



COUNTY GOVERNMENT OF NYERI



REPORT ON EVALUATION OF THE PERFORMANCE OF COUNTY DEPARTMENTS FOR THE FINANCIAL YEAR 2021/2022

NOVEMBER 2022

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FOREWORD



The Performance Contracting, as a management system tool was first embraced in Nyeri County during the 2017/2018 financial year. In an effort to fully embrace the Performance Management System (PMS) into the county operations, the County Government of Nyeri has used considerable effort and resources to add value to all processes of the PC system. This effort has culminated into the results that are now contained in this report. Capacity building of the PC desk officers has enabled them to carry out in-house evaluation for the departmental PCs.

Our vision is to see the process embedded in all county departments and agencies' activities and to continuously improve the process by keeping abreast with changes that may be introduced into the PC from time to time by the Council of Governors. The performance culture inculcated during these formative years of the county government, has enabled us to fast-track the achievement of the County Integrated Development Plan and link it with Annual Development Plans, and the Annual budgets.

However, due to inadequate capacity and resources, performance contracts evaluation took a while before its institutionalization. The Performance planning and evaluation process is coordinated by the Governor Delivery Unit. The Unit to date has coordinated PCs preparation, monitoring, and evaluation for the last three years in a high integrity, transparency and accountable manner. I appreciate and am grateful to state that all the PC phases have been carried out successfully and that lessons learnt from the process will be shared with all Departments CECMs and Chief Officers in order to interrogate their performances and put in place strategies to improve the areas that they have not achieved according to the set targets.

As you are all aware, 70 percent of the county business is the service delivery to Wanjiku, Therefore, the stark reality is that non responsiveness in the service delivery will not be tolerated at any level in the county. All departments therefore need to develop and adapt a performance culture whose overarching goal is to enhance service delivery. The departments though they have developed and displayed service charters, their compliance is inadequate and measures needs to be put in place to address the existing gaps. It is also noted that the customer satisfaction and work environment surveys and public complaint handling mechanisms among others are on average good which leaves the customers dissatisfied in many instances. Therefore, the performance measurement is not only the process of quantifying the efficiency and effectiveness of our actions, but also the means that indicates the compliance and turnaround time taken by each department to extend services to our stakeholders over a wide range of performance criterion including the hard metrics of finance, number of infrastructural facilities built, projects completion rate and adherence to the government policies. As


noted during the evaluation process, some departments do not cascade the performance contracts to the directors and the staff below them. Let me emphasize that the annual performance contract is an institutional document and all staff should be involved in its implementation.

It is pertinent to note that evaluation is not an end in itself, but an opportunity for continuous improvement developing strategies for achievement of set targets and as well as quality of service delivery. Through the process of evaluation departments learn what they failed to achieve and therefore must be improved in the next PC cycle. The departments must use their experience gained through this process to improve the quality-of-service delivery. And as such, departments are encouraged to analyze the gaps on the low performed targets, interrogate the reasons and fully own the process. I encourage that we institute a performance management culture in all the departments and through holding inter departmental meetings monitoring and evaluation teams to brainstorm and exchange ideas on the strategies of improving their performance. The performance should be viewed as a systemic framework that require team work and synergistic working culture. This will enable each department to make informed decisions about where and how to improve their performance.

As observed during the evaluation, not all departments have owned the process. This is evidenced by the observation that only six CECMs led their respective teams. This is a demonstration of lack of ownership and buy in. I thank all the CECMs who took their time to attend the annual evaluation. It is also important to note that few departments have developed and integrated the use of strategic plans which is a critical input in the PC process. Further, the departments have also developed service charters which is a key document in governing quality of service delivery to their customers.

