



# COUNTY GOVERNMENT OF NYERI



## Performance Contracts Evaluation Report

**PCs for FY  
2020/2021**



**FINANCIAL YEAR 2020/2021**

**DECEMBER 2021**

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## FOREWORD

The County Government of Nyeri has made a surmountable progress through the adoption of the performance-based management and measurement system. This process has made the departments more proactive, efficient and effective in rendering services to the citizens. Predominantly, seventy percent of county government staff role is to render services to the citizens that resonates with their expectations. By use of the performance contracting tool, the county government is able to measure and evaluate the department's annual performance progress.

The Financial Year 2020/2021, ten departments recorded very good performance evaluation notwithstanding the disruptions that occurred due to the extended lockdowns of the Covid-19 Delta variant, that occurred in the beginning of the second and third quarter of the Financial Year and slow disbursements of the resources from National Treasury. These disruptions continued to affect social, economic and productive sectors of the county on account of the austerity measures that the government used to contain the Covid spread. Concomitantly, the Covid affected the implementation of the planned projects and programs in the counties that precipitated low absorption of the development budget. By the end of June 30<sup>th</sup> 2021, the development budget absorption amounted to 67.98 percent of the total allocated budget. Thus, a number of projects that had been planned for implementation were not completed as scheduled due to resources embargo in the financial year under review.

Conversely, as I have highlighted above, I am proud to note this positive change in the county performance contracting process as it has tested management accountability in the context that, all county departments have been offering competitive services. Similarly, the process has continued to receive continuous recognition by all staff in the county. The departments are very proactive and innovative such that even with meagre resources at their disposal, they were expeditious in carrying out their mandate efficiently and effectively that greatly improved the services rendered to the citizens in Nyeri county at all levels.

Lastly, I take this opportunity to thank CECMs for having explicitly demonstrated modern management and leadership skills in the departments which have valuably, usefully contributed and sustained performance-based management culture in Nyeri county. The sustenance has not only on a continuous basis made Nyeri county to be ranked number one but also the lead champion in the performance-based management and measurement in the country.

As I conclude, let me reiterate once more that our success will always be determined by the team work and synergy working relationships. For working as a team, we do recognize that every member of staff has a role to play and they are not there by accident. With this in mind, we can achieve the greatest good of the greatest number that will benefit the social- economic, cultural and wellbeing to all county citizens. For what gets measured gets done and what is measured and reported in data improves the performance.

**Hon. MUTAHI KAHIGA**

**Governor Nyeri County**

## PREFACE

In the Financial Year 2020/2021, 11 Chief Executive Committee Members signed Department's performance contracts. The process was also cascaded to the Chief Officers, Directors and to the enabling staff through performance appraisals.

All the departments submitted performance scorecard as follows

Category	Number Signed	Number Evaluated	Number Not Evaluated	Compliance Levels (per cent)
Departments	11	11	0	100

Last year, I made reference to the gains achieved in the county through progressive realization of the simplified process of the annual performance contracts. The vetting and evaluation methodologies are by far more user-friendly. The Governors Delivery Unit that spearheads the county's performance management and measurement systems has expended considerable effort and resources to add value to all processes and sub-systems of the performance contracting.

Our vision as a county is therefore to see the process cascaded to cover Sub County Ward Administrators, Water Services Boards, County Public Service Board and the Municipality which has so far not been placed on the performance contracting process. Subsequently, the system would ultimately span to secondary institutions such as, the TVETS and Village polytechnics. If strong work ethics and a performance culture is inculcated during the formative years of our youth, this will establish formidable ground for our county to find a place in the league of developed nations, and will help in fast-tracking achievement of the country's Vision 2030.

As alluded earlier by His Excellency, the Governor of Nyeri County, the success of this process has been made possible by the support of all stakeholders. I wish too to appreciate all Cabinet Ministers for taking the lead in the implementation of the department's annual performance targets and consequently to the final evaluation process. I also would like thank the Chief Officers for their unwavering supervisory role and the passion that they have demonstrated in ensuring that the agreed targets were implemented albeit, with the disruptions that the county faced due to Covid 19 pandemic.

Last and by no means least, I am similarly proud to note that all departments performed above average in the 2020/2021 performance evaluation. I also commend the Governors Delivery Unit for the role they have displayed in the annual evaluation process that was seamless and also had experiential learning. Let me remind all the county departments that performance contracting is a measure on what all of us are engaged to ensure we meet the department goals. It is not an exam but a process of progressive realization and continuous improvement.

I thank all of you sincerely.

**BENJAMIN W. GACHICHIO**

**County Secretary/Head of County Public Service**

## LIST OF ABBREVIATIONS

ADP	Annual Development Plans
AGPO	Access to Government Procurement Opportunities
AI	Artificial Insemination
A-in-A	Appropriation in Aid
ATC	Agricultural Training Centre
CECM	County Executive Committee Member
CGA	County Government Act
CHRAC	County Human Resource Advisory Committee (CHRAC)
CIDP	County Integrated Development Plan
CPMF	County Performance Management Framework
ECDE	Early Childhood Development and Education
ERS	Economic Recovery Strategy
FY	Financial Year
GIS	Geographic information system
H.E.	His Excellency
HIV	Human Immunodeficiency Virus
HR	Human Resources
ICT	Information and Communication Technology
IPC	Infection prevention and control
ISUDP	Integrated strategic Urban Development Plan (ISUDP)
KPA	Key Performance Areas
OSR	Own-Source Revenue
PAS	Performance Appraisal System
PC	Performance Contracting
PFM	Public Finance Management
PSDU	President Service Delivery Unit

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## EXECUTIVE SUMMARY

The performance contracting process has endured seventeen cycles since its introduction in 2004. The expected outcomes of the annual implementation of the performance contracts include: (1) improved efficiency in service delivery to the public by ensuring that holders of public office are held accountable for their results; (2) improvement in performance and efficiency in resource utilization and ensuring that public resources are focused on attainment of the key county policy priorities; (3) institutionalization of a performance-oriented culture in the county public service; (4) ability to measure and evaluate performance; (5) ability to link reward for work to measurable performance; (6) instilling accountability for results at all levels in the county government; (7) ensuring that the culture of accountability pervades all levels of the county government; (8) gradual reduction of reliance on Exchequer funding by public agencies through efficiencies and innovations in service delivery in revenue collection; (9) ability to strategize the management of public resources; and (10) creating a culture of results-oriented management in the county public service.

The departments performance contracts are subjected to evaluation based on a set of indicators /measures which was agreed during the vetting process. These indicators are updated after two years by the Council of Governor's. The guidelines which are then circulated to the county governments to guide the process of implementing performance contracts. The evaluation process under review span from 1<sup>st</sup> July 2020 to 30<sup>th</sup> June 2021. The report is organized in four chapters as follows;

Chapter One is an introduction of performance management, including a brief on the performance management process in Nyeri County.

Chapter Two highlights the results of the 2020/21 performance contracting process with brief explanation of the evaluation process and the overall achievements of the county as well as individual departmental achievements.

Chapters Three and Four is a recap of the report; the lessons learnt, observations and recommendations.

The Performance contracting as a tool of performance management was first introduced in Nyeri County in the year 2017/2018. The departmental PCs have been undergoing through the full cycle of a PC from preparation through monitoring and finally evaluation. All the eleven (11) departments prepared and signed their Performance Contracts at the beginning of the financial year. The departments conducted a self-evaluation prior to the annual evaluation as required. The representatives from all the eleven (11) departments lead by their CECM and Accounting officers attended the evaluation as scheduled. The exercise was led by officers from the Governor's Delivery Unit/Performance Management Unit from 6<sup>th</sup> thru 17<sup>th</sup> December 2021 and had two main objectives: -

- To evaluate departmental achievements on PC targets and

- To build capacity of departments for PC preparation, implementation and management of evidence.

The entire evaluation exercise was guided by the Performance Contracting Guidelines for County Governments, (August, 2020), prepared by the Council of Governors.

### Evaluation criteria

The assessment that measures the extent to which departments have achieved negotiated performance targets are established using the following equation as shown by the table below. Performance is rated on a scale of 1.00 to 5.00. The following table illustrates how the grades relate to the raw scores.

Table 1: Relationship between grades and raw scores

Performance Grade	Criteria Value Range	Range Span
Excellent	$1.00 \leq X \leq 2.40$	1.40
Very Good	$2.40 < X \leq 3.00$	0.60
Good	$3.00 < X \leq 3.60$	0.60
Fair	$3.60 < X \leq 4.00$	0.40
Poor	$4.00 < X \leq 5.00$	1.00

### Departments ranking

All the eleven (11) County Departments that signed performance contract for the period beginning 1<sup>st</sup>July 2020 and ending 30<sup>th</sup>June 2021 were evaluated as follows;

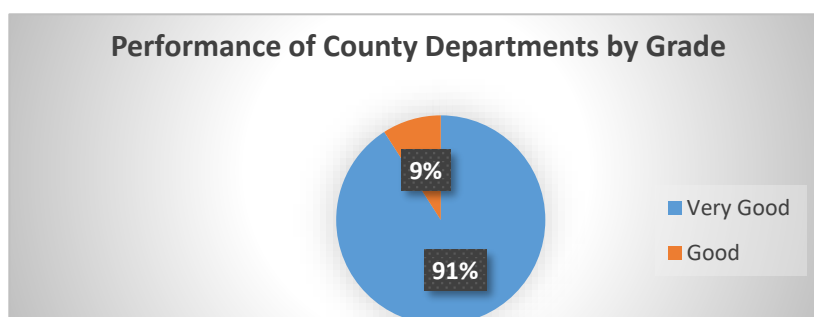


Figure 1: Performance of County Departments by Grade

Figure 1 shows that 91% of county departments attained a score of “very good” while 9% had a score of “good “in that order respectively. In the FY 2020/21 under review, no department attained a score of excellent, fair or poor.

Table 2: Summary of County departmental ranking by composite scores

Ranking	Department	Composite Score
<b>Very Good</b>		
1.	Trade, Tourism, Culture and Cooperative Developments	2.7770
2.	Health Services	2.8167
3.	Water, Irrigation and Climate Change	2.8496
4.	Agriculture, Livestock and Fisheries	2.8677
5.	Transport, Infrastructure, Public Works and Energy	2.8765
6.	Gender, Youth and Social Services	2.8889
7.	Lands, Housing, Physical Planning and Urbanization	2.9135
8.	Governor's Office	2.9396
9.	Finance and Economic Planning	2.9573
10.	Public Service and Solid Waste Management	2.9832
<b>Good</b>		
	Education and Sports	3.1451

The above table highlights the ranking of the departments based on the evaluation composite scores. The analysis indicates that ten (10) departments achieved a “VERY GOOD” Performance Grade and one department (1) a “GOOD” Performance Grade in that order respectively. The department of Trade, Tourism and Cooperatives was ranked number one with a Composite Score of 2.7770 while the department of Education and Sports was ranked the bottom performing with a Composite Score of 3.1451 in that order respectively.

