

12TH MAY 2023 ISSUE 9

THE LEGAL INSIGHT

The Official LSK Weekly Newsletter

THE FIRST EVER SPECIALIZED CPD TRAINING FOR THE OFFICE OF PARLIAMENT- SENATE

On the 8th of May 2023, the Law Society of Kenya's Continuing Professional Development Committee launched the first-ever Specialized Training for the Office of Parliament - Senate. The 2-days seminar themed "Retooling the Drafters" was held at Tribe Hotel Nairobi.

"Today marks the beginning of a good collaboration between LSK and the Senate." - The Law Society of Kenya Vice President Faith Odhiambo comments as she officially launched the Seminar. She further congratulated the CPD Committee, especially the Specialized Training Sub-Committee convened by Dr. Martin Oloo for organizing the training and noted that such trainings are a step in the right direction and challenged the team to even host international conferences to help members see opportunities available overseas.









CONTD...

"We are excited that the Law Society of Kenya has taken it a notch higher to having specialized trainings. We acknowledge this deliberate effort to reach all the Legal Counsels in diverse capacities" - Deputy Clerk of the Senate, Eunice Gichangi sentiments as she gave her giving opening remarks at the specialized CPD training.

Also in attendance was the Vice Chairperson of CPD Committee, Julius Kitheka, who emphasized the need for such elaborate trainings on unique areas for Advocates to achieve professional development and to enable them to remain competitive.

The facilitators on the first day were Dr. Isaac Kuloba Advocate, Dr. Johnson Okello Advocate and Dr. Martin Oloo Advocate who presented on Regulatory Impact Assessment, the competent Legislative Drafter, and the Legislative Drafter primer respectively.

Day 2 saw extensive discussions and elaborate presentations on the following topics:

- 1.Legal Audits and Lessons for the Legislative Drafter- Dr. Isaac Kuloba, Advocate.
- 2. The emerging jurisprudence on Administrative Law post-Constitution of Kenya 2010- Prof. Dr. Dr. Moni Wekesa.
- 3. Bankruptcy and Insolvency Law -Beatrice Osicho, Advocate and Deputy Official Receiver.

The 2 days Training came to a close after an evaluation from the trainees, a prayer and a vote of thanks from Elizabeth Muhia Advocate, Deputy Director of Parliament of Kenya. The Law Society remains committed to the continuous professional development of the members and also appreciates the Senate and the trainees for their collaboration and participation.



THE SURVIVOR SPEAKS SERIES: SEXUAL HARASSMENT IN THE LEGAL PROFESSION.

The Young Lawyers Committee (YLC) of the Law Society of Kenya organized a session for survivors of sexual harassment and professionals in the legal sector to speak on their experiences and the growing vice within the legal profession on 1st April 2023. The objectives were:

- a) Define sexual harassment
- b) Create a platform to encourage people to come forward and share their experiences
- c) Review the current policies
- d) Table immediate objective solutions

The session was attended by Advocates from the High Court of Kenya from various law firms, KNHC, FIDA and a psychologist. It was chaired by the convenor of the YLC Committee, Mr. Byron Menezes and Co-chaired by Committee member, Ms. Wendy Litunya, who created room for interactive and insightful conversations.

Having thoroughly discussed the definition of sexual harassment and bullying at the workplace within the current statutes it was established that the definition as it is, needs to be amended and the policies need to be further revised to enhance victim protection.

A sub-committee was formed for the purpose of executing the upcoming tasks in the progression of the series.

The Society recognizes the importance of engagement with members of the legal profession to enable us to come up with a report on how to best curb the growing spread of sexual harassment and bullying which is greatly devaluing the profession day by day.











GET IN TOUCH

+254 726 748 889info@riskhouse.co.keRiskhouse International

Asset Investigations & Recovery Services?