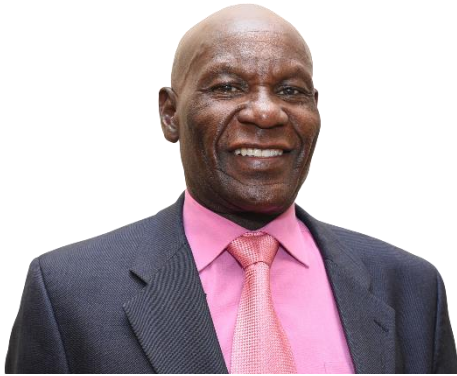
Finally, I wish to thank Governor's Service Delivery Unit staff (Mr. Cyrus Njige, Mr. Patrick Migwi, Mr. Tyson Githinji and Ms. Jane Mercy Kirienye) led by Dr. Wamwea for the continued support they have given to all the departments in terms of capacity building in the PC process. I also wish to thank all the members of the County Executive Committee, Chief Officers, Directors and the PC Desk Officers who were instrumental in preparation, implementation, and evaluation of the 2021/2022 PCs.

Lastly but not least, I advise the departments to ensure that all targets agreed upon are met 100 percent. Achievement below hundred percent is an indication that services were not fully delivered unless occurrence of exigencies which will be discussed and agreed upon. Let's all collectively have a transformative agenda of conducting our business unusual.



H.E. MUTAHI KAHIGA
GOVERNOR, NYERI COUNTY

PREFACE



In July 2021, twelve (12) departments signed Performance Contracts for the FY 2021/ 2022 with H. E. The Governor. This is a testimony that the PC is an important institutional management tool. The departments use the PCs to guide their operations for the Financial Year on the agreed negotiated targets that links the County Integrated development Plans, Annual Development Plans and the Annual allocated budgets. The departments were evaluated on the adherence to the PC guidelines, financial accountability in projects implementation, institutional transformation and improvement to the service delivery to Wanjiku. The evaluation is evidence based and the departments did submit all documents for the evaluation. We attribute the success of the evaluation process by strong commitment demonstrated by all stakeholders. Above all the unequivocal support by His Excellency the Governor and his entire Cabinet. The performance contracting process has changed the working culture in Nyeri county which is a new paradigm shift from the yesteryears.

Lastly, I wish to thank the CECMs for their commitment in leading respective departments without which the process would not have been successful.

I sincerely thank you all for making Nyeri county citizens proud through quality service delivery.

A handwritten signature in black ink, consisting of a large loop at the top and a series of vertical strokes below it, followed by a long horizontal stroke that curves upwards at the end.

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 report on the annual performance evaluation of the County Government of Nyeri span from 1st of July 2021 to 30th of June 2022 Financial year. The Performance contracting tool was first introduced in Nyeri County in the year 2017/2018 and its implementation have been undergoing through the full cycle that is from negotiations and setting of targets, monthly monitoring, quarterly reporting and the annual evaluation. This evaluation report therefore represents the outcome of all the twelve (12) departments from the implementation of the signed Performance Contracts at the beginning of the financial year 1st of July 2021/2022 to 30th June 2022. The structure of the report is 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 2021/22 performance contracting process, the evaluation and the overall achievements of the county as well as individual departmental achievements.

Chapter Three provides a summary of the observations, conclusions from the exercise and recommendations for improving the process as we move forward.

The evaluation exercise was spearheaded by a team of officers drawn from the Governor's Service Delivery Unit/Performance Management Unit.

The exercise commenced from 7th through 14th November 2022 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 process adhered strictly to Performance Contracting Guidelines for the County Governments, (August, 2020), prepared by the Council of Governors. The Performance is rated on a scale of 1.00 to 5.00.

Departments ranking

All the twelve (12) County Departments and the Office of the County Attorney were evaluated for the period beginning 1stJuly 2021 to 30thJune 2022.