From the analysis it is observed that the departments that the bottom two departments in the previous year 2019/2021 significantly improved their performance as shown by the table below.

Table 3: Percentage improvement

Department	Composite Score for FY 2019/20	Composite Score for FY 2020/21	% improvement
Water, Irrigation and Climate Change	3.464	2.84958	17.75%
Agriculture, Livestock and Fisheries	3.103	2.8677273	7.57%

Department	Composite Score for FY 2019/20	Composite Score for FY 2020/21	% improvement
Finance and Economic Planning	3.088	2.9572561	4.22%
Trade, Tourism, Culture and Cooperative developments	2.865	2.776984	3.08%
Lands, Housing, Physical Planning and Urbanization	2.961	2.91348	1.60%
Transport, Infrastructure, Public Works and Energy	2.888	2.8765	0.39%
Gender, Youth and Social Services	2.869	2.8888596	-0.68%
Public Service and Solid Waste Management	2.889	2.9831754	-3.26%
Governor's Office	2.589	2.939639	-13.54%
Education and Sports	2.606	3.145105	-20.67%
Health services	2.063	2.81667	-36.54%

The trend analysis of the departments PC performance for Financial Years 2019/20 and FY 2020/ based on the composite scores. It is observed that, the department of Water, Irrigation and Climate Change recorded the highest improvement of 17.75% while Health Services lowered performance by -36.54%, Education and Sports by -20.67%, Governor's Office by -13.54%, Public Service and Solid Waste management by -3.26% and Gender, Youth and Social Services by -0.68% in that order respectively.

Further, it is observed that overall, six (6) departments translating to 54% had a positive improvement while 46% showed a declined performance.

The analysis also seeks to find the performance by criterion in the financial years 2019/2020 viz a viz 2020/2021 and observes the following.

*Table 4: Performance per criteria*

Performance	FY 19/20	FY 20.21	% Improvement
Financial Stewardship and discipline	0.305213	0.247956	18.76%
Service Delivery	0.306982	0.323545	-5.40%
Core Mandate	1.667068	1.674272	-0.43%
Cross Cutting	0.153591	0.374181	-143.62%

Table 4 illustrates the average performance in each criterion. Apart from the Financial Stewardship and discipline which had an improvement of 18.76%, the other criteria had a negative performance when compared to FY 2019/ 20.

# CHAPTER ONE

## INTRODUCTION

All high-performance institutions must be interested in developing and deploying effective performance management and measurement systems, since it is only through such systems, they can remain accountable to their stakeholders. A performance contract (PC) is a freely negotiated agreement on targets between the Governor and the Heads of the Departments.

The County Departments annual evaluation scorecard commenced on 6<sup>th</sup> through 17<sup>th</sup> December 2021. The annual performance evaluation of departments entails the rating of actual achievements against performance targets negotiated and agreed upon at the beginning of the Financial Year. The resultant differences are resolved into raw and weighted scores, and ultimately denominated into composite scores. This report presents the evaluation results of the departmental Performance Contracts for the financial period 2020/21.

The 2020/2021 PCs straddles the period between 1<sup>st</sup> July 2020 and 30<sup>th</sup> June 2021. The PCs specified the mutual performance obligations, intentions and responsibilities of the County Government represented by the Governor on the one hand and the respective departments represented by the County Executive Committee Member. The rationale of the Performance Contracts in the devolved government is to enhance effective and efficient management systems as follows:

- Improve service delivery to the public by ensuring that, holders of public office are held accountable for results;
- Ensure expenditure discipline is adhered to in resource utilization and focused on key policy priorities;
- Institutionalize a performance-oriented culture in the counties;
- Instill accountability for results at all levels in the County Government;
- Create a culture of results-oriented management in the county Public Service as spelled out in the Kenyan Constitution (2010), County Government Act, 2012 and the CIDP and the various departmental strategic plans 2017-2022 amongst other legal and policy frameworks.

## CHAPTER TWO

### EVALUATION METHODOLOGY AND RESULTS

Evaluation of the performance of departments entails the rating of actual achievements against performance targets negotiated and agreed upon at the beginning of the contract period. The resultant differences are resolved into raw scores, weighted scores and ultimately aggregated into a composite score for each agency. The composite score is the final evaluation score attributed to the department and it ranges between 1 the best ever and 5 the poorest.

#### **Operating Rules**

The performance rating of a department is based on the rule shown on Table 3

*Table 5: Description of Performance Grade and respective Operating Rules*

Performance grade	Operating Rules
Excellent	Achievement of between 30% and 100% above target.
Very Good	Achievement of the set target and up to 29.99% above the target
Good	Achievement of between 70% and 99.99% of the target
Fair	Achievement of between 50% and 69.99% of the target
Poor	Achievement of between 0% and 49.99% of the target

Further, the achievement of each target in the PC is converted into a Raw Score. The Raw Score ranges between 1 and 5 where “1” is the best ever score characterized by achievement of 100% above the target while “5” is the lowest score characterized by achievement of 0%.

Accordingly, the performance grades have raw score ranges as shown in Table 6 below.

*Table 6: Performance and Composite Score*

Performance Grade	Raw Score	
	Best (Upper Limit) – Worst (Lower Limit)	
Excellent	1.00	1.49
Very Good	1.50	2.49
Good	2.50	3.49

Fair	3.50 - 3.59
Poor	3.60 - 5.00

The final score is obtained by **multiplying** the **raw score** by the target **weight as a percentage** giving the weighted score. The sum of the weighted scores is the final composite score used to rank the departments.

## Performance Evaluation Results

A total of 11 departments presented signed performance contracts for evaluation. All contracts were evaluated and the grades distribution is as shown in Table 7

*Table 7: Grades distribution by percentage score*

Performance Grade	Number of Departments	Percentage (%)
Excellent	0	0
Very Good	10	91
Good	1	9
Fair	0	0
Poor	0	0
<b>Total</b>	<b>11</b>	<b>100</b>

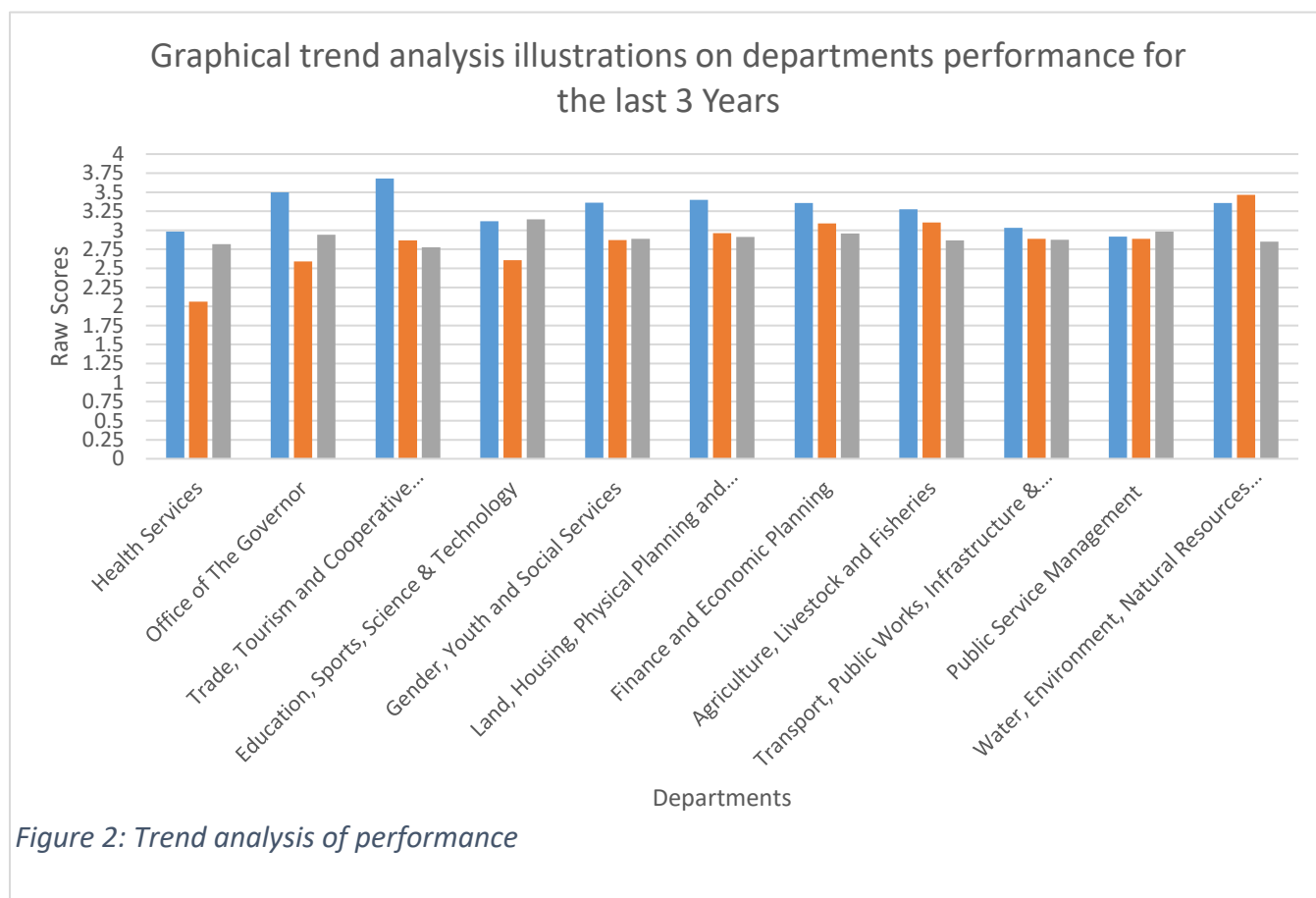
The ranking of the evaluated county departments is shown in Table 8.