Asset Tracing needs a team of trained investigators with highly specialized skills, and that is exactly what Riskhouse International offers advocates in Kenya and beyond. We have a team of asset-tracing experts, forensic accountants, forensic technology specialists, advocates, and deep-web searchers who will help you make informed decisions when: -

- Recovering debts;
- Executing a decree after a favorable judgment in Court;
- Enforcing international arbitration awards;
- Addressing complex frauds including recovery of transferred assets in insolvency-related matters;
- Identifying assets in succession and divorce proceedings; and
- Resolving contractual disputes, among other obligations between you and your client.





DRAFTING BUG BOUNTY (ETHICAL HACKING) AGREEMENTS

Where does the Lawyer come in?

The relationship between a corporate like Safaricom and an individual bug bounty hunter (ethical hacker) is a contract interpartes and is partially regulated under the Law of Contract Act. It is also governed by the Data Protection Act and the Computer misuse and Cybercrimes Act. Counsel comes in to regulate the conduct of the parties in the details of the relationships which are not currently fully anticipated by the law. Here are the core clauses to include in your Ethical Hacking (Bug Bounty Hunting) Agreements.

• Vendor Liability

The Corporate (eg. Safaricom) as a data controller remains liable for the protection of customer data. In the event of unlawful breach of Data Protection rights, then the corporate will be held liable for the acts of the Bug Bounty Hunter.

• Personal Liability for the Ethical Hacker

Negligence and Criminal offences committed by the hacker will be borne by the hacker. Much as the corporate is liable to the customer for data breaches, the hacker will be held personally liable for negligence and criminal acts arising out of the Computer Misuse Cybercrimes Act and the Data Protection Act. For example, unauthorized disclosure of customer data will attract penalties and jail terms for the individual hacker.

• Non-Disclosure Agreement (NDA) clauses

The terms of the Standard Nondisclosure Agreement will apply. The Bug Bounty Hunter must place himself under the confidentiality terms under which the corporate has an obligation to comply with. Safety and privacy of data is crucial in this Agreement and stiff penalties must be imposed for unlawful disclosure of customer data. This in the understanding that the customer, in the event of such disclosure will seek remedies from the corporate, and the corporate must in turn be indemnified by the Bounty Hunter.

• Clause against Offensive Use

Private ethical hacking programs for corporates allow the corporate to have control over who engages their systems through a vetting exercise. Once the hacker (s) has been identified, the terms of participation in the bug bounty program must include a clause for non-offensive use. This protects the information discovered by the bug bounty hunter in the system or software against misuse, for example; selling it to competitors who are likely to exploit the information for their own interest.

TECH NEWS

CONTD...

• Undertaking to Uphold Ethical standards

The underlying concept in Bug Bounty programs is that the hackers/participants are ethical hackers and that they will uphold the best practice of ethical hacking and to fully comply with the law and contract.

• Duty to keep their discoveries Confidential

Inviting hackers to check your system for bugs is a risk in itself since they will have in their possession valuable information which can be exploited. Fortune 500 companies in particular are noticing an increase in attacks on the applications they've tried to protect with bug bounties. The Bug Bounty Agreement must have a clause requiring hackers to keep their discoveries confidential.

• Duty to seek Authorization before accessing the system

An ethical hacker must seek authorization from the organization that owns the system. Hackers should obtain complete approval before performing any security assessment on the system or network. What sets ethical hackers from black hat hackers is the authority to access a corporate's systems, which otherwise amounts to unlawful access under the Computer Misuse and Cybercrimes Act.

• Duty to Report all Findings

The Agreement should ensure that the ethical hacker has an obligation to report any security breaches and vulnerabilities found in the system or network. Fines for non-disclosure may also be set.

• Duty to Erase Traces

The ethical hacker should be under a duty to erase all traces of the hack after checking the system for any vulnerability. This prevents malicious hackers from entering the system through the identified loopholes through poorly protected findings held by the ethical hacker. Once the report has been shared with the corporate, traces of it should be erased.

There you have it, ladies and gentlemen!