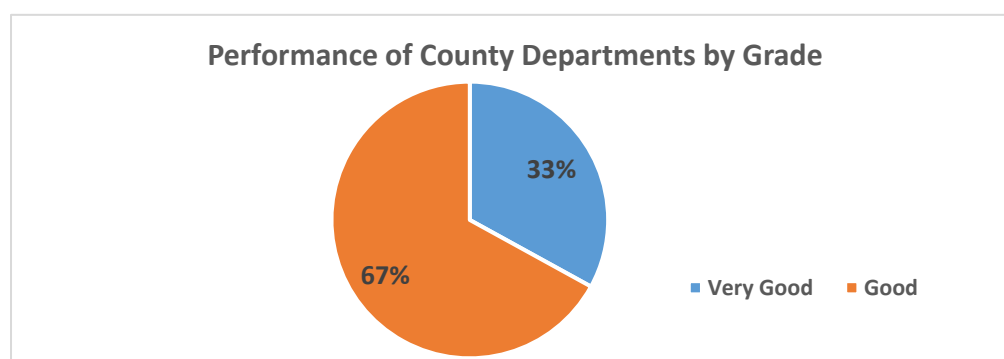


Figure 1 Performance of County Departments by Grade

Figure 1 shows that 33% of county departments scored “very good” while 67% scored “good”. In the FY 2021/22, none of the departments scored excellent, fair or poor.

Ranking	Department	Composite Score	% Achievement Equivalent (2d.p)
Very Good			
1.	Department of Trade, Tourism, Culture and Cooperative Development	2.7439	112.81%
2.	Department of Gender, Youth and Social Services	2.8409	107.96%
3.	Office of the Governor	2.9053	104.75%
4.	Department of Health Services	2.9065	104.68%
Good			
5.	Department of County Public Service and Solid Waste Management	3.0205	98.98%
6.	Department of Transport, Public Works, Infrastructure and Energy	3.0276	98.62%
7.	Office of the County Attorney	3.0402	97.99%
8.	Department of Agriculture, Livestock and Fisheries	3.0694	96.53%
9.	Department of Water, Irrigation, Environment and Climate Change	3.104	94.8%
10.	Department of Finance and Economic Planning	3.1328	93.36%
11.	Department of lands, Housing, Physical Planning and Urbanization	3.1814	90.93%

Ranking	Department	Composite Score	% Achievement Equivalent (2d.p)
12.	Department of Education and Sports	3.2279	88.61%

Table 1: Summary of county departmental ranking by composite scores and its equivalent in percentage. Achievement below 100% has some efforts to be made

Ranking by improvement (Comparing FY 2020/21 and 2021/22)

Department	Composite Score for FY 2020/21	Composite Score for FY 2021/22	% Achievement Equivalent (2d.p)
Gender, Youth and Social Services	2.8888596	2.8409	1.6602
Trade, Tourism, Culture and Cooperative developments	2.776984	2.7439	1.1914
Office of the Governor	2.939639	2.9053	1.1681
Public Service and Solid Waste Management	2.9831754	3.0205	-1.25117
Education and Sports	3.145105	3.2279	-2.6325
Health services	2.81667	2.9065	-3.1892
Transport, Infrastructure, Public Works and Energy	2.8765	3.0276	-5.2529
Finance and Economic Planning	2.9572561	3.1328	-5.9360
Agriculture, Livestock and Fisheries	2.8677273	3.0694	-7.0325
Water, Irrigation and Climate Change	2.84958	3.104	-8.9283
Lands, Housing, Physical Planning and Urbanization	2.91348	3.1814	-9.1959

Table 2 Ranking by improvement

Performance Per Criteria

Performance	FY 20.21	FY 21/22	% Improvement
Financial Stewardship and discipline	0.247956	3.1003	-11.5
Service Delivery	0.323545	3.35	-9.4
Institutional Development	-	3.26	-
Core Mandate	1.674272	1.7594	-0.1
Cross Cutting	0.374181	2.9083	-6.8

Table 3 Performance Per Criteria

Four (4) departments achieved a performance grade of “VERY GOOD” while eight (8) achieved a Performance Grade of “GOOD”. The best performing department was Trade with a Composite Score of 2.7439 while the bottom performing was Education with a Composite Score of 3.2279.