*Table 8: County departmental ranking by composite scores.*

Ranking	Department	Composite Score
<b>Very Good</b>		
1.	Trade, Tourism, Culture and Cooperative developments	2.7770
2.	Health services	2.8167
3.	Water, Irrigation and Climate Change	2.8496
4.	Agriculture, Livestock and Fisheries	2.8677
5.	Transport, Infrastructure, Public Works and Energy	2.8765
6.	Gender, Youth and Social Services	2.8889

Ranking	Department	Composite Score
7.	Lands, Housing, Physical Planning and Urbanization	2.9135
8.	Governor's Office	2.9396
9.	Finance and Economic Planning	2.9573
10.	Public Service and Solid Waste Management	2.9832
<b>Good</b>		
11.	Education and Sports	3.1451

### Trend analysis of performance for FY 2018/19, 2019/20 & 2020/21



## Performance measures theoretical mean trend analysis

### KPA 1: Finance Stewardship and Discipline performance for 2020/21 individual indicators

Performance indicators	2020/2021 AVERAGE SCORE	Expected score
Absorption of allocated funds	84.6	100%
Absorption of Externally mobilized funds	74.2	100%
A- in -A	525.7 Ksh (M)	296.5 Ksh (M)
Pending Bills	0.1	0

The overall average absorption rate for GoK funds for the departments was 84.6 %. The shortfall emanated due to the delays in disbursement of the resources from the National Treasury. Further, in the year under review, it is noted that four departments had a measure on the absorption of Externally Mobilized Funds in their approved budgets that reported an average absorption rate of 74.2 %. Like GoK funds, the flow of donor funds was also affected by delays and untimely disbursement by the National Treasury.

Four (4) departments had A -in -A indicator as a target. A total of 525.7 Ksh (M) against a target of 296.5 Ksh (M) was realized surpassing the target by 77%. This was as a result of increased disbursement in A-in-A during the contract period by the Kenya Roads Board Authority (KRB)

In the year under review, the departments maintained less than 1% of the pending bills of the actual budgetary allocation. The historical pending bills were also fully documented.

### KPA 2: Service Delivery performance for 2020/21 individual indicators

Performance indicators	2020/2021 AVERAGE SCORE	Expected score
Implementation of Citizen's Service Delivery Charter	90.0	100%
Application of Service Delivery Innovations	80.0	100%
Resolution of Public Complaints	94.1	100%

<b>Average</b>	<b>88.03</b>	<b>100%</b>
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Under this measure average performance attained was a good with departments score of 88%. It is noted that the process of performance contracting has created accountability and transparency in the management of public resources and service delivery. Of significance is changing of the working culture and ethics among the staff due to the entrenchment of Citizens' Service Delivery Charter in the performance contracts strategy. However, most departments did not customize the revised charter to unique needs of the customers of providing mechanisms for Sign Language Interpretation and translating the charter to braille except the department of Health Services.

Similarly, the measure on the application of service delivery innovations, two (2) departments i.e., Finance and Infrastructure scored a Zero (0) that negatively affected the overall average score.

Seemingly, the departments registered and resolved Public Complaints but failed to submit the quarterly reports on resolutions of public complaints to the Office of the County Secretary for onward transmission to the Office of Commission on Administration of Justice or the Ombudsman. This omission apparently lowered the average score for the criteria under review.

### **KPA 3: Institutional Transformation performance for 2020/21 individual indicators**

<b>Performance indicators</b>	<b>2020/2021 AVERAGE SCORE</b>	<b>Expected score</b>
Access to Government Procurement Opportunities (AGPO)	1015.7 Ksh (M)	764 Ksh (M)
Promotion of Local Content in Procurement	2730.9 Ksh (M)	1332 Ksh (M)

Under this measure, the departments are required to allocate at least 30% of their annual procurement budget towards economic empowerment of Youth, Women and Persons Living with Disabilities through Access to Government Procurement Opportunities (AGPO). The departments over performed this measure by 32.9 percent. The total tenders awarded amounted to Kshs. 1.015 billion against a target of Kshs. 764 million surpassing the target in that order respectively.

Similarly, under procurement of local content, the departments were required to

earmark at least 40% of their annual procurement budget. Analysis reveals that, tenders worth Kshs. 2.73 billion were awarded against a target of Kshs. 1.33 billion. This was exemplary performance too.

#### KPA 4: Core Mandate performance for 2020/21 individual indicators

Performance indicators	2020/2021 AVERAGE SCORE	Expected score
Development of County Planning Frameworks	100	100%
Ease of Doing Business	99.0	100%
Project Completion Rate	91.5	100%
Development Index	36.13	41.9%

Core Mandate performance measure comprise of core functions for each department and has the highest weight allocated of 60%. The purpose of the measure is to ensure that departments focus more efforts on execution of their respective mandates to translate the allocated resources into tangible results that resonates with expectations by the Citizens.

The stark reality as observed on the above table is that the departments achieved 100 percent in development planning that comprise of annual budgeting; Strategic Plans, Annual Development Plans and Annual Work Plans in that order respectively.

Further, the departments were able to provide well documented evidences on creation of conducive work environment for starting, operating and sustaining a business by implementing various sub-indicators that are relevant to their mandate.

The average Project Completion Rate based on the commitments in the Performance Contracts was 91.5% which is good considering the delay in disbursement of funds that exacerbated timely projects completion in the year under review.

On the development index, the departments achieved an average of 36.13% against a target of 41.9%. This is a commendable result which is slightly above statutory requirement of 30 percent. However, if resources are not delayed by the National Treasury, the county can achieve an index of above 40 percent.

## KPA 5: Cross Cutting performance for 2020/21 individual indicators

Performance indicators	2020/2021 AVERAGE SCORE	Expected score
Asset Management	95.5	100%
Youth Internships/attachments	902 pax	479 pax
Competence Development	100	100%
Disability mainstreaming	94.1	100%
Gender Mainstreaming	81.4	100%
Prevention of Alcohol and Drug Abuse	95.7	100%
Prevention of HIV Infections	93.7	100%
Safety and Security Measures	95.7	100%
National Cohesion and Values	92.7	100%
Road Safety Mainstreaming	93.6	100%
Corruption Prevention	85.0	100%

On asset management the departments provided evidences on making best of the equipment, tools, buildings by maintaining updated assets register. However, there were no indications on disposal of idle assets by the department of Finance and Economic Planning.

In regard to performance on Youth Internships/Industrial Attachments/Apprenticeships, 902 Youth interns/attachments were engaged by the departments against a target of 479. This surpassed the annual target by 88.3 %. This was excellent performance given the covid restrictions and lack of office space in the county.

On Competence development, the departments have continued to build capacity to enhance skills and proficiencies in order to address career progression of individual employees. This was carried out through capacity building/trainings forums and all departments were able to meet the annual targets. This indicator achieved 100 percent a very good category.

Departments have also made good progress in conducting trainings and sensitizations on the other cross cutting issues in collaboration with the relevant bodies/Authorities i.e., *Disability mainstreaming, Gender Mainstreaming, Prevention of Alcohol and Drug Abuse, Prevention of HIV Infections, Road Safety Mainstreaming and National Cohesion and Values*. However, all the departments failed to submit quarterly reports on implementation of these indicators as they had committed. Gender mainstreaming achieved the lowest mean on all cross cutting of 81.4 percent due to lack of contextualizing and internalization on activities to be carried out.

On Corruption Prevention, departments committed to implement measures that are geared to reduce corruption. The commitment(deliverables) for this performance measure were to;

- undertake a Corruption Risk Assessment and develop a Corruption Risk Mitigation Plan,
- implement measures emanating from the Corruption Risk Mitigation Plan as per the implementation matrix and
- submit quarterly performance reports.

The departments did well in implementing the measure however, the department of Agriculture, Livestock and Fisheries could not document any evidence on its implementation and thus obtained a 0% score grade. This affected the overall department mean score to 85 percent.

## CHAPTER THREE

### LESSONS LEARNT

The lessons learnt during the process of negotiation, evaluation and moderation are as follows:

- a) To ensure total buy in of the performance contracting process, there is a dire need to fully cascade the process to the lowest management units and eventually to individual employees.
- b) The sensitization to be don on a continuous basis to the heads of the departments on the processes of the PC
- c) The departments should prepare a checklist on implementation schedule of all pc annual targets
- d) Monthly, monitoring and quarterly evaluation of the implementation of the performance contracts is a vital for continued success.
- e) PC secretariat and departmental PC monitoring and evaluation teams should be revived to fast track the implementation status of the projects and take corrective action, where deemed necessary.
- f) To ensure standardization of performance contracting, it is critical that the county start the implementation of ISO Certification
- g) These lessons learnt, success stories and challenges encountered during implementation of the PCs should be fully documented and shared by the heads of the department to the enabling staff for improvement.

## CHAPTER FOUR

### OBSERVATION, CONCLUSIONS AND RECOMMENDATIONS

#### Observations

The FY 2020/2021 PC evaluation was seamless and carried out successfully as scheduled with no impediments. All departments were adequately represented and led by their accounting officers except the departments of Gender and Trade where the CECMs led the teams. Notwithstanding, the following observations were noted.

#### 1. Turn-up for the evaluation.

It is worth noting that all county departments appeared for the PC evaluation exercise as scheduled. This translated to 100% turn-up which is a commendable achievement.

#### 2. Departmental PC teams

The departmental PC teams who attended the evaluation were positive and demonstrated passion and enthusiasm to learn more. In addition, the teams appreciated the PCs as management tools that would enable the county and department achieve the visions, missions and strategic objectives.

#### 3. Impact of partnering with other stakeholders

From the PC evaluation process, it was observed that the county departments that partnered with other stakeholders particularly external agencies, reported higher accomplishments of their set targets. Agriculture was a good case scenario

#### 4. PC supporting evidences

In few cases, the documented evidences were not admissible and not correlated to the explanatory notes. This is an indication of poor tracking of the PC targets, the scope and expectations.

#### 5. Lack of synergy by the department of Finance and Economic planning

Mostly the departments indicated lack of active participation and consultations during the supplementary budget's exercise cuts and reallocations of the allocated funds. This greatly affects implementation of the planned activities in the annual performance contracts workplans

#### Conclusion

The annual PC evaluation is a very vital exercise since it envisions the county trajectory in relation to service delivery. The Performance contracts is not static but a dynamic process that entails a continuous improvement creates synergy to enhance accountability

and effective use of resources. Conversely, the annual performance evaluation tracks the departments conformity in implementing the set targets and indicates the areas of strengths and weaknesses and the remedial measures. Thus, the annual performance evaluation should not be taken as punitive measure but as a catalytical role to guide the departments in the critical path analysis to deconstruct the perennial bottlenecks of performance contracting implementation.

## Recommendations

A recap based on the overall observations, lessons learnt and the conclusions on the 2020/2021 PC evaluation process, the following recommendations are proposed.

