

# TEACHERS SERVICE COMMISSION

Telephone: Nairobi 2892000  
Email: [info@tsc.go.ke](mailto:info@tsc.go.ke)  
Web: [www.tsc.go.ke](http://www.tsc.go.ke)

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TSC HOUSE  
KILIMANJARO ROAD  
UPPER HILL  
PRIVATE BAG- 00100  
NAIROBI, KENYA

9<sup>th</sup> December, 2022.

## TSC CIRCULAR NO.17/2022

TSC Regional Directors  
TSC County Directors  
TSC Sub-County Directors

### GUIDELINES FOR RECRUITMENT OF TEACHER INTERNS – PRIMARY SCHOOLS – 2022/2023 FINANCIAL YEAR

#### 1.0 GENERAL INFORMATION

- i) Following the advertisement for recruitment of teacher interns for Primary schools, Regional Director Nairobi, County Directors and Sub-County Directors are required to conduct a selection exercise for applicants wishing to be employed and submit Merit Lists to the TSC Headquarters. The lists should be ratified by the Regional Selection Panel for Nairobi and County Selection Panel for other counties.
- ii) Applicants will be required to submit their applications to the Secretary Teachers Service Commission through online platform [www.teachersonline.go.ke](http://www.teachersonline.go.ke) for the county where a vacancy has been declared. Applicants will be required to scan and upload copies of professional and academic certificates together with any other relevant document as may be applicable.
- iii) The selection panel will be expected to exercise the highest degree of transparency and accountability, as stipulated in the **Public Officer Ethics Act** and **TSC Code of Conduct and Ethics (CoCE, 2015)**.
- iv) The TSC Regional Directors are required to induct TSC County Directors within their areas of jurisdiction, who in turn are expected to induct members of the Selection Panels involved in the recruitment process on the relevant Sections of the Act and the Code of Regulations for Teachers (**CORT, 2015**) before the commencement of the selection exercise.
- v) The TSC County Director **MUST** ensure that the recruitment process is done in strict adherence to the laid down protocols by the Ministry of Health on containment of COVID - 19 pandemic.

- vi) TSC County Director **MUST** ensure that venues for selection process are accessible to applicants with disability.
- vii) All applicants **MUST** be registered teachers as per Section 23(1) of the **Teachers Service Commission Act, 2012**. Applicants who are not duly registered **shall not** be considered for recruitment.
- viii) Applicants whose names differ in the academic and professional certificates and/or identification cards **MUST** present an Affidavit sworn under the Oaths and Statutory Declarations Act, Cap 15 of the Laws of Kenya to explain the variance in names.
- ix) Applicants who re-sat either KCPE or KCSE examinations (or their equivalents) **MUST** present certified copies of the certificate(s) of the national examination(s) for all attempts. Copies of Certificates must be certified by the Sub-County Directors. In the event the exam was cancelled applicants must present a letter from the Head of Institution together with a certified copy of KNEC print out from the school confirming the cancellation.
- x) Upon generation of Applicants' Lists from the system by the TSC County Director, the TSC County Director shall share the lists with the TSC Sub-County Directors. The TSC Sub-County Directors shall convene the Sub-County Selection Panel(s). The Selection Panel(s) shall verify applicants' professional, academic and any other relevant documents before shortlisting a maximum of **five (5)** applicants per advertised post.
- xi) The TSC Sub-County Director shall invite shortlisted applicants for the verification of documents through a Short Messaging Service (SMS). The message shall include interview date, venue and time of the interview. The verification of documents shall be conducted at least seven (7) days from the date of invitation. The list of shortlisted applicants shall immediately be submitted to the TSC County Director who shall verify the lists, compile and submit to the TSC Regional Directors who shall in turn verify, compile and submit the lists to the HQs for publishing on the TSC website.
- xii) Following the verification exercise, the TSC Sub-County Director shall compile a Merit List of all of applicants whose documents have been verified. The Merit Lists shall be used to recruit teacher interns and any subsequent recruitment process within the financial year.
- xiii) During the selection, each applicant shall be assigned a serial number. Applicants must present original and legible photocopies of the following, among other relevant documents: -
  - a) National identification card;
  - b) Certificate of Registration as a teacher;
  - c) Evidence of the completion of Upgrade Diploma in Primary Teacher Education where applicable.

