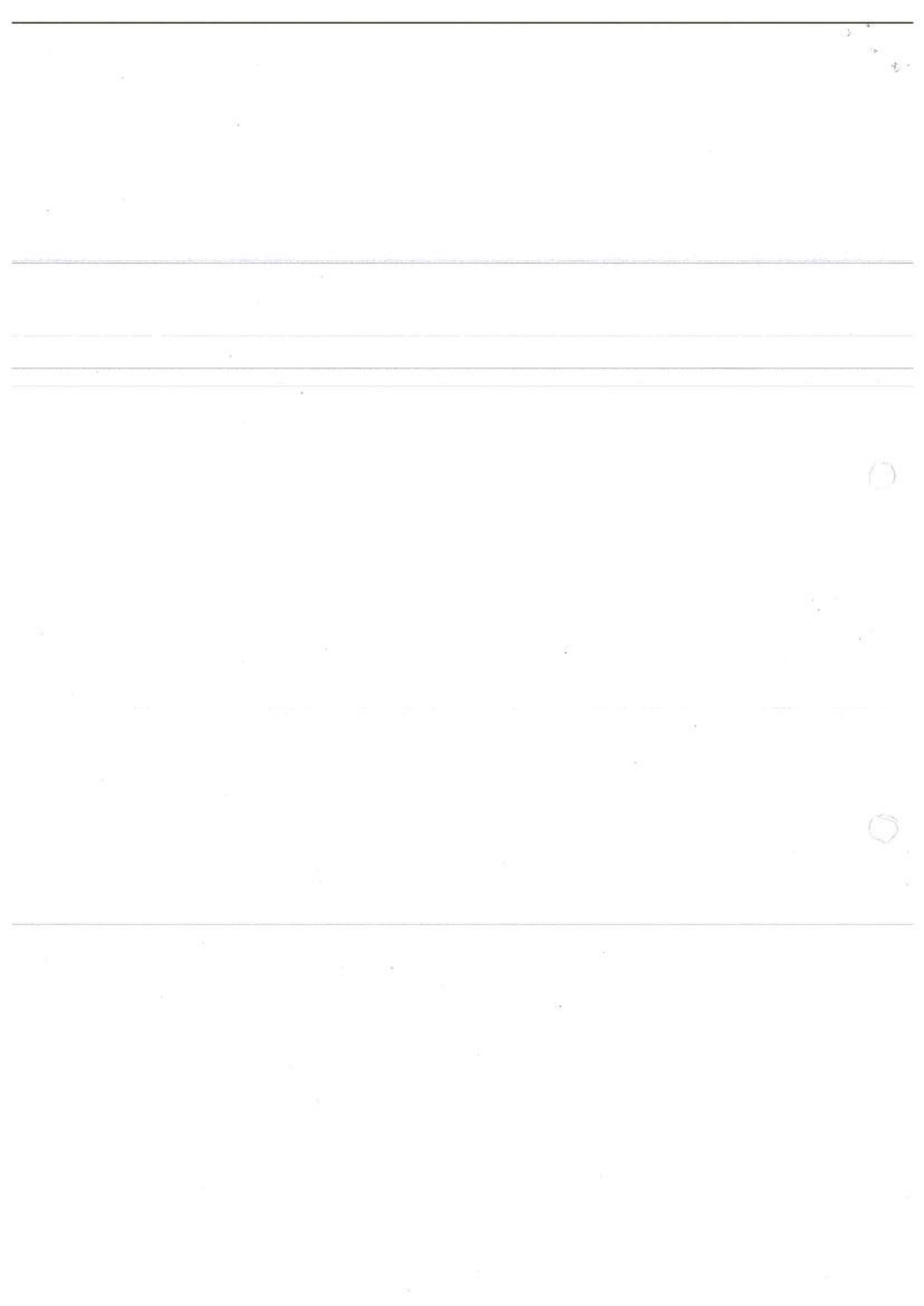


n) Umewahi kutuma ombi la Cheti cha kuondolewa Hatia au Cheti cha Kinidhamu au cha visa au nyaraka nyingine zinazoidhinisha kazi katika ofisi ya umma na hivyo basi wewe kunyimwa na/ au kukataliwa kwa sababu yoyote nchini Kenya au nchi yoyote nyingine?

10. EMPLOYMENT INFORMATION / TAARIFA YA KUAJIRIWA

NAME OF EMPLOYER JINA LA MWAJIRI	POSITION/RANK CHEO/WADHIFA	DATE OF FIRST APPOINTMENT TAREHE YA KUAJIRIWA KWA KWANZA	DATE OF PRESENT APPOINTMENT TAREHE YA KUAJIRIWA KWA SASA
NAIROBI CITY COUNTY	PLANNING CLERK	10/7/92	MAY 2012
KILIFI COUNTY COUNCIL	TOWN CLERK	OCTOBER 2006	
LAKE VICTORIA TOWN COUNCIL	TOWN CLERK	JUNE 2001	
TRANSVAAL COUNCIL	MINISTRY CLERK	SEPT 1994	
NAROK COUNCIL	ADMINISTRATIVE OFFICER	1992-1994	
WORKSTATION KITUO CHA KAZI NAIROBI CITY COUNTY	NATURE OF EMPLOYMENT (Constitutional/Elective/Permanent/Contractual/Other) AINA YA KUAJIRIWA (Kikatiba/Kuteuliwa/Kudumu/Kikandarasi/Nyingine) PERMANENT		





OATH AND AFFIRMATION / KIAPO NA UTHIBITISHWAJI

I solemnly swear (or affirm) and certify, under penalty of false declaration under the Oaths and Statutory Declarations Act (Cap 15 of the Laws of Kenya), that all the foregoing statements in this declaration are true and correct to the best of my knowledge.

Ninaapa ya kwamba (ninathibitisha) na kuidhinisha, katika adhabu ya kujitangaza kwa uongo chini ya kifungu cha sheria cha Viapo na Kujitangaza Kisheria (Ibara 15 ya Sheria za Kenya), kwamba kauli zote zilizotajwa katika kujitangaza huku ni za kweli na sahihi kwa kadri ninavyojua.

Dated at / Mnamo tarehe 19th, this / kwenye 20/3

day of / siku hii ya Monday

SIGNATURE OF DECLARANT:
SIO NI YA ANAYEJITANGAZA:

SWORN/DECLARED BEFORE ME / ALIYELISHWA KIAPO/TANGAZWA MBELE YANGU

This / Mnamo 25th day of / siku hii ya June, 20 13

at / katika mahali hapa.....

Chudh
COMMISSIONER FOR OATH/MAGISTRATE
KAMISHNA WA KIAPO/HAKIMU





C. 24A



KENYA POLICE

A N^o 053481

CRIMINAL INVESTIGATION DEPARTMENT
P. O. Box 30036-00100 GPO
NAIROBI, KENYA

Ref. No. 111572 /2013

Date 08/05/2013

POLICE CLEARANCE CERTIFICATE

I hereby certify that the fingerprints recorded from

SIMON LEBOO MORINTAT

8030125

holder of ID/Passport No. have been searched in
Criminal Records Office's database with/without previous record. The validity of the
information on this Certificate is as of the date of issue.

REMARKS IN CASE OF PREVIOUS RECORD

OFFENCE(S).....

RESULTS OF TRIAL.....