1. The predictability and timely availability of resources during the negotiation and vetting processes of the annual performance contracts is critical. This will enhance motivation for the PC implementing teams.
2. The departments should prepare a checklist of the entire PC performance indicators and appoint lead champions to fast track the implementation in the agreed timelines
3. The buy in culture of the PC in the departments, quarterly and annual reporting in the standardized formats is emphasized.
4. The linkages between the department strategic plans, annual development plans, budgets and annual work plans is critical to streamline the consistency of performance contract process.
5. The performance contracting is a continuous improvement process and as such, continuous training, monthly staff meetings, RRI and other engagements the departments deem fit are encouraged. This includes and not limited to annual staff appraisals, development of annual work plans, staff strategic plans and the county CIDP reviews etc.
6. The clear understanding of PC terminologies such as the outputs, outcomes, key results, key performance indicators as solid performance measures is imperative to facilitate efficient and effective evaluation on set targets by departments and county agencies.
7. The departments are encouraged to carry out and agree on self-evaluations reports prior to submitting to the final evaluation team. This will enable the process to be seamless and timely.

## ANNEX 1: PERFORMANCE EVALUATION MATRICES FOR THE DEPARTMENTS

County Government of Nyeri									
Department of Trade, Tourism, Culture and Cooperative Development									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
<b>A</b>	<b>Financial &amp; Stewardship</b>								
A1	Absorption of Allocated Funds	%	7	100	72.05	-27.95	3.559	0.24913	GOOD
A2	Pending Bills	%	3	1	0	-100	1	0.03	EXCELLENT
	<b>Sub Total</b>		<b>10</b>					<b>0.27913</b>	
<b>B</b>	<b>SERVICE DELIVERY</b>								
B1	Implementation of Citizens' Service Delivery Charter	%	4	100	100	0	3	0.12	VERY GOOD
B2	Application of Service Delivery Innovations	%	3	100	100	0	3	0.09	VERY GOOD
B3	Resolution of Public Complaints	%	3	100	100	0	3	0.09	VERY GOOD
	<b>Sub Total</b>		<b>10</b>					<b>0.3</b>	
<b>D</b>	<b>CORE MANDATE</b>								

County Government of Nyeri									
Department of Trade, Tourism, Culture and Cooperative Development									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D1	County Markets constructed and improved	%	6	100	120	20	2.6	0.156	VERY GOOD
D2	Trade marketed and promoted	%	4	100	100	0	3	0.12	VERY GOOD
D3	Enterprise Development Fund disbursement of loans to MSEs	%	4	100	117.6	17.6	2.648	0.10592	VERY GOOD
D4	Compliance of Fairtrade practices	%	4	100	98.15	-1.85	3.037	0.12148	GOOD
D5	Market Management	%	4	100	118	18	2.64	0.1056	VERY GOOD
D6	Trade related policies and Bills developed	%	2	100	100	0	3	0.06	VERY GOOD
D7	Tourism related policies developed	No.	2	100	100	0	3	0.06	VERY GOOD

County Government of Nyeri									
Department of Trade, Tourism, Culture and Cooperative Development									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D8	County Tourism and heritage sites developed	%	4	100	100	0	3	0.12	VERY GOOD
D9	County Tourism marketed and promoted	%	4	100	100	0	3	0.12	VERY GOOD
D10	Improve compliance with Cooperative Societies laws and regulations	%	4	100	148.7	48.7	2.026	0.08104	EXCELLENT
D11	Enhanced legal and legislative regulatory framework for co-operative societies	%	3	100	100	0	3	0.09	VERY GOOD
D12	Good Governance in Co-operative	%	3	100	100	0	3	0.09	VERY GOOD

County Government of Nyeri									
Department of Trade, Tourism, Culture and Cooperative Development									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
	movement enhanced								
D13	Co-operative Societies management capacity developed	%	2	100	100	0	3	0.06	VERY GOOD
D14	New societies registered and promoted	No.	3	3	15	400	1	0.03	EXCELLENT
D15	Review/ Development of Strategic Plans	%	2	100	100	0	3	0.06	VERY GOOD
D16	Ease of Doing business	%	2	100	100	0	3	0.06	VERY GOOD

County Government of Nyeri									
Department of Trade, Tourism, Culture and Cooperative Development									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D17	Project Completion Rate	%	2	100	61.39	-38.61	3.7722	0.075444	fair
D18	Revenue Collection	Ksh.(M)	5	4.6	4.77	3.69565	2.9261	0.146304348	VERY GOOD
D19	Development Index	%	2	43.25	25.24	-41.642	3.8328	0.076656647	fair
	<b>Sub Total</b>		<b>62</b>					1.738444995	
D20	Access to Government Procurement Opportunities (AGPO)	Kshs (M)	3	25.78	26.034	0.98526	2.9803	0.089408844	VERY GOOD
D21	Promotion of Local content	Kshs (M)	2	34.38	40.003	16.3554	2.6729	0.053457824	VERY GOOD
	<b>Sub Total</b>		<b>5</b>					0.142866668	
E	<b>CROSS CUTTING</b>								

County Government of Nyeri									
Department of Trade, Tourism, Culture and Cooperative Development									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E1	Asset Management	%	1	100	100	0	3	0.03	VERY GOOD
E2	Youth Internships	No	1	15	41	173.333	1	0.01	EXCELLENT
E3	Competence Development	%	1	100	100	0	3	0.03	VERY GOOD
E4	Disability mainstreaming	%	1	100	100	0	3	0.03	VERY GOOD
E5	Gender Mainstreaming	%	1	100	100	0	3	0.03	VERY GOOD
E6	Prevention of Alcohol and Drug Abuse	%	1	100	100	0	3	0.03	VERY GOOD
E7	Prevention of HIV Infections	%	1	100	100	0	3	0.03	VERY GOOD
E8	Safety and Security Measures	%	1	100	100	0	3	0.03	VERY GOOD
E9	National Cohesion and Values	%	1	100	100	0	3	0.03	VERY GOOD

County Government of Nyeri									
Department of Trade, Tourism, Culture and Cooperative Development									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E10	Road Safety Mainstreaming	%	1	100	100	0	3	0.03	VERY GOOD
E11	Corruption Prevention	%	3	100	100	0	3	0.09	VERY GOOD
	Sub Total		13					0.37	
Composite Score			100					2.7770	VERY GOOD

County Government of Nyeri									
Department of Health Services									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
<b>A</b>	<b>Financial &amp; Stewardship</b>								
A1	Absorption of allocated funds	%	3	100	91.03	-8.97	3.1794	0.0954	GOOD
A2	Absorption of Externally funds	%	3	100	70.1	-29.9	3.598	0.1079	GOOD
A3	A- in -A	Ksh (M)	2	27.6	20.289	-26.49	3.5298	0.0706	GOOD
A4	Pending Bills	%	2	1	1.04	4	3.08	0.0616	GOOD
	<b>Sub Total</b>		<b>10</b>					<b>0.336</b>	
<b>B</b>	<b>SERVICE DELIVERY</b>								
B1	Implementation of Citizen's Service Delivery Charter	%	4	100	90	-10	3.2	0.128	GOOD
B2	Application of Service Delivery Innovations	%	3	100	100	0	3	0.09	VERY GOOD
B3	Resolution of Public Complaints	%	3	100	100	0	3	0.09	VERY GOOD

County Government of Nyeri									
Department of Health Services									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
	<b>Sub Total</b>		<b>10</b>					0.308	
<b>D</b>	<b>CORE MANDATE</b>								
D1	Skilled delivery	%	3	90	94.8	5.3333	2.8933	0.0868	VERY GOOD
D2	Neonatal mortality	NO per 1,000 Live Births	2	9	12.4	37.778	3.7556	0.0751	fair
D3	Fully Immunized	%	3	87	92.5	6.3218	2.8736	0.0862	VERY GOOD
D4	Women receiving family planning commodities.	%	3	60	34.2	-43	3.86	0.1158	fair
D5	HIV positive receiving ARVs	%	2	100	101.4	1.4	2.972	0.0594	VERY GOOD
D6	TB cases cured	%	3	85	80.1	-5.765	3.1153	0.0935	GOOD
D7	Adult Population screened for Hypertension and Diabetes	No	2	74,000	74999	1.35	2.973	0.0595	VERY GOOD

County Government of Nyeri									
Department of Health Services									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D8	Adult Population screened for Cervical Cancer	No	2	7,900	11145	41.076	2.1785	0.0436	EXCELLENT
D9	Adult Population screened for Prostate Cancer	No	2	3367	1800	-46.54	3.9308	0.0786	fair
D10	Breast cancer screening	No	2	2100	11145	430.71	1	0.02	EXCELLENT
D11	Sensitization and screening on suicide in 5 schools	No	1	7	7	0	3	0.03	VERY GOOD
D12	Rolling out the CHV Covid-19 Prevention program	No	2	8	8	0	5	0.1	VERY GOOD
D13	Vitamin A supplementation	%	2	90	91.2	1.3333	2.9733	0.0595	VERY GOOD

County Government of Nyeri									
Department of Health Services									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D14	School Children Deworming	%	2	64	77	20.313	2.5938	0.0519	VERY GOOD
D15	Training on IPC including hand hygiene	No	3	150	164	9.3333	2.8133	0.0844	VERY GOOD
D16	Training of staff on COVID 19 Prevention and management	No	2	1,300	1310	0.7692	2.9846	0.0597	VERY GOOD
D17	Quarterly Support Supervision	%	3	4	4	0	3	0.09	VERY GOOD
D18	Medical supplies	Kshs (M)	3	314	263.92	-15.95	3.319	0.0996	GOOD
D19	Medicines and Therapeutic Committees	No	3	5	5	0	3	0.09	VERY GOOD
D20	Department to develop the County HIV/AIDS Strategic Plan	%	1	100	100	0	3	0.03	VERY GOOD

County Government of Nyeri									
Department of Health Services									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D21	Ease of Doing Business	%	2	100	100	0	3	0.06	VERY GOOD
D22	Project Completion Rate	%	2	100	75	-25	3.5	0.07	GOOD
D23	Revenue Collection	Ksh.(M)	5	105	194.49	85.229	1.2954	0.0648	EXCELLENT
D24	Development Index	%	2	10.5	5.93	-43.52	3.8705	0.0774	fair
D25	Release of budgetary allocation	Time	3	7	7	0	5	0.15	VERY GOOD
	<b>Sub Total</b>		<b>60</b>					1.8356	
<b>E1</b>	Implementation of presidential directives	%	2	<b>100</b>	<b>100</b>	0	3	0.06	VERY GOOD
<b>E2</b>	Access to Government Procurement Opportunities (AGPO)	Ksh (M)	3	<b>226.7</b>	<b>498.1</b>	119.72	1	0.03	EXCELLENT