FEATURE BY



Mwende Stardust

0719 366 943





CONFERENCE

15TH-20TH AUGUST 2023

VENUE: DIAMONDS LEISURE BEACH & GOLF RESORT, KWALE COUNTY

MAIN CONFERENCE THEME:

Climate Change: From Theory to Action, the Role of the Legal Profession in Climate Justice

Other discussions will cover:

Anti-Money Laundering: The Uncomfortable Agent A Lawyer's Role in Balancing the Competing Interests

PERIOD

1st to 31st May, 2023 (Early Bird)

1st to 30th June, 2023

1st to 31st July 2023

ANNUAL CONFERENCE RATE (PER DELEGATE)

Kshs. 32,000

Kshs. 35,000

Kshs. 37,000

FOR MORE INFORMATION

Call +254 745 569854 or email annualconference@lsk.or.ke







Deadline: 19th May 2023 before 5.00 pm

DISCUSSIONS



Main Conference Theme:

Climate Change: From Theory to Action, The Role of the Legal Profession in Climate Justice



Sub-Theme:

Anti-Money Laundering: The Uncomfortable Agent, a Lawyer's Role in Balancing the Competing Interests

For more information, click https://bit.ly/LSKAbstracts2023

Guidelines:

- Should either be focused on the Main Conference Theme or Sub Theme
- Should not exceed one thousand (1000) words,
- Submitted as in Microsoft Word document,
- Times New Roman (font size 12) and double-spaced.,
- Submitted only in soft copy and sent via email to the Annual Conference Organizing Committee via <u>harold.ayodo@lsk.or.ke</u>

MORE INFO

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harold.ayodo@lsk.or.ke



CALL FOR ARTICLES - THE ADVOCATE MAGAZINE (ANNUAL CONFERENCE EDITION) 2023

The Council of the Law Society of Kenya, through the Editorial Committee, is inviting members to submit articles for consideration for publication in the August 2023 issue of The Advocate Magazine - Annual Conference Edition, 2023.

The submitted articles should:

a) Be in line with the Main Theme of the Annual Conference: "Climate Change: From Theory to Action, The Role of the Legal Profession in Climate Justice."

OR

The Conference Sub Theme: "Anti-Money Laundering: The Uncomfortable Agent, a Lawyers Role in Balancing the Competing Interests"

- b) Not exceed 1300 words (footnotes are not required).
- c) Attach passport-sized photos of the author to be published together with the submitted article.

The magazine also offers an opportunity for members of the Law Society of Kenya and non-members to place advertisements (at subsidized rates) as highlighted below:

Double page spread Kshs. 500,000
Full page Kshs. 300,000
Strip front page Kshs. 200,000
Half Page Kshs. 150,000
Quarter page Kshs. 75,000

NB: The advertising rates are exclusive of the 16% rate of VAT.

The Editorial Committee shall review the submitted articles and reserves the right to delete, edit, or alter in any manner it sees fit the submitted articles for publication.

The submission of articles and requests to advertise should be sent to <u>a.rodi@lsk.or.ke</u> and copied to <u>gloria.kuyoh@lsk.or.ke</u> to reach us not later than 9th June 2023.



NOTICE FOR COMMENTS/ QUERIES ON THE ORDINARY GENERAL MEETING OF THE LAW SOCIETY OF KENYA HELD ON 31ST MARCH, 2023

In view of the recently held Ordinary General Meeting of the Law Society of Kenya held both physically & virtually through Zoom/Webinar Platform on Friday, 31st March 2023, at Safari Park Hotel, Nairobi, the Council resolved to invite members to submit their queries and comments on the various reports presented during the Annual General Meeting (AGM). The reports can be accessed through this link, https://bit.ly/3NdOGj4

Members are hereby invited to submit their queries/comments on the reports to memberservices@lsk.or.ke to reach us not later than Friday, 19th May, 2023.

N/B- Members will be advised on the date of the Special General Meeting in due course.