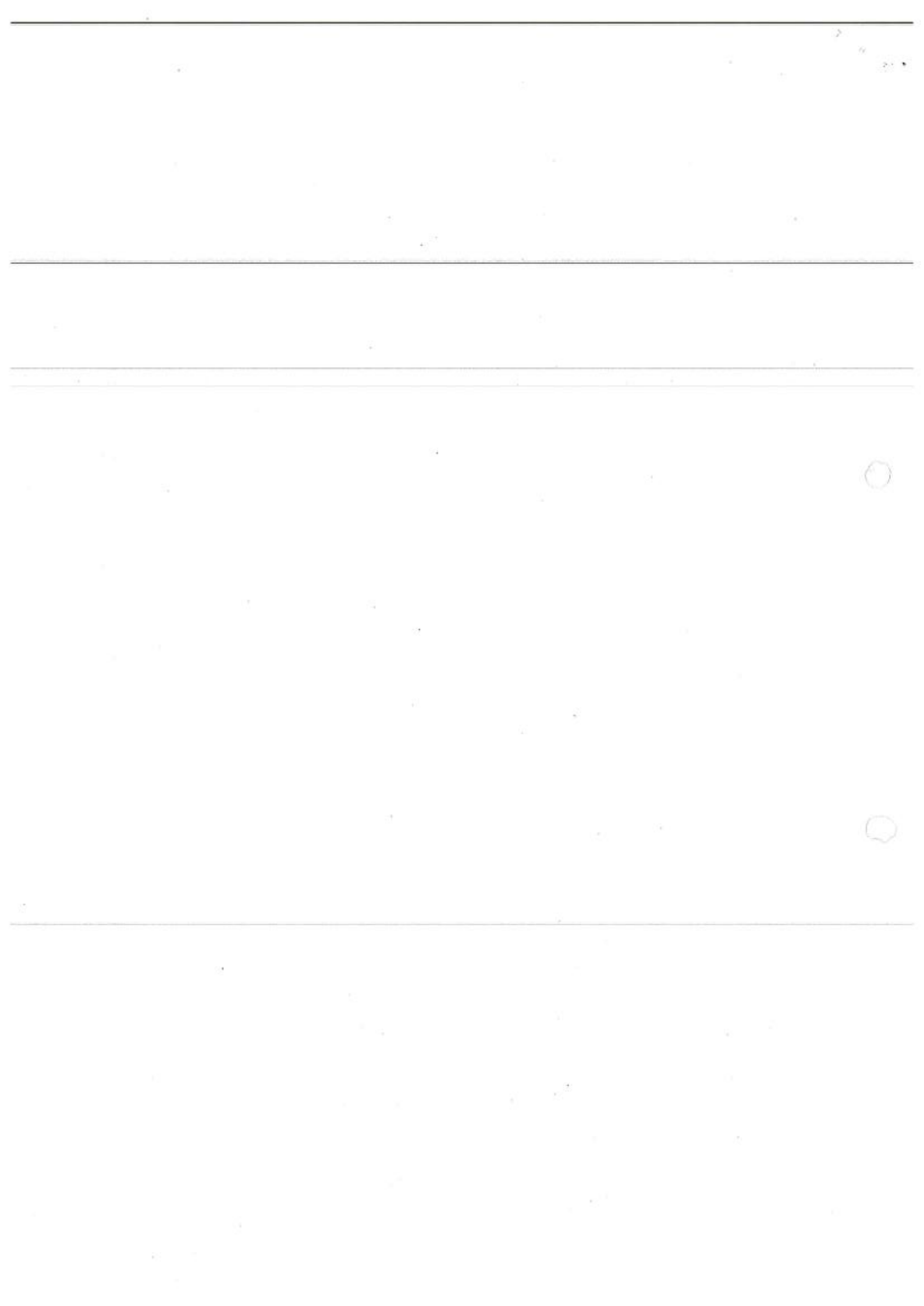
DATE

This Certificate has been issued without any alteration or erasure.

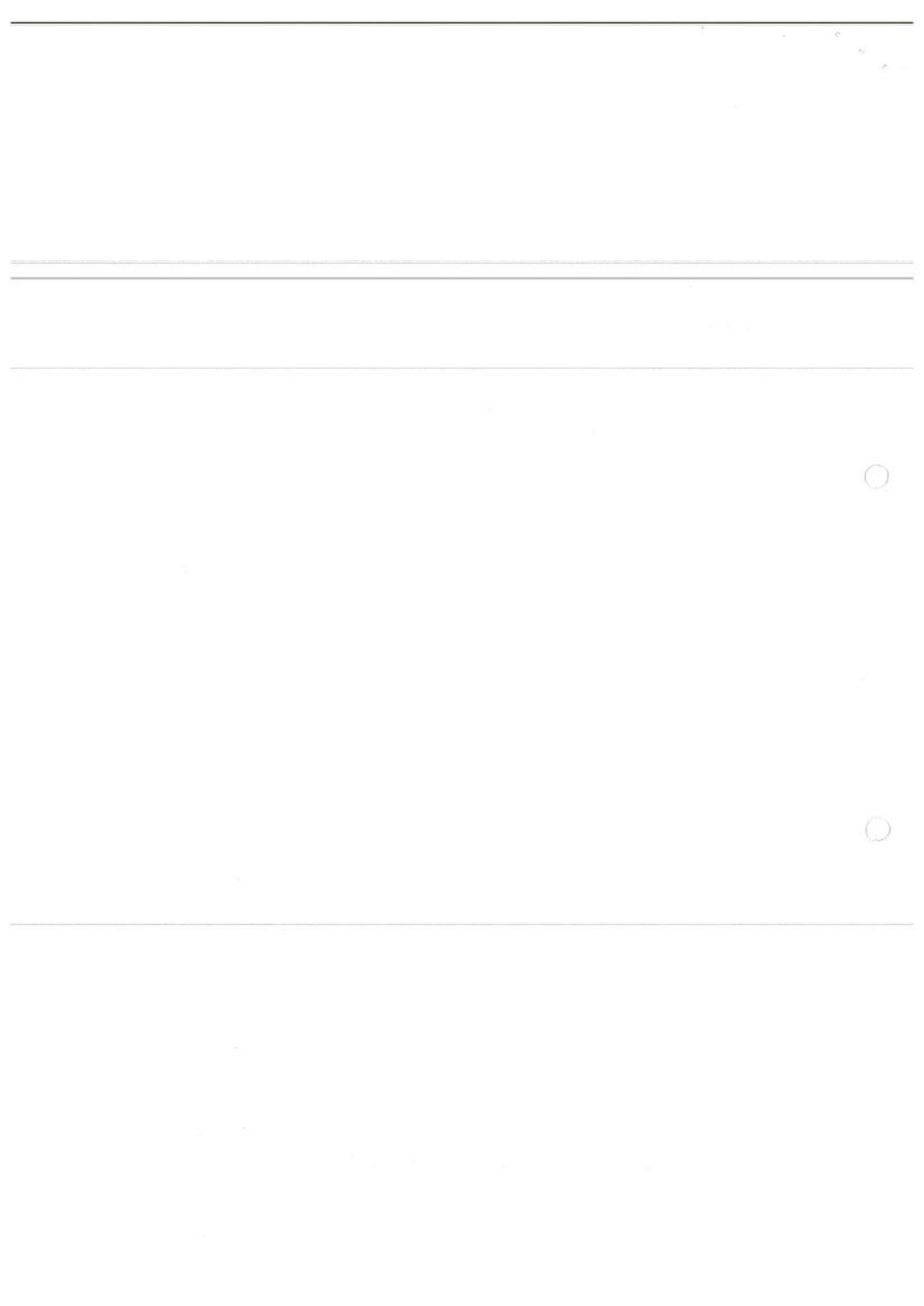
(J.M. Magambo)

For: Director of Criminal Investigation

(P.T.O.)



(ii) Appendix (2)
Minutes



MINUTES OF THE 88TH SITTING OF NAIROBI CITY COUNTY ASSEMBLY COMMITTEE ON LABOUR AND SOCIAL WELFARE MEETING HELD ON 15TH OCTOBER, 2013 AT COUNCIL CHAMBERS AT 11.00 A.M ON VETTING OF CHIEF OFFICER FOR COUNTY PUBLIC SERVICE MANAGEMENT.