- d) PTE Certificate;
  - e) KCSE certificates or its equivalent (include certificates for attempts if one re-sat exams);
  - f) KCPE certificate or its equivalent (include certificates for attempts if one re-sat exams);
  - g) Letter of Certification of results by KNEC (where applicable);
  - h) Primary and Secondary School leaving certificates and other relevant testimonials;
  - i) National Council of Persons with Disabilities (NCPWD) Card (where applicable);
  - j) An Affidavit sworn under the Oaths and Statutory Declarations Act, Cap 15 of the Laws of Kenya to explain the variance in names.
- xiv) All applicants, irrespective of gender, disability, ethnicity or Home County shall be given equal opportunities;
  - xv) Persons with disabilities shall be required to indicate their disability status together with the nature of disabilities to inform their placement;
  - xvi) TSC County Directors shall ensure that a **5%** of all the advertised slots are reserved for the recruitment of teachers with disabilities in accordance to the provisions of the Constitution and the Law;
  - xvii) In the event of a tie in the ranking, consideration for selection shall be determined in the following order:
    - a) Applicants' disability status;
    - b) Length of stay since graduation;
    - c) Strength of academic and professional certificates presented.

**N/B: If applicants tie at PTE/DPTE Upgrade Certificate points, aggregate KCSE grades or its equivalent shall be considered.**

- xviii) The selection panel shall vet each applicant to establish if he/she meets the requirements of the TSC advertisement during the selection exercise.
- xix) Teachers who have either participated in the teacher internship programme or previously employed by the Commission are not eligible.
- xx) Any internship contract signed based on misleading information provided by the applicant shall be cancelled immediately without any further reference to them.
- xxi) Merit Lists generated and used during this recruitment shall be used in the subsequent replacement of teacher interns within the Financial Year or as directed by the Commission from time to time.

## **2.0. SUB-COUNTY SELECTION PANEL**

The Selection Panel shall comprise of the following members: -



i)	The Sub County Director	-	Chairperson
ii)	TSC Sub County Human Resource Officer	-	Secretary
iii)	Zonal Curriculum Support Officer	-	Member
<b>TOTAL</b>			<b><u>3</u></b>

**The TSC Sub-County Director MUST ensure that the Ministry of Health COVID-19 containment measures or any other pandemic as may be advised by the Ministry of Health are adhered to by both panel members and the applicants at all times.**

### 3.0 VERIFICATION EXERCISE

- i) The TSC Sub County Director shall verify the TSC registration status of all applicants;
- ii) The TSC Sub County Director shall present a list of all applicants to the Selection Panel;
- iii) Applicants must appear in person before the Selection Panel on the set dates.

### 3.1 AUTHENTICATION OF ACADEMIC AND PROFESSIONAL DOCUMENTS

- i) Original academic and professional certificates shall be scrutinized to verify their authenticity.
- ii) The TSC Sub County Director shall certify photocopies of the certificates and other documents before forwarding them to the TSC County Director.
- iii) Any applicant(s) who present forged/fake academic, professional and other documents commit(s) an offence and shall be disqualified and/or deregistered.

### 3.2 SELECTION CRITERIA

- i) Applicants shall be awarded marks as per the score sheet **(Appendix 1(a) and (b))**. Where applicants tie in scores, the panel shall consider the criteria under Clause 1 (xvii) of these guidelines.
- ii) Upon verification of academic, professional and other relevant documents, the Sub-County selection panel shall compile a **Sub-County Merit List**. The TSC Sub-County Directors shall submit Sub-County Merit Lists to the TSC County Directors who shall convene a County Selection Panel to compile a **County Merit List**. The County Merit List shall be used in the **subsequent recruitment processes** within the financial year or as directed by the Commission from time to time.

**NB. An applicant with disabilities related to hearing and/or speech shall be allowed the company of a sign language interpreter.**

### 4.0 DOCUMENTS TO BE SUBMITTED TO TSC COUNTY DIRECTOR

The TSC Sub County Director shall be required to submit the following to the TSC County Director: -

- i) List of all applicants who presented documents for verification at the Sub County level **(Appendix II)**;
- ii) Sub County Merit List **(Appendix III)**;
- iii) Summary of complaints raised (if any) together with action taken;

- iv) Minutes of the Sub-County Selection Panel duly signed by the Chairperson and Secretary clearly showing how the final list of the successful applicants was agreed upon.