County Government of Nyeri									
Department of Health Services									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E3	Promotion of Local	Ksh (M)	2	302.3	492.6	62.972	1.7406	0.0348	EXCELLENT
	Total		7					0.1248	
F	<b>CROSS CUTTING</b>								
F1	Asset Management	%	1	100	60	-40	3.8	0.038	fair
F2	Youth Internships	No	1	150	334	122.67	1	0.01	EXCELLENT
F3	Competence Development	%	1	100	100	0	3	0.03	VERY GOOD
F4	Disability mainstreaming	%	1	100	90	-10	3.2	0.032	GOOD
F5	Gender Mainstreaming	%	1	100	90	-10	3.2	0.032	GOOD
F6	Prevention of Alcohol and Drug Abuse	%	1	100	93.2	-6.8	3.136	0.0314	GOOD
F7	Prevention of HIV Infections	%	1	100	111.13	11.13	2.7774	0.0278	VERY GOOD

County Government of Nyeri									
Department of Health Services									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
F8	Safety and Security Measures	%	1	100	102.2	2.2	2.956	0.0296	VERY GOOD
F9	National Cohesion and Values	%	1	100	100	0	3	0.03	VERY GOOD
F10	Road Safety Mainstreaming	%	1	100	100	0	3	0.03	VERY GOOD
F11	Corruption Prevention	%	3	100	100	0	3	0.09	VERY GOOD
	Sub Total		13					0.213	
Composite Score			100					2.8167	VERY GOOD

COUNTY GOVERNMENT OF NYERI									
Department of Water, Environment and Natural Resources									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
<b>A</b>	<b>Financial Stewardship &amp;</b>								
A1	Absorption of allocated funds	%	5	100	90	-10	3.2	0.16	GOOD
A2	Pending Bills	%	5	1	0	-100	1	0.05	EXCELLENT
	<b>Sub Total</b>		<b>10</b>					<b>0.21</b>	
<b>B</b>	<b>SERVICE DELIVERY</b>								
B1	Implementation of Citizen's Service Delivery Charter	%	4	100	100	0	3	0.12	VERY GOOD
B2	Application of Service Delivery Innovations	%	3	100	100	0	3	0.09	VERY GOOD
B3	Resolution of Public Complaints	%	3	100	100	0	3	0.09	VERY GOOD
	<b>Sub Total</b>		<b>10</b>					<b>0.3</b>	
<b>C</b>	<b>INSTITUTIONAL TRANSFORMATION</b>								
C1	Access to Government Procurement Opportunities (AGPO)	Kshs(M)	3	19,873,818	19143424	-3.675	3.0735	0.09221	GOOD

COUNTY GOVERNMENT OF NYERI									
Department of Water, Environment and Natural Resources									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
C2	Promotion of Local Content in Procurement	Kshs(M)	2	26,498,424	43987142	65.999	1.68	0.0336	EXCELLENT
	<b>Sub Total</b>		<b>5</b>					0.12581	
<b>D</b>	<b>CORE MANDATE</b>								
D1	Equip 5 boreholes in the county that is Naromoru, Gatina, Charity/Kagaa, Ruthagati and Biricha.	No	15	11	11	0	3	0.45	VERY GOOD
D2	Purchase and supply of water pipes for the county water project	No	15	7	8	14.286	2.7143	0.40714	VERY GOOD
D3	Installation of electricity at Naromoru and Titie treatment plants	%	15	100	100	0	3	0.45	VERY GOOD
D4	Review/development of strategic plan	%	3	100	100	0	3	0.09	VERY GOOD
	Ease of doing business	%	3	100	100	0	3	0.09	VERY GOOD
D5	Project completion rate	%	8	100	100	0	3	0.24	VERY GOOD

COUNTY GOVERNMENT OF NYERI									
Department of Water, Environment and Natural Resources									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D6	Development Index	%	3	41.5	35.99	-13.28	3.2655	0.09797	GOOD
	<b>Sub Total</b>		<b>62</b>					<b>1.8251</b>	
<b>E</b>	<b>CROSS CUTTING</b>								
E1	Asset Management	%	1	100	100	0	3	0.03	VERY GOOD
E2	Youth Internships & attachments	No	1	15	16	6.6667	2.8667	0.02867	VERY GOOD
E3	Competence Development	%	1	100	100	0	3	0.03	VERY GOOD
E4	Disability Mainstreaming	%	1	100	100	0	3	0.03	VERY GOOD
E5	Gender Mainstreaming	%	1	100	100	0	3	0.03	VERY GOOD
E6	Prevention of Alcohol and Drug Abuse	%	1	100	100	0	3	0.03	VERY GOOD
E7	Prevention of HIV Infections	%	1	100	100	0	3	0.03	VERY GOOD
E8	Safety and Security Measures	%	1	100	100	0	3	0.03	VERY GOOD
E9	National Cohesion and Values		1	100	100	0	3	0.03	VERY GOOD
E10	Road Safety Mainstreaming	%	1	100	100	0	3	0.03	VERY GOOD

COUNTY GOVERNMENT OF NYERI									
Department of Water, Environment and Natural Resources									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E11	Corruption Prevention	%	3	100	100	0	3	0.09	VERY GOOD
	Sub Total		13					0.3887	
<b>Composite Score</b>			100					2.8496	

COUNTY GOVERNMENT OF NYERI									
Department of Agriculture, Livestock and Fisheries									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
<b>A</b>	<b>Financial &amp; Stewardship</b>								
A1	Absorption of allocated funds	%	5	100	91.6	-8.4	3.168	0.1584	GOOD
A2	Pending Bills	%	5	1	0	-100	1	0.05	EXCELLENT
	<b>Sub Total</b>		<b>10</b>					<b>0.208</b>	
<b>B</b>	<b>SERVICE DELIVERY</b>								
B1	Implementation of Citizen's Service Delivery Charter	%	4	100	90	-10	3.2	0.128	GOOD
B2	Application of Service Delivery Innovations	%	3	100	100	0	3	0.09	VERY GOOD
B3	Resolution of Public Complaints	%	3	100	80	-20	3.4	0.102	GOOD
	<b>Sub Total</b>		<b>10</b>					<b>0.32</b>	
<b>C</b>	<b>INSTITUTIONAL TRANSFORMATION</b>								

COUNTY GOVERNMENT OF NYERI									
Department of Agriculture, Livestock and Fisheries									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
C1	Access to Government Procurement Opportunities (AGPO)	Kshs(M)	3	25.93	14.185	-45.3	3.9059	0.1172	fair
C2	Promotion of Local Content in Procurement	Kshs(M)	2	84.2	202.4	140.38	1	0.0087	EXCELLENT
	<b>Sub Total</b>		<b>5</b>					<b>0.126</b>	
<b>D</b>	<b>CORE MANDATE</b>								
D1	Procurement and installation of pasteurizer	No.	1	1	1	0	3	0.03	VERY GOOD
D2	Provision of poultry to groups of farmers	No.	1	70	114	62.857	1.7429	0.0174	EXCELLENT

COUNTY GOVERNMENT OF NYERI									
Department of Agriculture, Livestock and Fisheries									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D3	Provision of pig breeding stock at Wambugu ATC	No	1	6	6	0	3	0.03	VERY GOOD
D4	Provision of goats for breeding	No.	1	30	30	0	3	0.03	VERY GOOD
D5	Provision of organic manure	Tons	2	96	122.85	27.969	2.4406	0.0488	VERY GOOD
D6	Laying of soil conservation structures in farmers farms	No. of farms	1	1000	1068	6.8	2.864	0.0286	VERY GOOD
D7	Provision of soil testing services to farmers	No.	2	1200	1249	4.0833	2.9183	0.0584	VERY GOOD
D9	Renovation of tea buying Centre	No	1	1	1	0	3	0.03	VERY GOOD

**COUNTY GOVERNMENT OF NYERI**

**Department of Agriculture, Livestock and Fisheries**

**Performance Contracts Evaluation Report**

	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D10	Conduct Eat more fish Campaign	No.	2	8	8	0	3	0.06	VERY GOOD
D11	Conduct demonstrations to promote the Fish Value chain	No.	2	32	52	62.5	1.75	0.035	EXCELLENT
D12	Provision of fingerlings	No.	2	64,000	64000	0	3	0.06	VERY GOOD
D13	Provision of AI services	No.	2	16,000	15774	-1.413	3.0283	0.0606	GOOD
D14	Vaccinations against Livestock diseases	No.	2	70,000	85942	22.774	2.5445	0.0509	VERY GOOD
D15	Renovation of slaughter houses	No.	2	1	1	0	3	0.06	VERY GOOD
D16	Maintenance of fruit tree nursery	No.	4	80,000	80000	0	3	0.12	VERY GOOD

COUNTY GOVERNMENT OF NYERI									
Department of Agriculture, Livestock and Fisheries									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D17	Bulking certified Irish potatoes seeds	Acres	2	8	8	0	3	0.06	VERY GOOD
D18	Construction of water storage tanks	No.	2	1	1	0	3	0.06	VERY GOOD
D19	De-silting of water harvesting dams	No.	3	2	2	0	3	0.09	VERY GOOD
D20	Distribution of Irrigation water in community project	No.	3	2	2	0	3	0.09	VERY GOOD
D11	Funding groups for micro project	No.	2	40	182	355	1	0.02	EXCELLENT
D12	Develop capacity extended concepts	Report	2	3	3	0	3	0.06	VERY GOOD

COUNTY GOVERNMENT OF NYERI									
Department of Agriculture, Livestock and Fisheries									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D13	Develop the Rainfall and weather advisories for October November December (short rains) and March April May (long rains).	No.	2	2	2	0	3	0.06	VERY GOOD
D14	Develop Innovation concepts on Irish potatoes, Cow Milk and indigenous chicken Value chain	Report	2	3	3	0	3	0.06	VERY GOOD
D15	Hold CASSCOM Meetings	Report	2	2	2	0	3	0.06	VERY GOOD

COUNTY GOVERNMENT OF NYERI									
Department of Agriculture, Livestock and Fisheries									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D16	Procurement of a tractor	No.	4	1	1	0	3	0.12	VERY GOOD
D17	Revenue Collection	Ksh. (M)	4	20.85	16.56	-20.58	3.4115	0.1365	GOOD
D18	Review/ Development of Strategic Plan	%	2	100	100	0	3	0.06	VERY GOOD
D19	Ease of Doing Business	%	2	100	100	0	3	0.06	VERY GOOD
D20	Project Completion Rate	%	2	100	99	-1	3.02	0.0604	GOOD
D21	Development Index	%	2	55.3	56.6	2.3508	2.953	0.0591	VERY GOOD
	<b>Sub Total</b>		<b>62</b>					<b>1.776</b>	
<b>E</b>	<b>CROSS CUTTING</b>								
E1	Asset Management	%	1	100	100	0	3	0.03	VERY GOOD
E2	Youth Internships	No	1	70	137	95.714	1.0857	0.0109	EXCELLENT