PRESENT

1. Hon. Wilson Ochola, MCA - (Chairman)
2. Hon. Alfred Ambani, MCA - (Vice- Chairman)
3. Hon. Elizabeth Manyala, MCA
4. Hon. Asha Sosso, MCA
5. Hon. Peter Wanyoike, MCA
6. Hon. Sam Nyangwara, MCA
7. Hon. Fredrick N. Njogu, MCA
8. Hon. Mohamed Abdi, MCA
9. Hon. Peter Isuha Vukindu, MCA
10. Hon. John Waweru Kinuthia, MCA
11. Hon. Rose Ogonda, MCA
12. Hon. Christine Abuto, MCA
13. Hon. Rosemary Macharia, MCA

ABSENT

1. Hon. Marion Githinji, MCA
2. Hon. Daniel Mutiso, MCA
3. Hon. Anthony Kiragu Karanja, MCA
4. Hon. Alexina Mudi, MCA

IN ATTENDANCE – COUNTY ASSEMBLY

1. Ada Onyango - Clerk Assistant
2. Georgina Muindi - Committee Administrator

MIN.150/LSW/OCTOBER/2013 – PRELIMINARY

The meeting was called to order at 11.30 a.m and the opening prayer read by Hon. Wilson Ochola, the Chairman.

MIN.151/LWS/OCTOBER/2013 - CHAIRMAN'S INTRODUCTORY REMARKS

The Chairman welcomed all the members of the committee to the meeting. He informed members that the meeting had been called to vet nominee for the position of Chief

Officer, Public Service Management. He also requested members to participate fully in the exercise.

MIN.152/LWS/OCTOBER/2013 - VETTING PROCESS

(1) MR SIMON LEBOO OLE MORINTAT - NOMINEE FOR POSITION OF CHIEF OFFICER, PUBLIC SERVICE MANAGEMENT

Mr. Simon Leboo appeared before the Committee on Labour & Social Welfare and the Chairman welcomed him for the vetting exercise and also requested members to introduce themselves to him. He also requested him to introduce and tell the committee about himself.

He stated to the committee that he is a holder of a Masters of Business Administration Degree in Strategic Management from Kenyatta University, a Bachelors of Arts Degree in Government and Public Administration from Moi University and that he has been the immediate former Deputy Town Clerk in charge of Administration in the defunct City Council of Nairobi. He had worked as a Town Clerk in different Councils including Kilifi County Council, Litein Town Council and as a Deputy Town Clerk in Transmara County Council, and through his leadership had made Kilifi County Council emerge best leading council in the Coast Province. He also had attended several courses ie Senior Management Course at Kenya Institute of Management (KIA), Local Government Management Training seminar (KIA), Performance Management Course (KIA) and has wide experience in Administration of Human Resource.

A member asked him if there were any areas of potential conflict and also if he had any integrity issues and stated that he had no conflict of interest. On issues of integrity, he stated that he had none and that he had never been charged in a Court of Law.

Another member asked him why he felt he was suitable for the position and he stated that he had a rich background and expertise since he had worked in several organizations at senior positions in administration of Human Resource and was passionate about working with the County staff and helping optimize their ability to improve service delivery to the citizens. Due to the exposure he had for the past nine months he had worked for the defunct City Council of Nairobi, he was able to interact much with the Defunct Local Authorities Union officials and identified some major challenges facing the staff and if given a chance would like to improve on the County staff capability.

Asked on the duties and responsibilities of the post, he stated as manning the general administration of the entire county personnel and to formulate strategic plans especially the mission and vision of the County and ensuring it is fulfilled as stipulated, to recommend training programs for personnel to improve on their skills and also ensuring

the county had qualified and skilled staff in order to execute their duties to attain the set objectives of the county government.

Another member asked what advice he gave in his position as Deputy Town Clerk to solve the issue concerning the negotiations of the CBA that led to a strike that paralysed operations within the County, he responded that the CBA was a national document that had been negotiated by all councils in the country and the delay in its implementation arose when the defunct Ministry of Local government which had issued a circular to all Town Clerks not to implement the CBA. However, the issue was resolved through a court order, he stated that at his capacity, he personally convened a meeting with the Transitional Authority team to give a brief on the legality of the CBA document and status of the Council then suggested negotiations be done with the union officials to allow the management to pay out the salary increment in phases.

Asked on the issue of the County bloated workforce that emanated during his tenure, he stated that the defunct City Council had employed the last lot fourteen years ago although the total number of staff was around eleven thousand and due to this, the management had decided on having an audit being carried out to ascertain the exact number of staff on payroll and added that it was necessary to consider having voluntary retirement for staff who had attained 50 years of age and would be willing to retire early with full benefits being paid out to them.

A member sought to know what measures he had taken on mobilization of resources aimed for development in the City and he responded that he worked together with the then Town Clerk and Chief Officers and did a waiver on rates and carried out a serious publicity on TV and other media to create awareness to the public and this led to the Council raising Kshs.1.2Billion in a month that brought a great difference.

A member also asked what measures he would put in place to end the issue of ghost workers in the County and responded that there was need to do a thorough payroll cleansing and ensure all the staff in the establishment are well known and the various supervisors should be held accountable for their presence on duty since they are the ones on the ground.

He was also asked on the measures he would put in place to reduce corruption within the county and stated that he would show the staff value of working and be able to make them patriotic enough and that staff should be inducted well on the relevant codes of conduct. He would also ensure that there is good communication and foster good working relationship with the union officials in order to resolve grievances before they result into disputes and conflicts.

CLOSING REMARKS

The Chairman thanked him for having taken time to appear before the committee for vetting, he also thanked members for their valuable contribution and participation in the exercise.

MIN152/LSW/ OCTOBER /2013 – ADJOURNMENT

There being no other business, the meeting adjourned at 1.20 pm.

CONFIRMED AS TRUE RECORD OF THE PROCEEDINGS

CHAIRMAN AA DATE 30/10/2013

CLERK AAO DATE 30/10/2013

APPROVED FOR CIRCULATION

CHAIRMAN AA DATE 30/10/2013

CLERK AAO DATE 30/10/2013

MINUTES OF THE 89TH SITTING OF NAIROBI CITY COUNTY ASSEMBLY COMMITTEE
ON LABOUR AND SOCIAL WELFARE MEETING HELD ON 29TH OCTOBER, 2013 AT
COMMITTEE ROOM AT 2.30 P.M

PRESENT

1. Hon. Wilson Ochola, MCA - (Chairman)
2. Hon. Alfred Ambani, MCA - (Vice- Chairman)
3. Hon. Asha Sosso, MCA
4. Hon. Rosemary Macharia, MCA
5. Hon. Fredrick N. Njogu, MCA
6. Hon. Sam Nyangwara, MCA
7. Hon. Peter Wanyoike, MCA
8. Hon. Rose Ogonda, MCA
9. Hon. Christine Abuto, MCA
10. Hon. Marion Githinji, MCA
11. Hon. Mohamed Abdi, MCA
12. Hon. Anthony Kiragu Karanja, MCA
13. Hon. Alexina Mudi, MCA

ABSENT

1. Hon. Elizabeth Manyala, MCA
2. Hon. Peter Isuha Vukindu, MCA
3. Hon. John Waweru Kinuthia, MCA
4. Hon. Daniel Mutiso, MCA

IN ATTENDANCE – COUNTY ASSEMBLY

1. Ada Onyango - Clerk Assistant
2. Georgina Muindi - Committee Administrator

MIN.153/LSW/OCTOBER/2013 – PRELIMINARY

The meeting was called to order at 2.32 p.m and the opening prayer conducted by Hon. Wilson Ochola .

MIN.153/LSW/OCTOBER/2013 - Deliberation and adoption of report on vetting of
Chief Officer for Public Service Management

The Clerk Assistant presented the report on vetting of Chief Officer for Public Service Management to the committee and requested members to go through it keenly. The Chairman took members through the report.

The report was proposed by Hon. Christine Abuto and seconded by Hon. Asha Abdi. The committee approved and adopted the report.

MIN.154/LSW/OCTOBER/2013 - Deliberation and adoption of report on vetting of County Public Service Board Members and Secretary

The Clerk Assistant presented the report on vetting of County Public Service Board Members and Secretary to the committee and requested members to go through it. The Chairman ^{requested} Hon. Peter Wanyoike to take members through the report.

The report was proposed by Hon. Peter Wanyoike and seconded by Hon. Rosemary Macharia. The committee approved and adopted the report.