#### 4.1 COUNTY SELECTION PANEL

- i) After submission of Merit Lists by the TSC Sub County Directors, TSC County Director shall constitute a County selection panel comprising the following members;

a) County Director	-	Chairperson
b) TSC Deputy County Director	-	Secretary
c) County Human Resource Officer	-	Member
d) TSC Sub County Director (2)	-	<u>Members</u>

**TOTAL**

**5**

***The TSC County Director MUST ensure that the Ministry of Health COVID-19 containment measures or any other pandemic as may be advised by the Ministry of Health are adhered to by both panel members and the applicants at all times.***

- ii) The TSC County Director shall be required to convene a County Selection Panel to ratify Sub County Merit Lists and compile the County Merit List for onward submission to the TSC Regional Director within the stipulated timeline;
- iii) The TSC Regional Director shall be required to convene a Regional Selection Panel to ratify the County Merit Lists and Compile Regional Merit List for submission to the TSC Headquarters within the stipulated timelines.
- iv) The Merit Lists compiled and ratified during the selection process at the beginning of the Financial Year shall be used in subsequent recruitments within the financial year.

***NB: It is the responsibility of the TSC County Director to ensure that the exercise is fair and transparent. TSC County Director must also ensure that all documents are in order as provided in the approved checklist and appropriately signed/certified before submission to the TSC Headquarters.***

#### 5.0 COMPLAINTS

- i) Any applicant who is dissatisfied with the exercise should submit to the TSC County Director a written complaint immediately and send an email to the TSC Headquarters through, [dirstaffing@tsc.go.ke](mailto:dirstaffing@tsc.go.ke) not later than **seven (7)** days after the selection exercise;
- ii) The TSC County Director should, within **seven (7) days** of receipt of such a complaint, analyze and address all complaints raised after the selection process has been completed and thereafter submit a report to the Headquarters on the action taken.

- iii) Where an applicant is dissatisfied with the decision of the TSC County Director in (ii) above, or where the complaint is made against the TSC County Director, the applicant shall appeal to the Appeals Committee on staffing functions at the TSC Headquarters. The Appeals Committee shall investigate the allegations and take appropriate action within **fourteen (14) days**.

## 6.0 DOCUMENTS TO BE SUBMITTED TO TSC HEADQUARTERS

The TSC County Director shall submit the following to the TSC Headquarters;

- i) County Selection Panel minutes duly signed by the Chairperson and Secretary;
- ii) Copies of minutes of the Sub-County Selection Panel duly signed by the Chairperson and Secretary and verified by the TSC County Director on behalf of the County Selection Panel, clearly showing how the final list of the successful applicants was agreed upon;
- iii) County Merit Lists; (**Appendix IV**)
- iv) List of all selected applicants drawn from the County merit list; (**Appendix V**)
- v) List of all invited applicants who did not appear for verification; (**Appendix VI**);
- vi) List of applicants with disability; (**Appendix VII**)
- vii) Duly signed copies of Internship Agreement and Offer of Internship Letters;
- viii) Original statement of confirmation of PTE/DPTE (Upgrade)/KCSE/KCPE results from KNEC for applicants without original certificates;
- ix) Original Medical Examination report in form **GP 69**;
- x) Certified copies of the following documents in the order indicated below: -
  - a) National identification card;
  - b) Certificate of Registration as a teacher;
  - c) PTE/DPTE Upgrade certificate;
  - d) KCSE certificate or its equivalent (include certificates for all attempts if one re-sat exams);
  - e) KCPE certificate or its equivalent (include certificates for all attempts if one re-sat exams);
  - g) Letter of certification of results by KNEC (where applicable);
  - h) Primary and Secondary School leaving certificates and other relevant testimonials;
  - i) National Council of Persons with Disabilities (NCPWD) Card (where applicable);
  - j) An Affidavit sworn under the Oaths and Statutory Declarations Act, Cap 15 of the Laws of Kenya to explain the variance in names;
  - k) KRA PIN certificate, Bank form and Bank plate/card (front face) to facilitate appointment on payroll.
- xi) Panel score sheet (**Appendix I**) both in soft (excel) via [ddstaffingp@tsc.go.ke](mailto:ddstaffingp@tsc.go.ke) and hard copy for the selected applicants.