NOTICE FOR COMMENTS ON THE FINANCE BILL (NATIONAL ASSEMBLY BILL NO. 14 OF 2023)

The Finance Bill (National Assembly Bill No. 14 of 2023) is a Bill for an Act of Parliament to amend various taxes and duties. It was published on 28th April, 2023 and proposes amendments to the following thirteen (13) Acts of Parliament: https://drive.google.com/file/d/1fKDzygfoew_3GQBeginFQ_OT5cEAzPiF/view? usp=share_link

Members are hereby invited to submit their comments on this Bill, which can be accessed through this <u>link</u>, to Ms.Winnie Tsuma via <u>winnie.tsuma@lsk.or.ke</u> not later Wednesday 17th May, 2023.

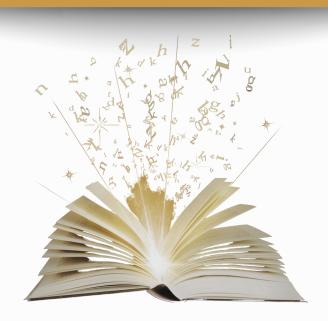


LAW SOCIETY OF KENYA JOURNAL VOLUME 17 (2021)

The Council of the Law Society of Kenya through the Editorial Committee convened by Prof. Michael Wabwile, Council Member would wish to inform the membership that, the Committee has published the LSK Journal Volume 17 (2021).

Members can access the LSK Journal Volume 17 (2021) via this link, <u>The Law Society of Kenya Journal Volume 17</u>

N/B- Hard copies of the Journal will be dispatched to the members through their declared branches.



NOTICE FOR COMMENTS ON THE KENYA DRUGS AUTHORITY BILL, 2022

The Kenya Drugs Authority Bill, 2022 is a Bill for an Act of Parliament that was developed to provide for the regulation of medicines, pharmaceutical practice, drugs, scheduled substances, therapeutic cosmetics and medical devices.

Specifically, the Bill inter alia -

- 1. establishes the Kenya Drugs Authority to regulate and monitor the manufacture, processing, distribution, sale and importation of health products in Kenya;
- 2. establishes medicines register for purposes of registration of medicines and medical devices;
- 3. grants the Cabinet Secretary power to prescribe measures to ensure supply of more affordable medicines:
- 4. provides for generic substitution of medicines;
- 5. provides for licensing of manufacturers, suppliers and sellers of herbal medicines:
- 6. prohibit the sale of therapeutic substances in conditions stipulated by the Bill;
- 7. provides for standards of therapeutic cosmetics; and
- 8. prohibit advertisements which lead to the use of the drug, appliance or article for procuring an abortion.

In accordance with Article 10(2) (a) of the Constitution that highlights national values and principles of governance including participation of the public, Members are hereby invited to submit their comments on this Bill, which can be accessed through this <u>link</u>, to Ms. Winnie Tsuma via winnie.tsuma@lsk.or.ke not later than Wednesday 17th May, 2023.



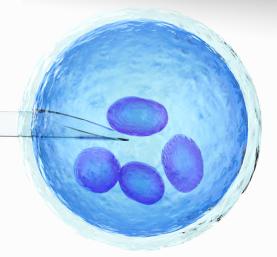
NOTICE FOR COMMENTS ON THE ASSISTED REPRODUCTIVE TECHNOLOGY BILL, 2022

The Assisted Reproductive Technology Bill, 2022 is a Bill for an Act of Parliament that has been developed to provide for the regulation of assisted reproductive technology; to prohibit certain practices in connection with assisted reproductive technology, establish an Assisted Reproductive Technology Directorate, and other provisions in relation to children born of assisted reproductive technology processes.

Specifically, the Bill seeks to regulate inter alia;

- a) Prohibited activities including: the use of embryos; consent of parties; posthumous use without consent; circumstances for undertaking assisted reproductive technology; circumstances under which assisted reproductive technology is precluded; use of embryo in a woman; gametes obtained from a minor; and use of gametes;
- b) Rights of parent donors and children including use of sperm after death of a man; right to assisted reproductive technology; right to assisted reproductive technology by intersex persons surrogate motherhood; surrogacy agreements and their termination; prohibition of sex selection; and restriction on sale of human gametes, zygotes and embryos and prohibition of commercial artificial reproductive technology.
- c) Access to information including assisted reproductive technology register; and
- d) Licensing.