MIN.155/LSW/ OCTOBER /2013 – ADJOURNMENT

There being no other business, the meeting adjourned at 3.20 pm.

CONFIRMED AS TRUE RECORD OF THE PROCEEDINGS

CHAIRMAN AA DATE 30/10/2013

CLERK DAO DATE 30/10/2013

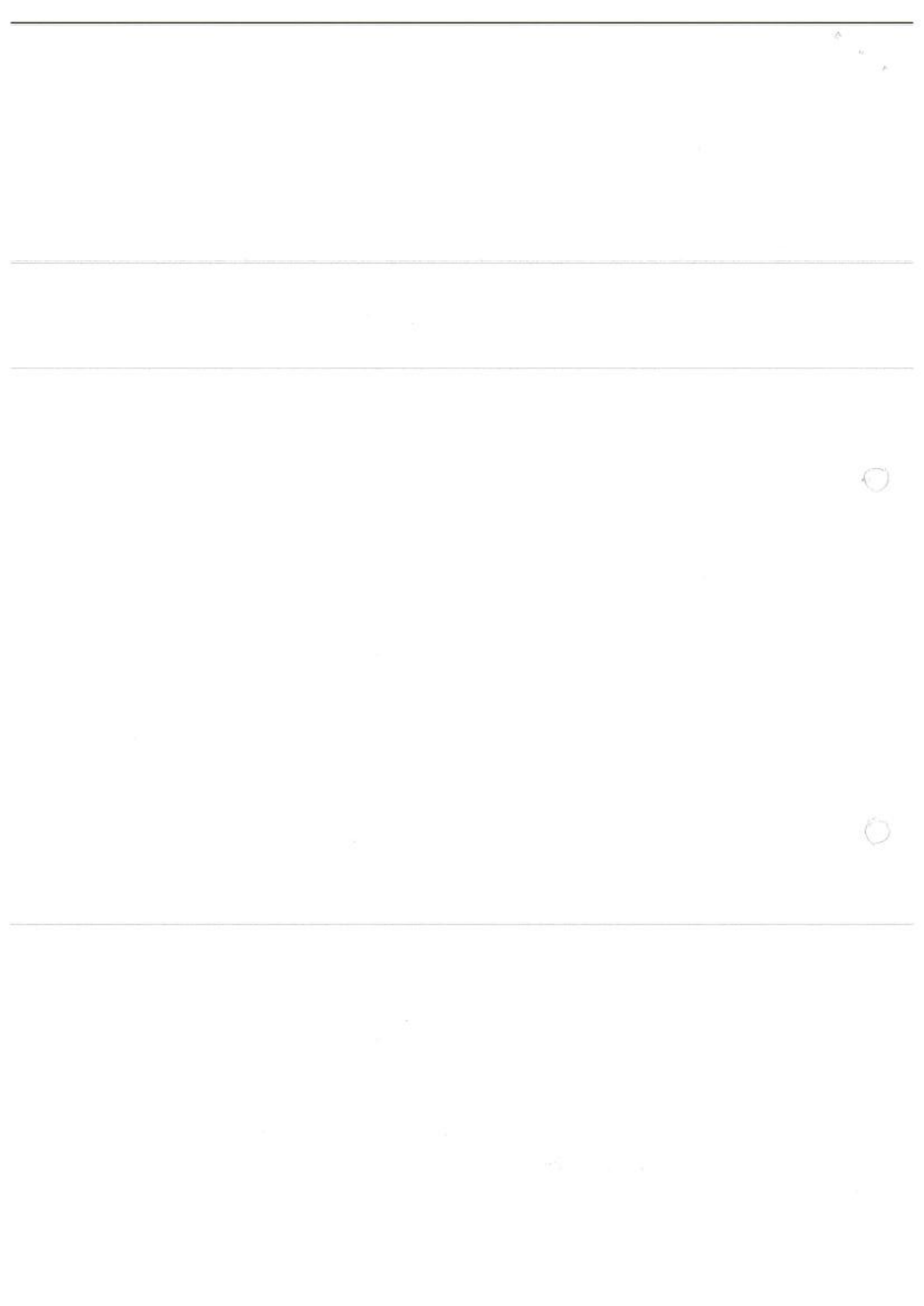
APPROVED FOR CIRCULATION

CHAIRMAN AA DATE 30/10/2013

CLERK DAO DATE 30/10/2013

(iii) Appendix (3) – Curriculum Vitae and Certificates

Annex (1) – Mr. Simon Leboo Ole Morintat



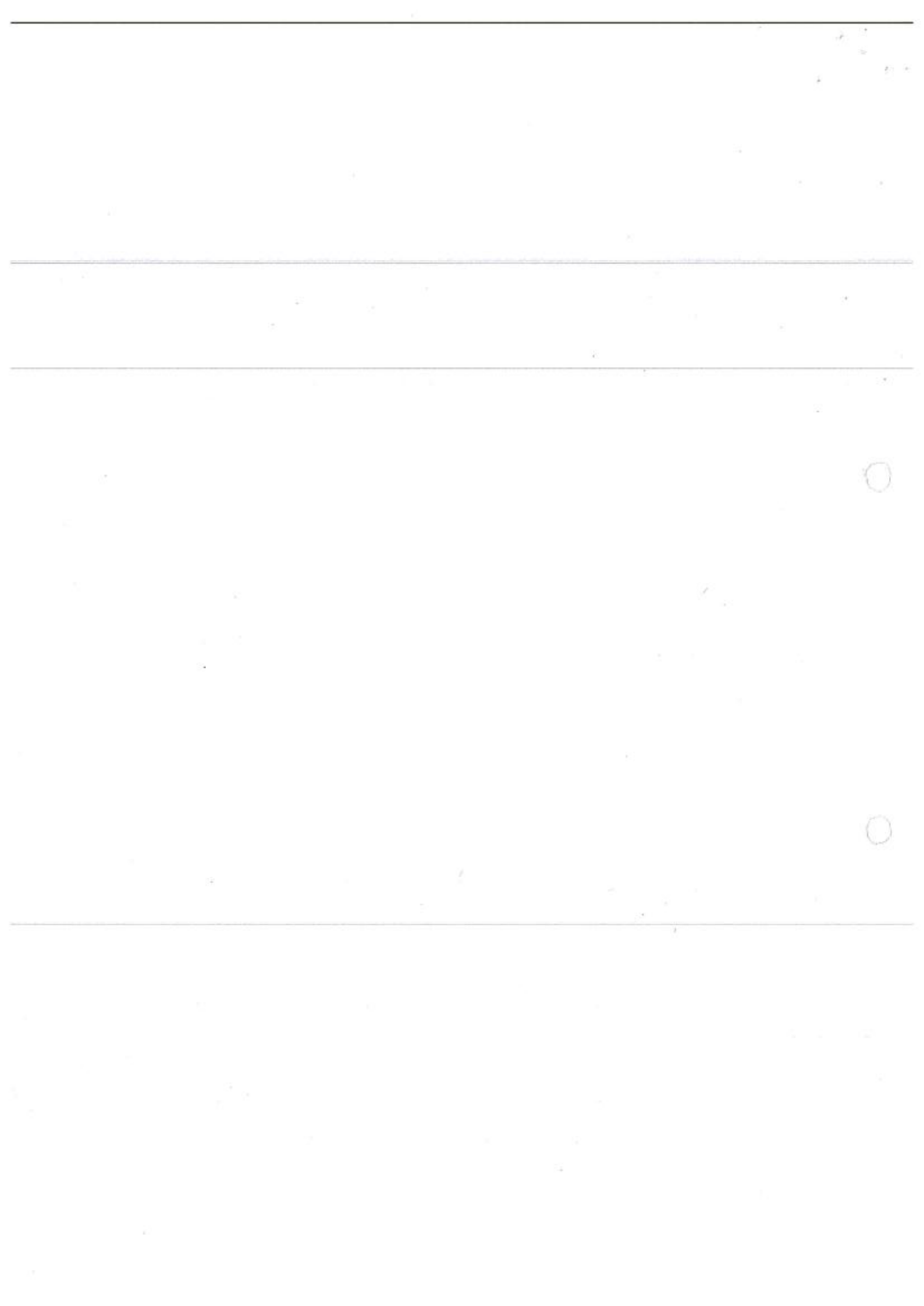
CURRICULUM VITAE

FULL NAME : Simon Leboo Morintat
DATE OF BIRTH : 1966
PLACE OF BIRTH : Transmara District, Narok County
MARITAL STATUS : Married
CONTACT : P.O. BOX 188-40700, KILGORIS