## 7.0 IMPORTANT NOTES

- i) Merit Lists shall be made available to members of public wishing to see them on request in a manner that will not put the recruitment process into jeopardy.



- ii) All enquiries arising from these guidelines should be made to the TSC County Director.
- iii) **Notwithstanding the decentralization of the function of teacher recruitment pursuant to Section 20 of the TSC Act, the Commission is not precluded from carrying out recruitment directly from the TSC Headquarters.**
- iv) The TSC Regional Directors shall:
  - a) Ensure guidelines are adhered to within their regions;
  - b) Coordinate the teacher internship recruitment process within their respective regions;
  - c) Sensitize County Directors and oversee the sensitization of other officers including members of the BoM involved in the process;
  - d) Undertake measures to resolve complaints arising from the process within their regions;
  - e) Confirm and ratify County Merit Lists
  - f) Compile and submit Regional Merit Lists to the TSC Headquarters.

**8.0** Attached find the following Appendices;

- i) Appendix I (a): Panel Score Sheet for primary school teachers.
- ii) Appendix I (b): Panel Score Sheet for primary school teachers with disability
- iii) Appendix II: Sub County Registration list of applicants who present documents for verification.
- iv) Appendix III: Sub County Merit List.
- v) Appendix IV: County Merit List
- vi) Appendix V: List of selected applicants
- vii) Appendix VI: List of applicants who did not appear for verification
- viii) Appendix VII: List of applicants with disabilities.

  
**DR NANCY NJERI MACHARIA, CBS**  
SECRETARY/CHIEF EXECUTIVE

## APPENDIX 1(a)

PANEL SCORE SHEET FOR PRIMARY SCHOOL TEACHER INTERNS

APPLICANT'S NAME \_\_\_\_\_ TSC NO. \_\_\_\_\_

REGION \_\_\_\_\_ COUNTY \_\_\_\_\_ SUB COUNTY \_\_\_\_\_

GRADE \_\_\_\_\_ YEAR OF GRADUATION \_\_\_\_\_ PTE POINTS \_\_\_\_\_ DPTE (Upgrade) POINTS \_\_\_\_\_

	SCORING AREAS	MAXIMUM SCORE	ACTUAL SCORE
<b>A</b>	<b>Professional P1 qualifications</b> 6 - 17 points ----- 18 - 28 points ----- 29 - 40 points ----- 31 - 50 points ----- 51 - 64 points -----  <b>NB:</b> The score does not include teaching practice.  <b>MAXIMUM SCORE</b>	25 20 15 10 5  <b>25</b>	
<b>B</b>	<b>Length of stay since qualifying as a teacher</b> 2010 and before ----- 2011 ----- 2012 ----- 2013 ----- 2014 ----- 2015 ----- 2016 ----- 2017 ----- 2018 ----- 2019 ----- 2020 ----- 2021 to date -----  <b>MAXIMUM SCORE</b>	60 55 50 45 40 35 30 25 20 15 10 05  <b>60</b>	
<b>C</b>	<b>Diploma in Primary Teacher Education (CBC Upgrade)</b>  <b>MAXIMUM SCORE</b>	  <b>15</b>	
<b>GRAND TOTAL</b>		<b>100</b>	

We confirm that the information entered above is correct to the best of our knowledge.