In accordance with Article 10(2) (a) of the Constitution that highlights national values and principles of governance including participation of the public, Members are hereby invited to submit their comments on this Bill, which can be accessed through this <u>link</u>, to Ms. Winnie Tsuma via winnie.tsuma@lsk.or.ke not later than Wednesday 17th May, 2023.





APPLICATION TO THE UNITED KINGDOM (UK) YOUNG LAWYERS REMOTE MENTORSHIP PROGRAM

The LSK Young Lawyers Committee in partnership with the United Kingdom (UK) Bar Association will undertake a Mentorship program in which ten selected young advocates from Kenya, will undergo a pilot remote Mentorship program under Senior Lawyers from the UK.

The Mentorship program will engage the young advocates by providing them with International practice experience. The Mentorship targets advocates with five years' experience and below and intends to incorporate five male and five female advocates based on the following criteria:

- i. 2 advocates with disabilities.
- ii. 4 advocates from upcountry.
- iii. 2 advocates from Coast region.
- iv. 2 advocates from Nairobi.

Members are hereby invited to submit their applications which should include their P105 Number accompanied by their ID copy, Curriculum Vitae (CV), and Cover letter providing their area of specialization, region of practice, number of years in practice and reason for consideration for the mentorship program.

All interested applicants are requested to submit their applications to Mr. Bonface Were via <u>bonface.were@lsk.or.ke</u> not later than 15th May, 2023 by 5 pm for consideration and selection.

INTERNATIONAL CONFERENCE ON INTELLECTUAL PROPERTY PROTECTION AND ENFORCEMENT

The Council of the Law Society of Kenya through the ICT/IP Committee convened by Mr. Ochieng Gor, Council Member wishes to notify the membership of the first ever International Conference on Intellectual Property Protection and Enforcement (ICIPPE-1) scheduled to take place between 13th and 15th June, 2023 at the Bomas of Kenya, Nairobi, to be co-hosted by the Anti-Counterfeit Authority (ACA).

The ACA, which is a State Corporation in Kenya's Ministry of Investments, Trade and Industry (MITI) that is mandated to combat counterfeiting in Kenya, will be co-hosting its first three-day international conference on IP protection and enforcement in Kenya in the month of June 2023 as a climax in commemorating the World Anti-Counterfeit Day.

Conference The aims bring together to policymakers, judicial officers, enforcers, leading academic scientists, research scholars practitioners to exchange and share their experiences and research results on all aspects of Intellectual Property Rights. It also provides a premier interdisciplinary platform for researchers, practitioners and educators to present and discuss the most recent innovations, trends, and concerns as well as practical challenges encountered and solutions adopted in the fields of Intellectual Property Rights.

To access more detailed information on the conference, please click on the following link https://bit.ly/3nCDvpB



AFRICA SOFT POWER SUMMIT 23RD - 27TH MAY, 2023 KIGALI, RWANDA

The Law Society of Kenya wishes to inform its members of the Africa Soft Power Summit which is a flagship event that will take place from 23rd - 27th May, 2023 in Kigali, Rwanda. The Africa Soft Power Summit represents the premier event for Africa's creative and tech industries as well as Women's leadership, attracting speakers and delegates from across the continent and around the world. The environment provides a fresh take on the traditional conference format, with breakout sessions, social events, roundtables and workshops, and plenty of scope for more networking along the way.