SCHOOLS ATTENDED

KILGORIS NURSERY SCHOOL : 1974
SOSIO PRIMARY SCHOOL : 1975-1981
LEADERSHIP POSITION : Prefect
EXAMINATION (C.P.E) : A-, C, C+, (24 Points)
KILGORIS SECONDARY SCHOOL : 'O' Level 1982 – 1985
LEADERSHIP : Athletics, Prefect
Secretary Wildlife Club

EXAMINATION : Attained Division 11 of 20 points
AGORO SARE HIGH SCHOOL : 'Advanced Level' – 1986 – 1987
LEADERSHIP : Class Prefect & Volleyball Captain
SUBJECTS TAKEN : History, CRE, Geography (HRG) and
General Paper
LANGUAGE : Maasai, English, Kiswahili
EXAMINATION RESULTS : A, C, C, 14 Points out of 19



COLLEGE

1. NATIONAL YOUTH SERVICE COLLEGE (GILGIL) PRE-UNIVERSITY 3 MONTHS
PARAMILITARY
TRAINING FROM (JUNE – SEPTEMBER) – COLLEGE RESULTS

: Attained a completion certificate as a
Serviceman No. 53634 in 1988

2. KENYA INSTITUTE OF
ADMINISTRATION (KIA)

- (i) Senior Management Seminar (SMS)
- (ii) Local Government Management
Training Course No. 5/2003. (1½
months)
- (iii) Corporate Centre for Governance
course
- (iv) Governance and financial management
course
- (v) Performance Management

UNIVERSITY

MOI UNIVERSITY, ELDORET
DEGREE OBTAINED

: 1988 - 1991

: B.A. (Bachelor of Arts) in Government
and Public Administration Auspices of
School of Social, Cultural and
Development studies.

KENYATTA UNIVERSITY

: M .B. A Masters in Business
Administration, 10/11/12.

FIRST YEAR COURSES (COMMON)

COURSES OBTAINED

DESCRIPTIVE TITLE OF COURSE

DD2 212

: Introduction to Political Science

PUB 213

: Introduction to Public Administration

REL 200

-

Introduction to Religions Themes in Africa Culture

PHI 200

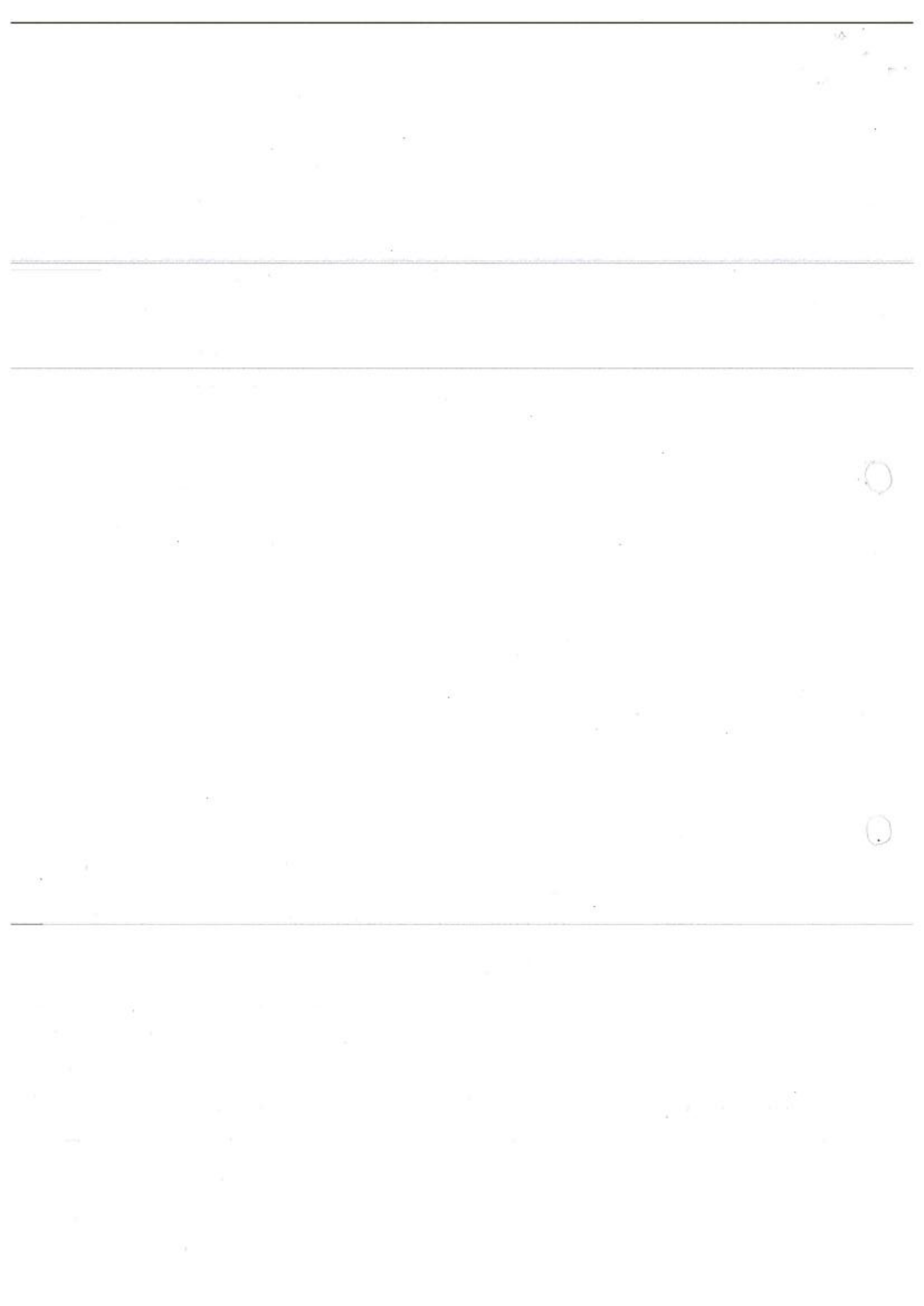
-

Introduction to Philosophy

SOC 200

-

Introduction to Sociology



LAW 200	-	Introduction to Law
GEO 200	-	Introduction to Geography
SCS 200	-	History to Political Thought
ENG 210	-	Introduction to the study of Language
DAL 210	-	Study of language & Linguistics in Swahili
ANT 210	-	Introduction to Anthropology
LIT 200	-	Introduction to Literature

SECOND YEAR COURSES

(GOVERNMENT & PUBLIC ADMINISTRATION) (GPA): (MAJOR COURSE)

GPA 322	-	International Relations
GPA 317	-	Politics & Government in Africa
GPA 320	-	Administrative Theory
GPA 310	-	Political Analysis
GPA 323	-	Africa in International Relations
GPA 318	-	Political Systems of Developing Nations
GPA 321	-	Public Personnel Management
GPA 311	-	Political Philosophy