**COUNTY GOVERNMENT OF NYERI**

**Department of Agriculture, Livestock and Fisheries**

**Performance Contracts Evaluation Report**

	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E3	Competence	%	1	100	100	0	3	0.03	VERY GOOD
E4	Disability Mainstreaming	%	1	100	100	0	3	0.03	VERY GOOD
E5	Gender Mainstreaming	%	1	100	85	-15	3.3	0.033	GOOD
E6	Prevention of Alcohol and Drug Abuse	%	1	100	100	0	3	0.03	VERY GOOD
E7	Prevention of HIV Infections	%	1	100	100	0	3	0.03	VERY GOOD
E8	Safety and Security Measures	%	1	100	100	0	3	0.03	VERY GOOD
E9	National Cohesion and Values	%	1	100	80	-20	3.4	0.034	GOOD
E10	Road Safety Mainstreaming	%	1	100	100	0	3	0.03	VERY GOOD

**COUNTY GOVERNMENT OF NYERI**

**Department of Agriculture, Livestock and Fisheries**

**Performance Contracts Evaluation Report**

	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E11	Corruption Prevention	%	3	100	0	-100	5	0.15	poor
	Sub Total		<b>13</b>					<b>0.438</b>	
<b>Composite Score</b>			<b>100</b>					<b>2.8677</b>	<b>VERY GOOD</b>

County Government of Nyeri									
Department of Transport									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
<b>A</b>	<b>Financial &amp; Stewardship</b>								
A1	Absorption of allocated funds	%	2	100	72.53	-27.47	3.5494	0.071	GOOD
A2	Absorption of Externally mobilized Funds	%	3	100	83.2	-16.8	3.336	0.1001	GOOD
A3	A-IN-A	Kshs(M)	2	151,875,577	388,363,608	155.71	1	0.02	EXCELLENT
A4	Pending Bills	%	3	1	0	-100	1	0.03	EXCELLENT
	<b>Sub Total</b>		<b>10</b>					<b>0.221</b>	
<b>B</b>	<b>SERVICE DELIVERY</b>								
B1	Implementation of Citizen's Service Delivery Charter	%	4	100	70	-30	3.6	0.144	GOOD
B2	Application of Service Delivery Innovations	%	3	100	0	-100	5	0.15	poor

County Government of Nyeri									
Department of Transport									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
B3	Resolution of Public Complaints	%	3	100	85	-15	3.3	0.099	GOOD
	<b>Sub Total</b>		<b>10</b>					<b>0.393</b>	
<b>C</b>	<b>INSTITUTIONAL TRANSFORMATION</b>								
C1	Access to Government Procurement Opportunities (AGPO)	Kshs(M)	3	259,576,202	310,151,461	19.4838	2.61032	0.07831	VERY GOOD
C2	Promotion of Local Content in Procurement	Kshs(M)	2	346,101,603	850,245,476	145.664	1	0.02	EXCELLENT
	<b>Sub Total</b>		<b>15</b>					<b>0.0983</b>	
<b>D</b>	<b>CORE MANDATE</b>								
D1	Box Culverts Constructed	No.	5	8	1	-87.5	4.75	0.2375	poor
D2	Footbridges Constructed	No.	5	3	3	0	3	0.15	VERY GOOD
D3	New Roads Opened	No.	10	10	15	50	2	0.2	EXCELLENT

County Government of Nyeri									
Department of Transport									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D4	Existing Roads Improved	KM	10	300	394.7	31.567	2.3687	0.2369	EXCELLENT
D5	Street lights Installed	Km	4	47.1	47.1	0	3	0.12	VERY GOOD
D6	High mast floodlights	No	3	2	2	0	3	0.09	VERY GOOD
D7	Maintenance of street light	%	5	100	100	0	3	0.15	VERY GOOD
D8	Biogas installation	No	2	17	17	0	3	0.06	VERY GOOD
D9	Office Blocks and other public buildings constructed	%	5	100	100	0	3	0.15	VERY GOOD
D10	Review/Development of Strategic Plan	%	2	100	100	0	3	0.06	VERY GOOD

County Government of Nyeri									
Department of Transport									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D11	Ease of Doing Business	%	2	100	90	-10	3.2	0.064	GOOD
D12	Project Completion Rate	%	2	100	95	-5	3.1	0.062	GOOD
D13	Revenue Collection	KSh.	5	193,000,000	201,413,235	4.35919	2.91282	0.14564	VERY GOOD
D14	Development Index	%	2	88.8	85.03	-4.245	3.0849	0.0617	GOOD
	<b>Sub Total</b>		<b>62</b>					<b>1.788</b>	
<b>E</b>	<b>CROSS CUTTING</b>								
E1	Asset Management	%	1	100	100	0	3	0.03	VERY GOOD
E2	Youth Internship/Industrial Attachment	No	1	97	163	68.041	1.6392	0.0164	EXCELLENT
E3	Competence Development	%	1	100	100	0	3	0.03	VERY GOOD

County Government of Nyeri									
Department of Transport									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E4	Disability Mainstreaming	%	1	100	100	0	3	0.03	VERY GOOD
E5	Gender Mainstreaming	%	1	100	100	0	3	0.03	VERY GOOD
E6	Prevention of Alcohol and Substance Abuse	%	1	100	100	0	3	0.03	VERY GOOD
E7	Prevention of HIV Infections	%	1	100	100	0	3	0.03	VERY GOOD
E8	Safety and Security Measures	%	1	100	100	0	3	0.03	VERY GOOD
E9	National Cohesion and Values	%	1	100	100	0	3	0.03	VERY GOOD
E10	Road Safety Mainstreaming	%	1	100	100	0	3	0.03	VERY GOOD

County Government of Nyeri									
Department of Transport									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E11	Corruption Prevention	%	3	100	100	0	3	0.09	VERY GOOD
	Sub Total		13					0.376	
Composite Score			100					2.8765	VERY GOOD

County Government of Nyeri									
Department of Gender, Youth and Social Services									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
<b>A</b>	<b>Financial &amp; Stewardship</b>								
A1	Absorption of allocated funds	%	5	100	82.5	-17.5	3.35	0.1675	GOOD
A2	Pending Bills	%	5	1	0	-100	1	0.05	EXCELLENT
	Sub Total		10					0.218	
<b>B</b>	<b>SERVICE DELIVERY</b>								

County Government of Nyeri									
Department of Gender, Youth and Social Services									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
B1	Implementation of Citizen's Service Delivery Charter	%	4	100	100	0	3	0.12	VERY GOOD
B2	Application of Service Delivery Innovations	%	3	100	100	0	3	0.09	VERY GOOD
B3	Resolution of Public Complaints	%	3	100	100	0	3	0.09	VERY GOOD
	<b>Sub Total</b>		<b>10</b>					<b>0.3</b>	
<b>C</b>	<b>INSTITUTIONAL TRANSFORMATION</b>								
C1	Access to Government Procurement Opportunities (AGPO)	Kshs(M)	3	23	35.806	53.674	1.9265	0.0578	EXCELLENT
C2	Promotion of Local Content in Procurement	Kshs(M)	2	31	46.5	49.522	2.0096	0.0402	EXCELLENT
	<b>Sub Total</b>		<b>5</b>					<b>0.098</b>	
<b>D</b>	<b>CORE MANDATE</b>								

County Government of Nyeri									
Department of Gender, Youth and Social Services									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D1	Disaster Management	%	7.5	100	100	0	3	0.225	VERY GOOD
D2	Renovation of Chinga Community Hall	%	7.5	100	100	0	3	0.225	VERY GOOD
D3	Completion of Gatitu/ Muruguru social hall	%	2	100	100	0	3	0.06	VERY GOOD
D4	Procurement of a van for Karatina Children's Home	No.	7.5	1	1	0	3	0.225	VERY GOOD
D5	Youth Empowerment	No.	5	2	6	200	1	0.05	EXCELLENT
D6	Construction of Ihururu rehabilitation and Treatment center (phase 3)	%	7.5	100	70	-30	3.6	0.27	GOOD

County Government of Nyeri									
Department of Gender, Youth and Social Services									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D7	Construction of the Karatina Children's Home (Kitchen, Dining and multipurpose hall) (Phase 3)	%	7.5	100	60	-40	3.8	0.285	fair
D8	Review/ Development of Department's workplan	%	5	100	100	0	3	0.15	VERY GOOD
D9	Project Completion Rate	%	7.5	100	88.3	-11.7	3.234	0.2426	GOOD
D10	Revenue Collection	Ksh.	2	1000000	813041	-18.7	3.3739	0.0675	GOOD
D11	Development Index	%	3	47.6	38.6	-18.91	3.3782	0.1013	GOOD
	<b>Sub Total</b>		<b>62</b>					<b>1.901</b>	
<b>E</b>	<b>CROSS CUTTING</b>								

County Government of Nyeri									
Department of Gender, Youth and Social Services									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E1	Asset Management	%	1	100	90	-10	3.2	0.032	GOOD
E2	Youth Internships /Industrial Attachments/ Apprenticeships	No.	1	10	29	190	1	0.01	EXCELLENT
E3	Competence Development	%	1	100	100	0	3	0.03	VERY GOOD
E4	Disability Mainstreaming	%	1	100	100	0	3	0.03	VERY GOOD
E5	Gender Mainstreaming	%	1	100	100	0	3	0.03	VERY GOOD
E6	Prevention of Alcohol and Drug Abuse	%	1	100	100	0	3	0.03	VERY GOOD
E7	Prevention of HIV Infections	%	2	100	100	0	3	0.06	VERY GOOD
E8	Safety and Security Measures	%	2	100	100	0	3	0.06	VERY GOOD

County Government of Nyeri									
Department of Gender, Youth and Social Services									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E9	National Cohesion and Values	%	2	100	100	0	3	0.06	VERY GOOD
E10	Road Safety Mainstreaming	%	1	100	100	0	3	0.03	VERY GOOD
	Sub Total		13					0.372	
<b>Composite Score</b>			100					2.8889	

County Government of Nyeri									
Department of lands, Housing, Physical Planning and Urbanization									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
A	<b>Financial &amp; Stewardship</b>								
A1	Absorption of Allocated Funds	%	2	100	71.43	-28.57	3.5714	0.0714	GOOD
A2	Absorption of Externally mobilized funds	%	3	100	91.87	-8.13	3.1626	0.0949	GOOD

County Government of Nyeri									
Department of lands, Housing, Physical Planning and Urbanization									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
A3	A-in-A	Ksh (M)	2	62.35	62.35	0	3	0.06	VERY GOOD
A4	Pending Bills	%	3	1	0	-100	1	0.03	EXCELLENT
	<b>Sub Total</b>		<b>10</b>					<b>0.256</b>	
<b>B</b>	<b>SERVICE DELIVERY</b>								
B1	Implementation of Citizens' Service Delivery Charter	%	4	100	100	0	3	0.12	VERY GOOD
B2	Application of Service Delivery Innovations	%	3	100	100	0	3	0.09	VERY GOOD
B3	Resolution of Public Complaints	%	3	100	100	0	3	0.09	VERY GOOD
	<b>Sub Total</b>		<b>10</b>					<b>0.3</b>	
<b>C</b>	<b>CORE MANDATE</b>								
C1	Survey and registration of colonial villages	No.	3	5	5	0	3	0.09	VERY GOOD