The session will focus on these key intersecting themes:

- Women's leadership: Hitting the reset button on gender and reframing African women's leadership as a key strength in tackling global challenges
- Creative power & modern economics: From the continent to the diaspora why it's imperative to leverage African creativity today to fuel the global creative, digital, and knowledge economies of tomorrow
- Celebrating modern African and diaspora voices within the global discourse, and retelling the African story on the world stage

These three themes will in-turn provide the foundation for three days of convening, each offering a unique take on African soft power, and how it can be better leveraged to propel the continent forward.

The event will attract representatives from global brands, and unique individuals from the fields of media, art and entertainment, technology, tourism, food, sports, finance, health, law, philanthropy, politics, etc., as well as leading figures from the academic, public, and third sectors, not to mention international media coverage. There will also be a host of other activities, including partner mixers, Basketball Africa League games, wildlife & city tours and golf.

Interested members of the Law Society of Kenya will get a 50% discount on the ticket prices and the Africa Soft Power team will be happy to share promo codes to this effect.

For more information click on the link, https://theafricasoftpowerproject.com/asp-africa-month-summit-2023-may-2023/









PLEASE NOTE THAT THE SEARCH ENGINE IS ACCCESSIBLE ON https://online.lsk.or.ke/

Who is an Advocate of the High Court of Kenya?

A person duly entered to roll of Advocates and has a practicing certificate for the current year.

You can check the practice status of such an advocate on online.lsk.or.ke by clicking on Search Advocate and entering the name of the advocate. If the Advocate has a valid practicing certificate(PC), it will be Active. If not, it will be Inactive.

In case an advocate is practicing without a PC, please report to the director practice standards by email to compliance.or.ke or send a letter to LSK Secretariat.

Practicing without a valid Practicing Certificate is professional misconduct tantamount to disciplinary proceedings.

Who is a quack or Masquareder?

This is a person who pretends to be an advocate.

They can equally be identified by the above process. If a person is not entered in the LSK Portal, the person is a masquerader and criminal proceedings should ensue.



0110 459 555



compliance@lsk.or.ke



BY SOPHIE KAIBIRIA Director, Practice Standards



COMMISSION OF INQUIRY: WHAT ARE THEY?

Commissions of inquiry in Kenya are not a new governance feature in fact they were quite popular during the Moi Regime all the way to the promulgation of the new constitution. Historically Commissions of Inquiry are an English Law Feature that Kenya adopted at the onset of colonialism. In fact, historical accounts show that there was an early years commission of inquiry in 1913 established by the colonialist to investigate labor shortage.

Functionally, commissions of inquiry are in essence ad hoc advisory bodies set up by the government to obtain information as an after-effect of an occurrence that stirs public interest. Such inquiries are expected to assess the facts and make recommendations to the government. Their primary function is to inform governments.

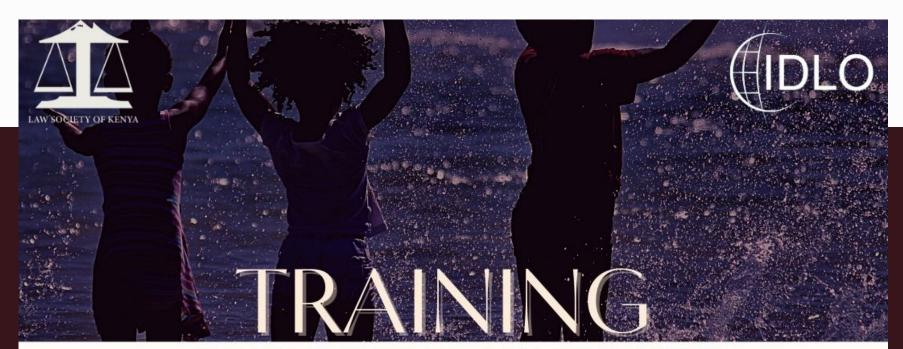
In terms of stratification, a publication by Africog classifies commissions of inquiry into two strata—based on the methods used to ascertain the facts. The first category of commissions is those charged with gathering information for policy formulation or review or assessing the functionality of a public entity. These are investigatory inquiries, and they play the same function as a researcher. Examples include the 1998 Commission of Inquiry into the Education System of Kenya, chaired by Davy Koech, which investigated the appropriateness of Kenya's education system, and the Commission of Inquiry into the Land Law systems of Kenya. The second category comprises those charged with ascertaining the facts of a particular matter or question. They are inquisitorial inquiries. They investigate facts surrounding allegations of wrongdoing. The Commission of Inquiry on Post-Election Violence (Waki Commission).