MINOR COURSES

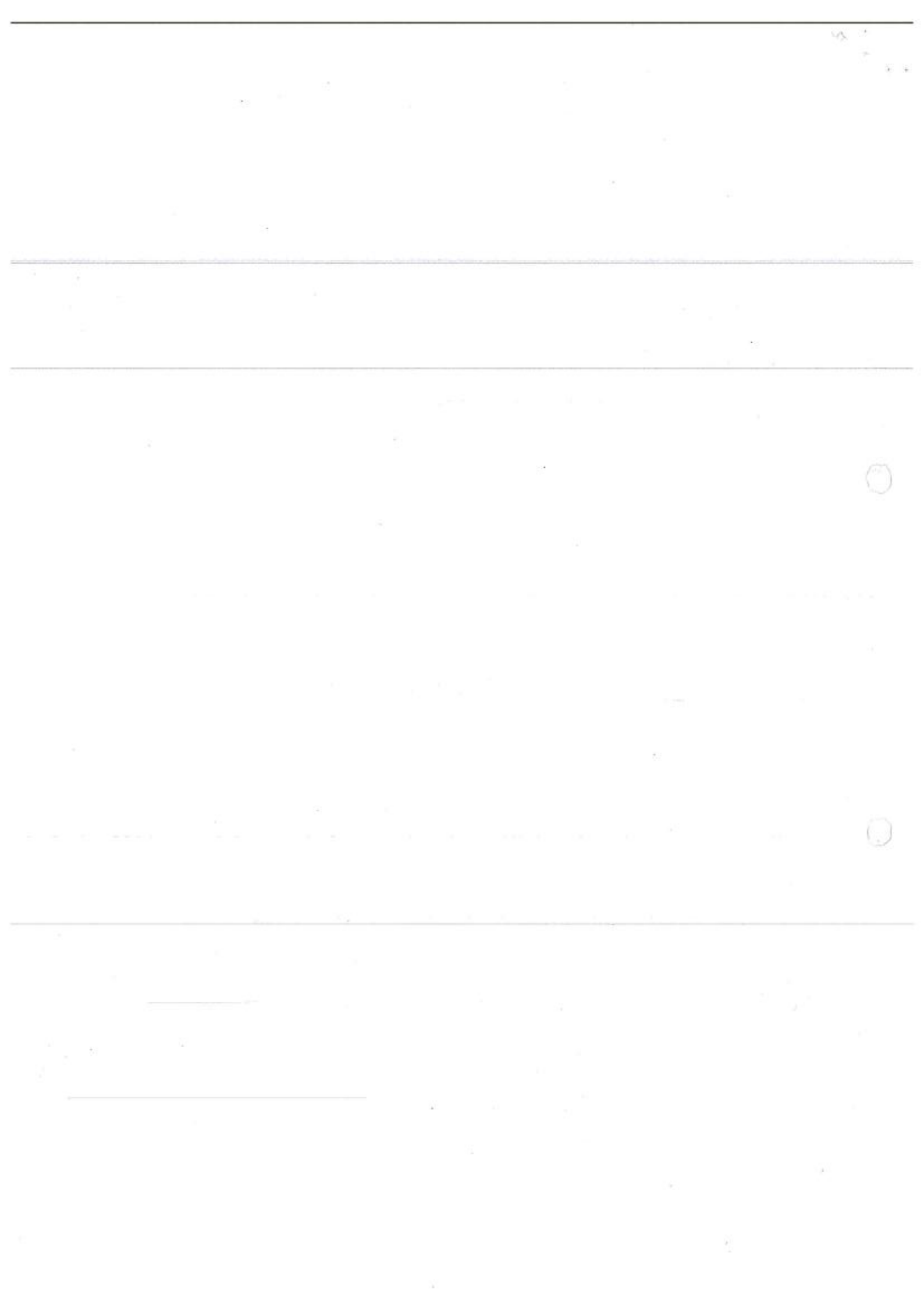
ANTHROPOLOGY/GPA/TECHNOLOGY MANAGEMENT STUDIES (TMS)

ANT 311	-	African Societies
ANT 310	-	Social Theory
TMS 316	-	Public Policy & Government Planning
GPA 315	-	Political Economy

THIRD YEAR COURSES

MAJOR COURSES: (GOVERNMENT AND PUBLIC ADMINISTRATION)

GPA 410	-	Contemporary Political Ideologies
GPA 417	-	Strategies for Rural Development
GPA 425	-	International Organisations
GPA 414	-	Administrative Law
GPA 418	-	Politics & Government in East Africa
GPA 423	-	Development Administration
GPA 426	-	Developing Countries in International Relations



MINOR COURSES SOCIOLOGY (SOC)

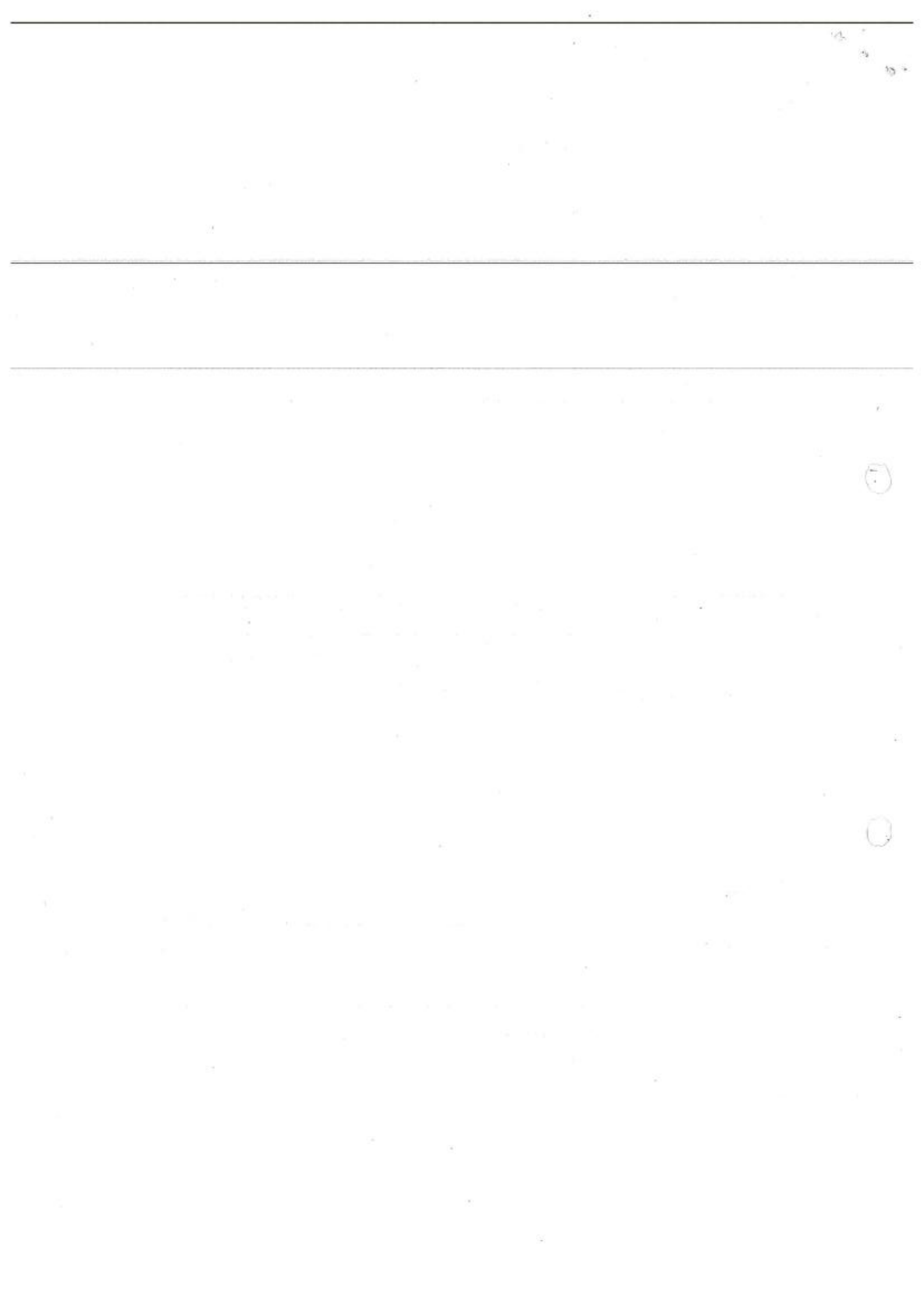
SOC 433	-	Social Change and Development
SOC 350	-	Principals of Social Work
SOC 351	-	Social Policy & Administration
SOC 414	-	Formal Organisations