**SELECTION PANEL SECRETARY**

Name \_\_\_\_\_ TSC No. \_\_\_\_\_



Sign. \_\_\_\_\_ Mobile No. \_\_\_\_\_ Date: \_\_\_\_\_

**SELECTION PANEL CHAIRPERSON**

Name \_\_\_\_\_ TSC No. \_\_\_\_\_

Sign. \_\_\_\_\_ Mobile No. \_\_\_\_\_ Date: \_\_\_\_\_

**Verified by:**

**TSC COUNTY DIRECTOR/ CHAIRPERSON, COUNTY SELECTION PANEL**

Name \_\_\_\_\_ TSC No. \_\_\_\_\_

Sign. \_\_\_\_\_ Mobile No. \_\_\_\_\_ Date: \_\_\_\_\_

## APPENDIX 1 (b)

## PANEL SCORE SHEET FOR TEACHER INTERNS WITH DISABILITIES

APPLICANT'S NAME \_\_\_\_\_ TSC NO. \_\_\_\_\_

REGION \_\_\_\_\_ COUNTY \_\_\_\_\_ SUB COUNTY \_\_\_\_\_

GRADE \_\_\_\_\_ YEAR OF GRADUATION \_\_\_\_\_ PTE POINTS \_\_\_\_\_ DPTE(Upgrade) POINTS \_\_\_\_\_

	SCORING AREAS	MAXIMUM SCORE	ACTUAL SCORE
<b>A</b>	<b>Professional P1 qualifications</b> 6 - 17 points ----- 25 18 - 28 points ----- 20 29 - 40 points ----- 15 31 - 50 points ----- 10 51 - 64 points ----- 05 <b>NB:</b> The score does not include teaching practice.  <b>MAXIMUM SCORE</b>	<b>25</b>	
<b>B</b>	<b>Length of stay since qualifying as a teacher</b> 2010 and before ----- 60 2011 ----- 55 2012 ----- 50 2013 ----- 45 2014 ----- 40 2015 ----- 35 2016 ----- 30 2017 ----- 25 2018 ----- 20 2019 ----- 15 2020 ----- 10 2021 to date ----- 05  <b>MAXIMUM SCORE</b>	<b>60</b>	
<b>C</b>	<b>Diploma in Primary Teacher Education (CBC Upgrade)</b>  <b>MAXIMUM SCORE</b>	<b>15</b>	
	<b>GRAND TOTAL</b>	<b>100</b>	

We confirm that the information entered in above is correct to the best of our knowledge

**SELECTION PANEL SECRETARY**

Name \_\_\_\_\_ TSC No. \_\_\_\_\_

Sign. \_\_\_\_\_ Mobile No. \_\_\_\_\_ Date: \_\_\_\_\_

**SELECTION PANEL CHAIRPERSON**

Name \_\_\_\_\_ TSC No. \_\_\_\_\_

Sign. \_\_\_\_\_ Mobile No. \_\_\_\_\_ Date: \_\_\_\_\_

**Verified by:****TSC COUNTY DIRECTOR/ CHAIRPERSON, COUNTY SELECTION PANEL**

Name \_\_\_\_\_ TSC No. \_\_\_\_\_

Sign. \_\_\_\_\_ Mobile No. \_\_\_\_\_ Date: \_\_\_\_\_



## APPENDIX II

SUB COUNTY REGISTRATION LIST OF APPLICANTS WHO PRESENTED DOCUMENTS FOR VERIFICATION

REGION .....COUNTY ..... SUB COUNTY .....

S/NO	NAME	TSC NO.	NCPWD NO.	GENDER	MOBILE NO.	PTE POINTS	DPTE (UPGRADE) POINTS	AGE	HOME COUNTY	YEAR OF GRAD.	REMARKS IF ANY

We confirm that the information entered in above is correct to the best of our knowledge.

**SELECTION PANEL SECRETARY**

Name \_\_\_\_\_ TSC No. \_\_\_\_\_ Sign. \_\_\_\_\_ Mobile No. \_\_\_\_\_ Date: \_\_\_\_\_

**SELECTION PANEL CHAIRPERSON**

Name \_\_\_\_\_ TSC No. \_\_\_\_\_ Sign. \_\_\_\_\_ Mobile No. \_\_\_\_\_ Date: \_\_\_\_\_

**Verified by:**

**TSC COUNTY DIRECTOR/ CHAIRPERSON, COUNTY SELECTION PANEL**

Name \_\_\_\_\_ TSC No. \_\_\_\_\_ Sign. \_\_\_\_\_ Mobile No. \_\_\_\_\_ Date: \_\_\_\_\_

**APPENDIX III**  
**SUB-COUNTY MERIT LIST**

**REGION .....** **COUNTY .....** **SUB-COUNTY .....**

S/ NO	NAME	TSC NO.	NCPWD NO.	GENDER	SCORE AREAS				TP GRADE	KCSE MEAN GRADE	YEAR OF GRAD.	MOBIL E NO.	REMARKS IF ANY eg Disability
					A	B	C	TOTAL					

We confirm that the information entered above is correct to the best of our knowledge.