County Government of Nyeri									
Department of lands, Housing, Physical Planning and Urbanization									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
C2	Topographical survey	No	3	13	13	0	3	0.09	VERY GOOD
C3	Encroached access roads	%	5	100	100	0	3	0.15	VERY GOOD
C4	Resolution of boundary disputes	%	3	100	100	0	3	0.09	VERY GOOD
C5	Survey of public utilities	%	3	100	100	0	3	0.09	VERY GOOD
C6	Development applications	%	5	100	100	0	3	0.15	VERY GOOD
C7	Preparation of draft local physical and land use development plans	No	3	4	4	0	3	0.09	VERY GOOD
C8	Modern Appropriate Building Materials Training	No.	3	3	3	0	3	0.09	VERY GOOD

County Government of Nyeri									
Department of lands, Housing, Physical Planning and Urbanization									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
C9	Submit feasibility study reports for approval by ExCom	No	3	3	3	0	3	0.09	VERY GOOD
C10	Seek approval for bills/policies/by laws for approval.	No.	2	5	5	0	3	0.06	VERY GOOD
C11	Public Participation	No.	3	4	4	0	3	0.09	VERY GOOD
C12	Solid waste Management	%	3	100	100	0	3	0.09	VERY GOOD
C13	Municipal roads	No	5	20	22	10	2.8	0.14	VERY GOOD
C14	Construction of Asian quarters project phase 1	%	5	100	100	0	3	0.15	VERY GOOD
C15	Review/ Development of Strategic plan	%	2	100	100	0	3	0.06	VERY GOOD
C16	Ease of Doing of doing Business	%	2	100	100	0	3	0.06	VERY GOOD

County Government of Nyeri									
Department of lands, Housing, Physical Planning and Urbanization									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
C17	Project Completion Rate	%	2	100	99.25	-0.75	3.015	0.0603	GOOD
C18	Revenue Collection	Ksh.	5	179,565,800	163,484,938	-8.955	3.1791	0.159	GOOD
C19	Development Index	%	2	90.61	87.23	-3.73	3.0746	0.0615	GOOD
	<b>Sub Total</b>		<b>62</b>					<b>1.861</b>	
D1	Access to Government Procurement Opportunities (AGPO)	Kshs	3	41.75	30.32	-27.38	3.5475	0.1064	GOOD
D2	Promotion of Local Content	Kshs	2	151.60	334.7	120.78	1	0.02	EXCELLENT
	<b>Sub Total</b>		<b>5</b>					<b>0.126</b>	
F	<b>CROSS CUTTING</b>								
F1	Asset Management	%	1	100	100	0	3	0.03	VERY GOOD

County Government of Nyeri									
Department of lands, Housing, Physical Planning and Urbanization									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
F2	Youth Internships /Industrial Attachments/ Apprenticeships	No	1	15	31	106.67	1	0.01	EXCELLENT
F3	Competence Development	%	1	100	100	0	3	0.03	VERY GOOD
F4	Disability Mainstreaming	%	1	100	100	0	3	0.03	VERY GOOD
F5	Gender Mainstreaming	%	1	100	100	0	3	0.03	VERY GOOD
F6	Prevention of Alcohol and Drug Abuse	%	1	100	100	0	3	0.03	VERY GOOD
F7	Prevention of HIV Infections	%	1	100	100	0	3	0.03	VERY GOOD
F8	Safety and Security Measures	%	2	100	100	0	3	0.06	VERY GOOD
F9	National Cohesion and Values	%	2	100	100	0	3	0.06	VERY GOOD

County Government of Nyeri									
Department of lands, Housing, Physical Planning and Urbanization									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
F10	Road Safety Mainstreaming	%	2	100	100	0	3	0.06	VERY GOOD
	<b>Sub Total</b>		<b>13</b>					<b>0.37</b>	
<b>Composite Score</b>			<b>100</b>					<b>2.9135</b>	<b>VERY GOOD</b>

County Government of Nyeri									
Office of the Governor									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
<b>A</b>	<b>Financial &amp; Stewardship</b>								
A1	Absorption of Allocated Funds	%	7	100	96.8	-3.2	3.064	0.21448	GOOD
A2	Pending Bills	%	3	1	0.3	-70	1.6	0.048	EXCELLENT
	<b>Sub Total</b>		<b>10</b>					<b>0.2625</b>	
<b>B</b>	<b>SERVICE DELIVERY</b>								
B1	Implementation of Citizens' Service Delivery Charter	%	4	100	100	0	3	0.12	VERY GOOD
B2	Application of Service Delivery Innovations	%	3	100	80	-20	3.4	0.102	GOOD
B3	Resolution of Public Complaints	%	3	100	90	-10	3.2	0.096	GOOD
	<b>Sub Total</b>		<b>10</b>					0.318	
<b>D</b>	<b>CORE MANDATE</b>								
D1	Improve working environment	%	6	100	80	-20	3.4	0.204	GOOD

County Government of Nyeri									
Office of the Governor									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D2	Communication of ExCom decision	%	5	100	100	0	3	0.15	VERY GOOD
D3	Management and Control of alcoholic drinks	%	5	100	100	0	3	0.15	VERY GOOD
D4	Enforcement	No.	3	60	60	0	3	0.09	VERY GOOD
D5	Public Participation	Reports/Minutes	4	8	20	150	1	0.04	EXCELLENT
D6	Civic Education	Minutes/ Reports	4	60	60	0	3	0.12	VERY GOOD
D7	Civic Education Materials	%	3	100	107	7	2.86	0.0858	VERY GOOD
D8	Installation of LAN in Sub County offices	No	4	4	4	0	3	0.12	VERY GOOD
D9	Governor's Press Unit	%	5	100	100	0	3	0.15	VERY GOOD
D10	Installation of surveillance system	%	5	100	100	0	3	0.15	VERY GOOD

County Government of Nyeri									
Office of the Governor									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D11	Performance Management and Press Unit	%	6	100	100	0	3	0.18	VERY GOOD
D12	Development of planning framework	%	1	100	100	0	3	0.03	VERY GOOD
D13	Ease of Doing Business	%	2	100	100	0	3	0.06	VERY GOOD
D14	Project Completion Rate	%	2	100	95	-5	3.1	0.062	GOOD
D15	Revenue Collection	Ksh. (M)	5	54	55.66	3.0741	2.9385	0.14693	VERY GOOD
D16	Development index	%	2	1.5	1.3	-13.33	3.2667	0.06533	GOOD
	<b>Sub Total</b>		<b>62</b>					1.80406	
<b>E1</b>	Access to Government Procurement Opportunities (AGPO)	Ksh (M)	3	43.8	16.4	-62.56	4.2511	0.12753	poor

County Government of Nyeri									
Office of the Governor									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E2	Promotion of Local Content in Procurement	Ksh (M)	2	140.3	254.064	81.086	1.3783	0.02757	EXCELLENT
	<b>Total</b>		<b>5</b>					0.1551	
<b>F</b>	<b>CROSS CUTTING</b>								
F1	Asset Management	%	1	100	100	0	3	0.03	VERY GOOD
F2	Youth Internships	No	1	20	31	55	1.9	0.019	EXCELLENT
F3	Competence Development	%	1	100	100	0	3	0.03	VERY GOOD
F4	Disability mainstreaming	%	1	100	95	-5	3.1	0.031	GOOD
F5	Gender Mainstreaming	%	1	100	100	0	3	0.03	VERY GOOD
F6	Prevention of Alcohol and Drug Abuse	%	1	100	100	0	3	0.03	VERY GOOD
F7	Prevention of HIV Infections	%	1	100	50	-50	4	0.04	fair

County Government of Nyeri									
Office of the Governor									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
F8	Safety and Security Measures	%	1	100	50	-50	4	0.04	fair
F9	National Cohesion and Values	%	1	100	100	0	3	0.03	VERY GOOD
F10	Road Safety Mainstreaming	%	1	100	100	0	3	0.03	VERY GOOD
F11	Corruption Prevention	%	3	100	100	0	3	0.09	VERY GOOD
	<b>Total</b>		<b>13</b>					<b>0.4</b>	
<b>Composite Score</b>			<b>100</b>					<b>2.9396</b>	<b>VERY GOOD</b>

County Government of Nyeri									
Department of Finance and Economic Planning									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
<b>A</b>	<b>Financial &amp; Stewardship</b>								

County Government of Nyeri									
Department of Finance and Economic Planning									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
A1	Absorption of Allocated Funds	%	5	100	90.5	-9.5	3.19	0.1595	GOOD
A2	Pending Bills	%	5	1	0.000031	-99.9969	1.0001	0.05	EXCELLENT
	<b>Sub Total</b>		<b>10</b>					<b>0.21</b>	
<b>B</b>	<b>SERVICE DELIVERY</b>								
B1	Implementation of Citizens' Service Delivery Charter	%	4	100	100	0	3	0.12	VERY GOOD
B2	Application of Service Delivery Innovations	%	3	100	0	-100	5	0.15	poor
B3	Resolution of Public Complaints	%	3	100	90	-10	3.2	0.096	GOOD
	<b>Sub Total</b>		<b>10</b>					<b>0.366</b>	
<b>D</b>	<b>CORE MANDATE</b>								

County Government of Nyeri									
Department of Finance and Economic Planning									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D1	Development of County Planning Framework e.g. ESP	%	3	100	100	0	3	0.09	VERY GOOD
D2	Financial Management & Reporting	%	8	100	100	0	3	0.24	VERY GOOD
D3	Development Index	%	3	22.6	20	-11.5044	3.2301	0.0969	GOOD
D4	County Planning & Statistics	%	10	100	100	0	3	0.3	VERY GOOD
D5	County Budget	%	10	100	100	0	3	0.3	VERY GOOD
D6	Compliance with statutory obligation	%	2	100	100	0	3	0.06	VERY GOOD
D7	Ease of Doing Business	%	2	100	100	0	3	0.06	VERY GOOD
D8	Procurement and Supplies Management	%	7	100	100	0	3	0.21	VERY GOOD