WORKING EXPERIENCE

1. I was a headmaster at Shartuka Secondary School: February – June 1992.
2. Supervisor, 1989 Kenya Population Census (CBS)
3. Attended several induction Courses/Workshops on Local Government Governance at K.I.A amongst others.
4. Attended International Union of Local Authorities Workshop Africa Section in South Africa (IULA)
5. Director Kimawasco – Kilifi Mariakani Water Services Company.
6. Director Nawasco – Nairobi Water Services Company.
7. Chairman Board of Governors, Mutenkwar Secondary School.
8. Attended Senior Management Seminar (SMS No. 105/99) at K.I.A (1 and a half months).
9. Working as Administrative Officer Narok County Council (1992-4/8/94)
10. Working as Deputy Clerk Transmara County Council as well as Administrative and Managerial level for eight years (4/8/94-2001)
11. Working as Town Clerk, Litein Town Council (5½ years) from June 2001 to 18/10/2006
12. Working as Town Clerk, County Council of Kililifi from 18/10/2006 to 14/5/12 (5½ years)
13. Working as Deputy Town Clerk, City Council of Nairobi from 14/5/12 to 4/3/13

EXTRA-CURRICULAR ACTIVITIES

1. Member of Moi University Students Organisation by then (MUSO as a student.)
2. Member of Christian Union
3. Chairman and member of Narok/Transmara District University Students Association while at the university.
4. Athletics, volleyball and indoor games e.g. scrabble, tennis, tenniquite, Nature walk



PLACES VISITED FOR ACADEMIC AND SOCIAL ACTIVITIES IN KENYA (MAIN PLACES)

- | | | |
|-------------|--------------|--------------------|
| 1. Nairobi | 12. Kitale | 23. Meru |
| 2. Nakuru | 13. Turkana | 24. Nyeri |
| 3. Naivasha | 14. Kajiado | 25. Isiolo |
| 4. Kisii | 15. Kakamega | 26. Butere/ Mumias |
| 5. Migori | 16. Narok | 27. Garisa |
| 6. Kilifi | 17. Bungoma | 28. Tana River |
| 7. Mombasa | 18. Kericho | 29. Taita Taveta |
| 8. Malindi | 19. Bomet | 30. Muranga |
| 9. Kwale | 20. Kapsabet | 31. Embu |
| 10. Kisumu | 21. Lamu | |
| 11. Eldoret | 22. Kiambu | |

OUTSIDE KENYA

1. UNITED REPUBLIC OF TANZANIA WITH MAJOR CITIES

- | | |
|-----------|--------------------------|
| 1. Arusha | 4. Zanzibar/Pemba Island |
| 2. Tanga | 5. Moshi |
| 3. Dodoma | 6. Dar-es-salaam |
| | 7. Morogoro |

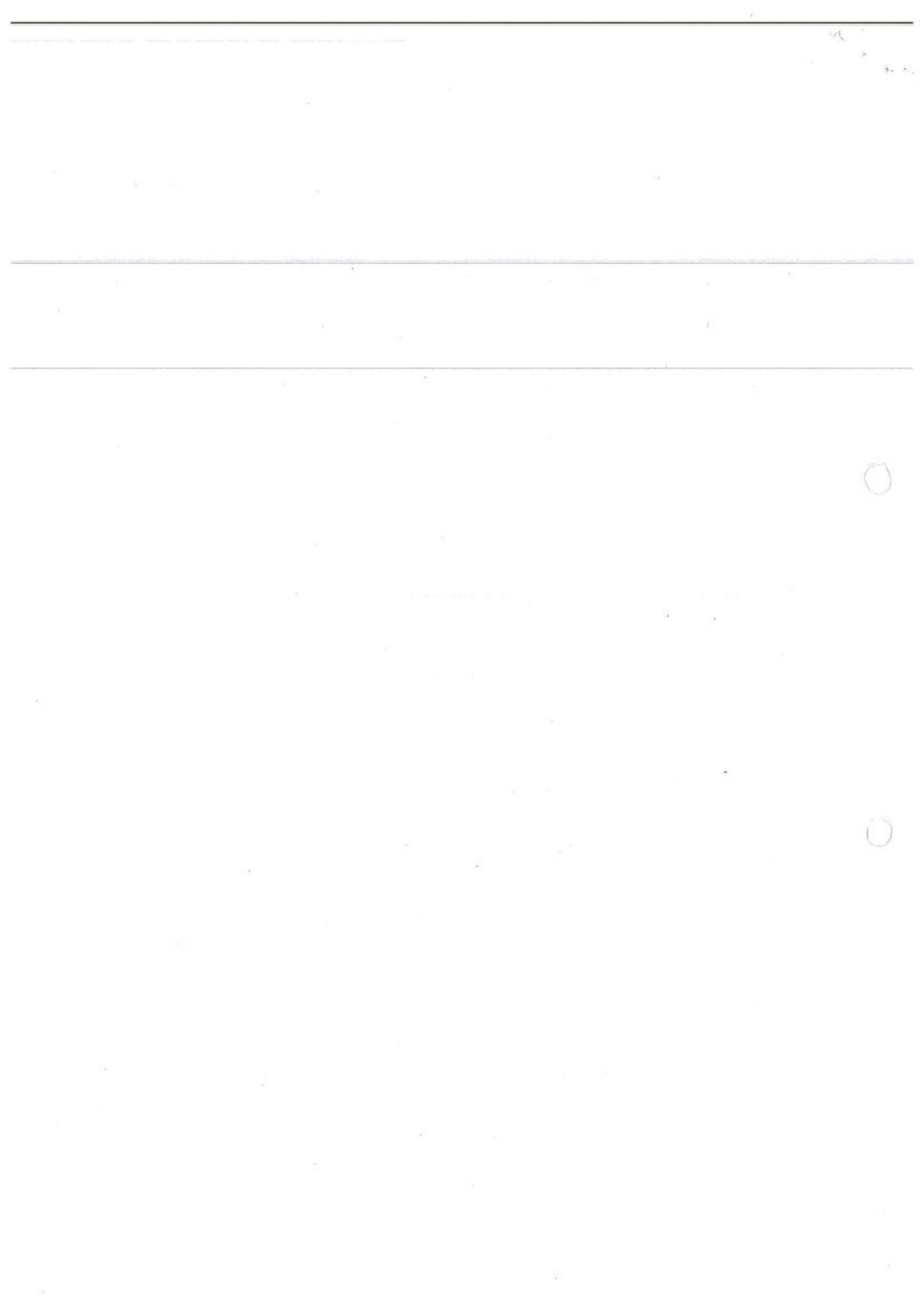
2. REPUBLIC OF SOUTH AFRICA

With major cities like:-

- (i) Johannesburg/Soweto
- (ii) Pretoria
- (iii) Mafeking (N.W. Province)
- (iv) Sun-City