In the Establishment of Commissions of Inquiry, Kenya is guided by the Commissions of Inquiry Act. Based on this law, the President can, whenever he considers it advisable, appoint a commission to inquire into the conduct of any individual, institution, or matter. Some of the key considerations in establishing these bodies have been discussed by Jason Beer QC, the UK's leading authority on public inquiries, who argues that the main function of inquiries is to address these three questions:

- 1. What happened?
- 2. Why did it happen and who is to blame?
- 3. What can be done to prevent this happening again?

The President having appointed a Commission of Inquiry to look into the Shakahola Tragedy it is expected that these three questions will guide the investigations. Further that the professionals that will be called upon to give recommendations from the findings of the commission will do so guided by the tenets of the Constitution. The recommendations will form part of the policy directions that the government will operate within ensuring that such a tragedy will not be repeated in Kenya.





OF PRO BONO ADVOCATES

ON CHILDREN'S ACT, 2022

by Child Law Practitioners Committee (convened by RIZIKI EMUKULE) in partnership with IDLO

Training Theme:

Ensuring access to justice for children in contact and in conflict with the law.

JUE	VENU	TIME	DATES
	Eka Hote Eldoret	9.00 AM	18TH TO 19TH MAY 2023
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For more information, contact Ms. Winnie Tsuma via winnie.tsuma@lsk.or.ke or 0111231010



SEMINAR



COURSE: LEGAL AUDIT & COMPLIANCE

(For young lawyers) (3 LSK CPD POINTS)

DATE: 19th - 22nd June, 2023

VENUE: Kenya School of Law-Karen, Nairobi

ABOUT THE COURSE

The goal of Legal Audit & Compliance Course is to equip the young lawyer with the necessary knowledge and skills to undertake legal audit and compliance assignment for clients or their institutions, with the ultimate aim of helping client institutions to entrench the culture of strict adherence to constitutional, statutory, policy and administrative requirements, as well as best practices. The participant will learn about the objectives of legal audits, the benefits thereof. The Course will have many sessions devoted to practical activities simulating the various stages of an actual legal audit exercise. This course will be delivered by persons who have in the past 8 years conducted over 35 legal audits consultancies, and who have extensive experience in conducting legal audit courses. In addition, there will be guest presenters by personnel from selected oversight institutions.

CERTIFICATES: A certificate of attendance and participation will be issued to each participant who attends the entire course.

YOUR INVESTMENT: Kshs. 34,000 inclusive of VAT and registration fee (covers tuition fees, course materials, stationery, lunch and refreshments).

CPD POINTS: Members of the Law Society of Kenya who attend and complete the training will be entitled, on payment of extra 1,000.00 to be awarded 3 CPD points. Payment of this sum shall be effected during the training, as will be directed by the organizers of the training.

APPLICATION PROCESS: Application should be made ONLINE through the platform. Please log at: https://services.ksl.ac.ke/web/login sign up and register for the course. Fees should be deposited in the School's account: Account No. 202 2029 110 Absa Bank PLC, Absa Plaza Branch, Nairobi, Kenya and the bank slip or evidence of electronic funds transfer presented to the Finance Office, Karen. Please note that your registration and proof of payment should be complete by 12th June 2023, to enable us to adequately prepare for the course.

Contacts: For any query, contact the Course Coordinator, **Ms. Sandra Soi on <u>ssoi@ksl.ac.ke</u>**, **or Jacqueline at <u>jacqueline@ksl.ac.ke</u>** and Christine <u>cmwanza@ksl.ac.ke</u>