**SELECTION PANEL SECRETARY**

Name \_\_\_\_\_ TSC No. \_\_\_\_\_ Sign. \_\_\_\_\_ Mobile No. \_\_\_\_\_ Date: \_\_\_\_\_

**SELECTION PANEL CHAIRPERSON**

Name \_\_\_\_\_ TSC No. \_\_\_\_\_ Sign. \_\_\_\_\_ Mobile No. \_\_\_\_\_ Date: \_\_\_\_\_

**Verified by:**

**TSC COUNTY DIRECTOR/ CHAIRPERSON, COUNTY SELECTION PANEL**

Name \_\_\_\_\_ TSC No. \_\_\_\_\_ Sign. \_\_\_\_\_ Mobile No. \_\_\_\_\_ Date: \_\_\_\_\_

## APPENDIX IV

COUNTY MERIT LIST

REGION .....COUNTY .....

S/NO	NAME	TSC NO.	NCPWD NO.	GENDER	SUB COUNTY	MARKS SCORED	TP GRADE	KCSE MEAN GRADE	YEAR OF GRAD.	MOBILE NO.	HOME COUNTY	REMARKS IF ANY e.g disability

We confirm that the information entered above is correct to the best of our knowledge.

**COUNTY SELECTION PANEL SECRETARY**

Name \_\_\_\_\_ TSC No. \_\_\_\_\_

Sign. \_\_\_\_\_ Mobile No. \_\_\_\_\_ Date: \_\_\_\_\_

**COUNTY SELECTION PANEL CHAIRPERSON**

Name \_\_\_\_\_ TSC No. \_\_\_\_\_

Sign. \_\_\_\_\_ Mobile No. \_\_\_\_\_ Date: \_\_\_\_\_



## APPENDIX V

LIST OF SELECTED APPLICANTS

REGION ..... COUNTY .....

S/NO	NAME	TSC NO.	NCPWD NO.	GENDER	SUB COUNTY	MARKS SCORED	TP GRADE	KCSE MEAN GRADE	YEAR OF GRAD.	MOBILE NO.	HOME COUNTY	REMARKS IF ANY eg disability

We confirm that the information entered above is correct to the best of our knowledge.

**COUNTY SELECTION PANEL SECRETARY**

Name \_\_\_\_\_ TSC No. \_\_\_\_\_

Sign. \_\_\_\_\_ Mobile No. \_\_\_\_\_ Date: \_\_\_\_\_

**COUNTY SELECTION PANEL CHAIRPERSON**

Name \_\_\_\_\_ TSC No. \_\_\_\_\_

Sign. \_\_\_\_\_ Mobile No. \_\_\_\_\_ Date: \_\_\_\_\_

## APPENDIX VI

LIST OF APPLICANTS WHO DID NOT APPEAR FOR VERIFICATION OF DOCUMENTS

REGION ..... COUNTY .....

S/NO	NAME	TSC NO.	NCPWD NO.	GENDER	SUB COUNTY	MARKS SCORED	TP GR ADE	KCSE MEAN GRADE	YEAR OF GRAD	MOBILE NO.	HOME COUNTY	REASON FOR NON APPEARANCE

We confirm that the information entered above is correct to the best of our knowledge.

**COUNTY SELECTION PANEL SECRETARY**

Name \_\_\_\_\_ TSC No. \_\_\_\_\_

Sign. \_\_\_\_\_ Mobile No. \_\_\_\_\_ Date: \_\_\_\_\_

**COUNTY SELECTION PANEL CHAIRPERSON**

Name \_\_\_\_\_ TSC No. \_\_\_\_\_

Sign. \_\_\_\_\_ Mobile No. \_\_\_\_\_ Date: \_\_\_\_\_

## APPENDIX VII

LIST OF ALL APPLICANTS WITH DISABILITIES

REGION ..... COUNTY .....

S/NO	NAME	TSC NO.	NCPWD NO.	GENDER	MOBILE NO.	PTE POINTS	KCSE MEAN GRADE	YEAR OF GRAD	SUB- COUNTY	HOME COUNTY	AGE .	REMARKS IF ANY eg Type of Disability

We confirm that the information entered above is correct to the best of our knowledge.

**COUNTY SELECTION PANEL SECRETARY**

Name \_\_\_\_\_ TSC No. \_\_\_\_\_

Sign. \_\_\_\_\_ Mobile No. \_\_\_\_\_ Date: \_\_\_\_\_

**COUNTY SELECTION PANEL CHAIRPERSON**

Name \_\_\_\_\_ TSC No. \_\_\_\_\_

Sign. \_\_\_\_\_ Mobile No. \_\_\_\_\_ Date: \_\_\_\_\_