3. VISIT TO:-

1. Israel
2. Egypt
3. Turkey
4. Uganda
5. Rwanda
6. Saudi Arabia

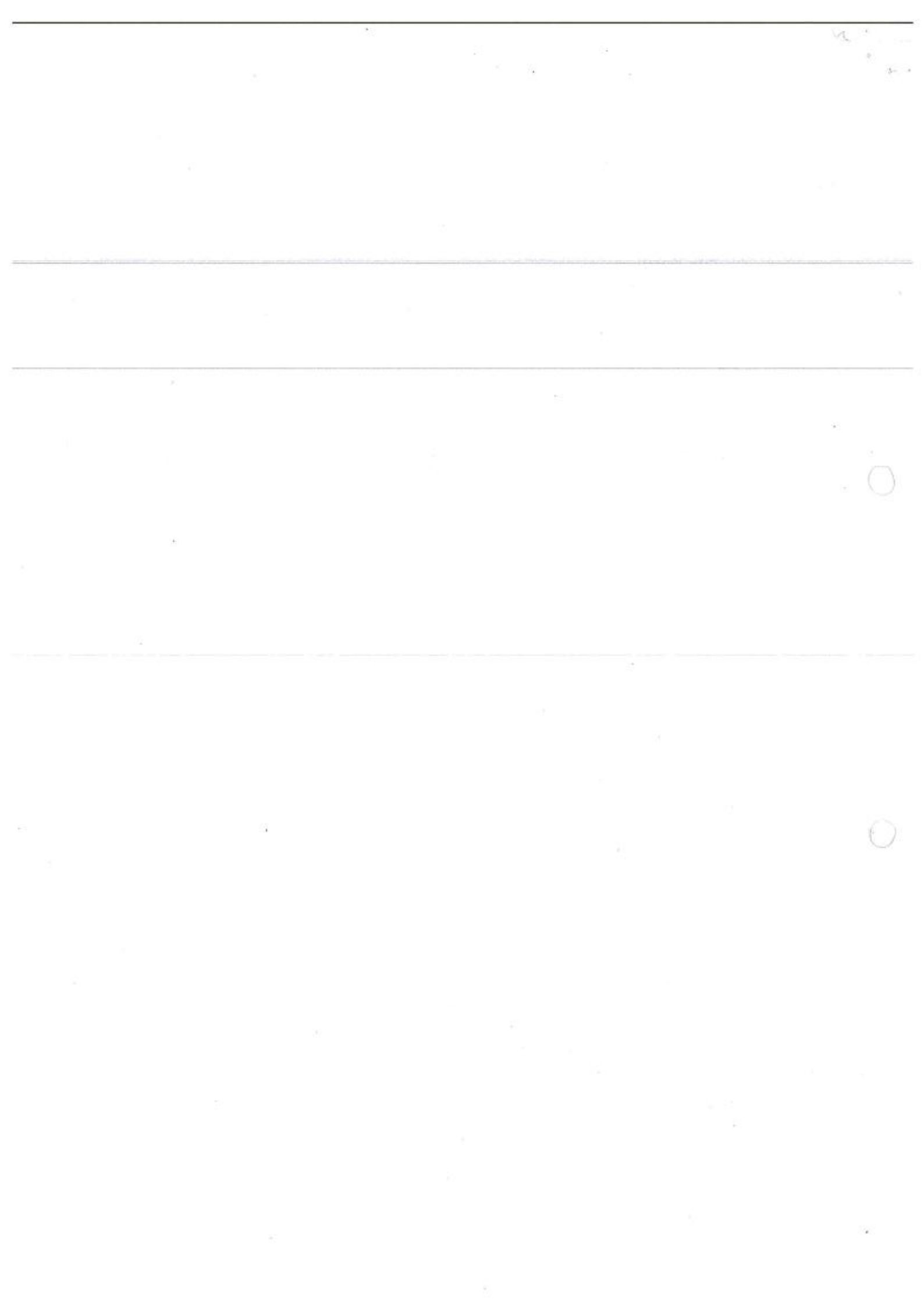


7. Jordan
8. Burundi
9. France
10. Netherlands

REFEREES

1. Professor Ole Karei,
Chief Academic Officer,
Moi University,
P.O. Box 3900
ELDORET
2. David Musee Ole Morintat,
P.O. Box 188 OR 142,
KILGORIS
3. Francis K. Kiarie,
Director, Mombasa Campus,
Kenyatta University,
P.O. Box 16778 - 80100
MOMBASA

Dated this day the 26th February 2013





KENYATTA UNIVERSITY

This is to certify that

Simon Leboo Morintat

*having satisfied all the requirements was
awarded the Degree of*

MASTER OF BUSINESS ADMINISTRATION

*at a congregation held at this University
on the Fifth Day of July
in the Year*

Two Thousand and Thirteen

Mugenda

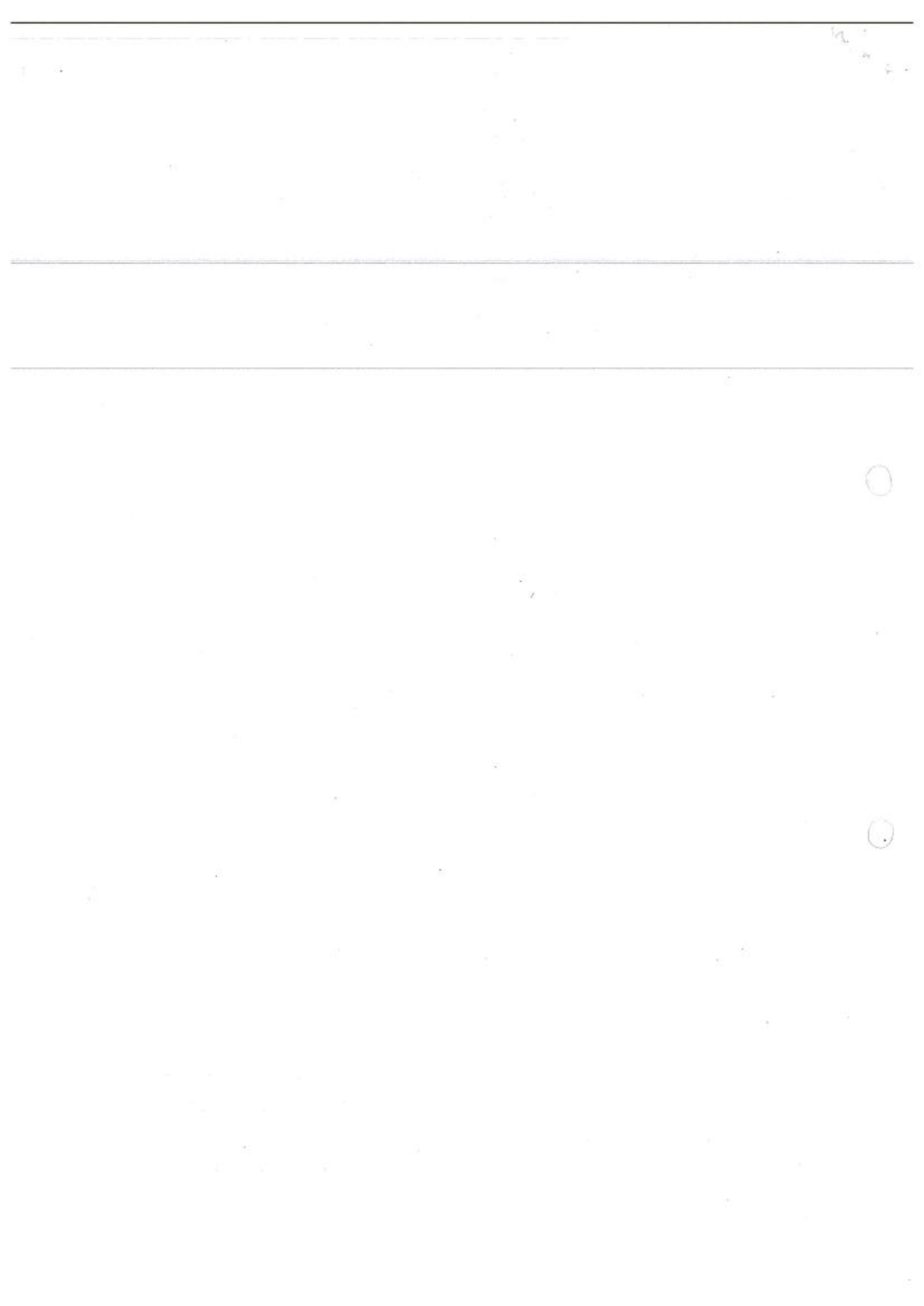
Vice Chancellor

Ag. Registrar (Academic)

Certificate Number

201315300161

This certificate is issued without any erasures or alterations. This is a secure document using special papers and inks.
Hold to the light to verify that the "KENYATTA UNIVERSITY" watermark can be seen through the paper.





MOI UNIVERSITY

Upon the recommendation of Senate
and on authority of the Council
hereby confers upon

Stawa We Morintal Leboo

the degree of

Bachelor of Arts

Second Class honours (Lower Division)

with all the rights and privileges
thereunto appertaining in witness whereof
we have hereunto affixed our signatures
and the seal of the University

on the *11th* day of *September* 1992

VICE CHANCELLOR

SECRETARY TO SENATE
SECRETARY TO COUNCIL

2000

10

20