County Government of Nyeri									
Department of Finance and Economic Planning									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D9	Project Completion Rate	%	2	100	100	0	3	0.06	VERY GOOD
D10	Revenue Collection	Ksh. billion	5	1	0.887	-11.3	3.226	0.1613	GOOD
D11	County Development Index	%	3	35.22	27.88	-20.8404	3.4168	0.1025	GOOD
D12	Release of Budgetary Allocation	Time	3	7	7	0	3	0.09	VERY GOOD
D13	Asset Management	%	4	100	100	0	3	0.12	VERY GOOD
	<b>Sub Total</b>		<b>62</b>					1.8907	
E1	Access to Government Procurement Opportunities (AGPO)	Kshs (M)	3	28.69	25.002	-12.8547	3.2571	0.0977	GOOD
E2	Promotion of Local Content	Kshs (M)	2	129.86	309.19	138.0949	1	0.02	EXCELLENT

County Government of Nyeri									
Department of Finance and Economic Planning									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
	<b>Total</b>		<b>5</b>					<b>0.1177</b>	
<b>F</b>	<b>CROSS CUTTING</b>								
F1	Youth Internships	No.	1	30	40	33.33333	2.33333	0.02333	EXCELLENT
F2	Competence Development	%	2	100	100	0	3	0.06	VERY GOOD
F3	Disability Mainstreaming	%	1	100	80	-20	3.4	0.034	GOOD
F4	Gender Mainstreaming	%	1	100	20	-80	4.6	0.046	poor
F5	Prevention of Alcohol and Drug Abuse	%	1	100	80	-20	3.4	0.034	GOOD
F6	Prevention of HIV Infections	%	1	100	80	-20	3.4	0.034	GOOD
F7	Safety and Security measures	%	1	100	100	0	3	0.03	VERY GOOD

County Government of Nyeri									
Department of Finance and Economic Planning									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
F8	National Cohesion and values	%	1	100	60	-40	3.8	0.038	fair
F9	Road Safety Mainstreaming	%	1	100	30	-70	4.4	0.044	poor
F10	Corruption Prevention	%	3	100	100	0	3	0.03	VERY GOOD
	<b>Sub Total</b>		<b>13</b>					<b>0.3733</b>	
<b>Composite Score</b>			<b>100</b>					<b>2.9573</b>	<b>VERY GOOD</b>

County Government of Nyeri									
County Public Service Management									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
<b>A</b>	<b>Financial &amp; Stewardship</b>								
A1	Absorption of allocated funds	%	5	100	90.3	-9.7	3.194	0.1597	GOOD
A2	Pending Bills	%	5	1	0.18	-82	1.36	0.068	EXCELLENT
	<b>Sub Total</b>		<b>10</b>					<b>0.228</b>	
<b>B</b>	<b>SERVICE DELIVERY</b>								
B1	Implementation of Citizen's Service Delivery Charter	%	4	100	90	-10	3.2	0.128	GOOD
B2	Application of Service Delivery Innovations	%	3	100	100	0	3	0.09	VERY GOOD
B3	Resolution of Public Complaints	%	3	100	100	0	3	0.09	VERY GOOD
	<b>Sub Total</b>		<b>10</b>					<b>0.308</b>	

County Government of Nyeri									
County Public Service Management									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
C1	Access to Government Procurement Opportunities (AGPO)	Kshs(M)	3	25.84	9.49	-63.27	4.2655	0.128	poor
C2	Promotion of Local Content in Procurement	Kshs(M)	2	28.7	15.45	-46.17	3.9233	0.0785	fair
	<b>Sub Total</b>		<b>5</b>					<b>0.2064</b>	
<b>D</b>	<b>CORE MANDATE</b>								
D1	Review the Job-Description for all County Staff	Report	4	1	1	0	3	0.12	VERY GOOD
D2	Capacity building of the HR Officers	Report	4	1	1	0	3	0.12	VERY GOOD

County Government of Nyeri									
County Public Service Management									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D3	Sensitization of Staff on HR Policies and Regulations	Report	4	1	1	0	3	0.12	VERY GOOD
D4	Managing of the County Payroll;	Report	5	12	12	0	3	0.15	VERY GOOD
D5	Address all Human Resource matter through CHRAC	Minutes	5	4	4	0	3	0.15	VERY GOOD
D6	Management of Human Resource Records;	%	4	100	100	0	3	0.12	VERY GOOD

County Government of Nyeri									
County Public Service Management									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D7	Coordinate and report on management of final benefits payable to the employees;	No.	4	12	12	0	3	0.12	VERY GOOD
D8	County Internship program	Report	4	1	1	0	3	0.12	VERY GOOD
D9	Coordination of County Staff Welfare through the Medical Cover and insurance Covers;	Report	4	1	1	0	3	0.12	VERY GOOD

County Government of Nyeri									
County Public Service Management									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D10	Enhanced environmental conservation and management	%	5	100	100	0	3	0.15	VERY GOOD
D11	Efficient sanitation services	%	4	100	100	0	3	0.12	VERY GOOD
D12	Development of Strategic Plan	No	1	1	1	0	3	0.03	VERY GOOD
D13	Ease of Doing Business	%	2	100	100	0	3	0.06	VERY GOOD
D14	Project Completion Rate	%	2	100	100	0	3	0.06	VERY GOOD
D15	Revenue Collection	Ksh.	5	42.30	47.09	11.324	2.7735	0.1387	VERY GOOD

County Government of Nyeri									
County Public Service Management									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D16	Development Index	%	2	22.58	16.56	-26.66	3.5332	0.0707	GOOD
D17	Compliance with Statutory Obligations	%	3	100	100	0	3	0.09	VERY GOOD
	<b>Sub Total</b>		<b>62</b>					1.8593	
<b>E</b>	<b>CROSS CUTTING</b>								
E1	Asset Management	%	1	100	100	0	3	0.03	VERY GOOD
E2	Youth Internships /Industrial Attachments/ Apprenticeships	No	1	27	49	81.481	1.3704	0.0137	EXCELLENT
E3	Competence Development	%	1	100	100	0	3	0.03	VERY GOOD

County Government of Nyeri									
County Public Service Management									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E4	Disability Mainstreaming	%	2	100	80	-20	3.4	0.068	GOOD
E5	Gender Mainstreaming	%	2	100	100	0	3	0.06	VERY GOOD
E6	Prevention of Alcohol and Drug Abuse	%	2	100	100	0	3	0.06	VERY GOOD
E7	Prevention of HIV Infections	%	1	100	100	0	3	0.03	VERY GOOD
E8	Safety and Security Measures	%	1	100	100	0	3	0.03	VERY GOOD
E9	National Cohesion and Values	%	1	100	100	0	3	0.03	VERY GOOD
E10	Road Safety Mainstreaming	%	1	100	100	0	3	0.03	VERY GOOD

County Government of Nyeri									
County Public Service Management									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
	Sub Total		13					0.382	
Composite Score			100					2.983	VERY GOOD

County Government of Nyeri									
Department of Education, Science and Technology									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
A	Financial & Stewardship								
A1	Absorption of Allocated Funds	%	3	100	82.1	-17.9	3.358	0.1007	GOOD
A2	Absorption of Externally mobilized funds	%	3	100	51.44	-48.56	3.9712	0.1191	fair
A3	A-in-A	Ksh (M)	2	54681639	54681639	0	3	0.06	VERY GOOD

County Government of Nyeri									
Department of Education, Science and Technology									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
A4	Pending Bills	%	2	1	0	-100	1	0.02	EXCELLENT
	<b>Sub Total</b>		<b>10</b>					<b>0.3</b>	
<b>B</b>	<b>SERVICE DELIVERY</b>								
B1	Implementation of Citizens' Service Delivery Charter	%	4	100	50	-50	4	0.16	fair
B2	Application of Service Delivery Innovations	%	3	100	100	0	3	0.09	VERY GOOD
B3	Resolution of Public Complaints	%	3	100	90	-10	3.2	0.096	GOOD
	<b>Sub Total</b>		<b>10</b>					<b>0.346</b>	
<b>D</b>	<b>CORE MANDATE</b>								
D1	Increased pre-primary school enrolment	%	10	100	95	-5	3.1	0.31	GOOD

County Government of Nyeri									
Department of Education, Science and Technology									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D2	Increased VTC Enrolment in trades related to 'Big Four' initiative	%	10	100	70	-30	3.6	0.36	GOOD
D3	Enhanced retention of needy students in learning institutions – Department's Flagship Project.	No.	15	10066	10066	0	3	0.45	VERY GOOD
D4	Upgraded sports stadia infrastructure	No.	5	3	2	-33.333	3.6667	0.1833	fair
D5	Promote sporting Activities	No.	5	100	100	0	3	0.15	VERY GOOD

County Government of Nyeri									
Department of Education, Science and Technology									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D6	Review/ Development of Strategic Plan	%	3	100	100	0	3	0.09	VERY GOOD
D7	Ease of Doing Business	%	3	100	100	0	3	0.09	VERY GOOD
D8	Project Completion Rate	%	3	100	93.2	-6.8	3.136	0.0941	GOOD
D9	Revenue Collection	Ksh	5	290,000.00	455750	57.155	1.8569	0.0928	EXCELLENT
D10	Development Index	%	3	17.4	8.82	-49.31	3.9862	0.1196	fair
	<b>Sub Total</b>		<b>62</b>					1.9398	
A1	Access to Government Procurement Opportunities (AGPO)	Kshs(M)	3	42.50	31.13	-26.753	3.5351	0.1061	GOOD
A2	Promotion of Local Content	Kshs(M)	2	56.70	141.8	150.09	1	0.02	EXCELLENT
	<b>Total</b>		<b>5</b>					0.1261	

County Government of Nyeri									
Department of Education, Science and Technology									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
<b>E</b>	<b>CROSS CUTTING</b>								
E1	Asset Management	%	1	100	100	0	3	0.03	VERY GOOD
E2	Youth Internships	No	1	30	31	3.3333	2.9333	0.0293	VERY GOOD
E3	Competence Development	%	1	100	100	0	3	0.03	VERY GOOD
E4	Disability mainstreaming	%	1	100	90	-10	3.2	0.032	GOOD
E5	Gender Mainstreaming	%	1	100	0	-100	5	0.05	poor
E6	Prevention of Alcohol and Drug Abuse	%	1	100	80	-20	3.4	0.034	GOOD
E7	Prevention of HIV Infections	%	1	100	90	-10	3.2	0.032	GOOD
E8	Safety and Security Measures	%	1	100	100	0	3	0.03	VERY GOOD
E9	National Cohesion and Values	%	1	100	80	-20	3.4	0.034	GOOD

County Government of Nyeri									
Department of Education, Science and Technology									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E10	Road Safety Mainstreaming	%	1	100	100	0	3	0.03	VERY GOOD
E11	Corruption Prevention	%	3	100	80	-20	3.4	0.102	GOOD
E12	Sub Total		<b>13</b>					0.4333	
<b>Composite Score</b>			<b>13</b>					<b>3.1451</b>	<b>GOOD</b>