Trend analysis

Department	Composite Score for FY 2019/20	Composite Score for FY 2020/21	Composite Score for FY 2021/22
Trade, Tourism, Culture and Cooperative developments	2.865	2.776984	2.7439
Gender, Youth and Social Services	2.869	2.8888596	2.8409
Governors’ office	2.589	2.939639	2.9053
Health services	2.063	2.81667	2.9065
Public Service and Solid Waste Management	2.889	2.9831754	3.0205
Transport, Infrastructure, Public Works and Energy	2.888	2.8765	3.0276
Agriculture, Livestock and Fisheries	3.103	2.8677273	3.0694
Water, Irrigation and Climate Change	3.464	2.84958	3.104
Finance and Economic Planning	3.088	2.9572561	3.1328
Lands, Housing, Physical Planning and Urbanization	2.961	2.91348	3.1814
Education and Sports	2.606	3.145105	3.2279

Table 4 Trend analysis

CHAPTER 1

INTRODUCTION

A performance contract (PC) is a management tool for measuring performance against negotiated targets. It is a negotiated agreement between the Governor of Nyeri County, His Excellency Mutahi Kahiga and the top management of the various departments, that is the CEC member for the respective departments.

This report presents the evaluation results of the departmental Performance Contracts for the financial period 2021/22 that covered the period between 1st July 2021 and 30th June 2022. 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. Performance Contracts were introduced into the devolved government since it was seen as an effective management tool that would assist the county to:

- Improve efficiency in service delivery to the public by ensuring that, holders of public office are held accountable for results;
- Improve performance and efficiency in resource utilization and ensure that public resources are focused on attainment of key policy priorities;
- Institutionalize a performance-oriented culture in the county Public Service;
- To measure and evaluate performance;
- To link rewards to measurable performance;
- Instill accountability for results at all levels in the County Government;
- Ensure that the culture of accountability pervades all levels of County Government;
- Reduce or eliminate reliance on the Exchequer;
- To strategize the management of county public resources;
- Recreate a culture of results-oriented management in the county Public Service as founded on 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 2

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 5

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% the target
Fair	Achievement of between 50% and 69.99% of the target
Poor	Achievement of between 0% and 49.99% of the target

Table 5: Description of Performance Grade and respective Operating Rules

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 poorest ever score characterized by achievement of 0%.

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

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

Table 6 :Performance and Composite Score

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 evaluation score used to rank the departments.

Performance Evaluation Results

A total of 12 departments presented signed performance contracts for evaluation. All contracts were evaluated and the grades distribution is as shown in Table 7

Performance Grade	Number of Departments	Percentage (%)
Excellent	0	0
Very Good	4	33
Good	8	67
Fair	0	0
Poor	0	0
Total	12	100

Table 7 Grades distribution by percentage score

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

Ranking	Department	Composite Score	% Achievement Equivalent (2d.p)
Very Good			
1.	Department of Trade, Tourism, Culture and Cooperative Development	2.7439	112.81%
2.	Department of Gender, Youth and Social Services	2.8409	107.96%
3.	Office of the Governor	2.9053	104.75%
4.	Department of Health Services	2.9065	104.68%
Good			
5.	Department of County Public Service and Solid Waste Management	3.0205	98.98%
6.	Department of Transport, Public Works, Infrastructure and Energy	3.0276	98.62%
7.	Office of the County Attorney	3.0402	97.99%
8.	Department of Agriculture, Livestock and Fisheries	3.0694	96.53%
9.	Department of Water, Irrigation, Environment and Climate Change	3.104	94.8%
10.	Department of Finance and Economic Planning	3.1328	93.36%
11.	Department of lands, Housing, Physical Planning and Urbanization	3.1814	90.93%
12.	Department of Education and Sports	3.2279	88.61%

Table 8 :County departmental ranking by composite scores and Equivalent percentage (2d.p).

Best performed indicator under core mandate

Department	Performance Indicator	Performance
Department of Trade, Tourism, Culture and Cooperative Development	Registration of New Societies	Registered 15 against a target of 4
Department of Gender, Youth and Social Services	Sensitizations on social and economic activities	conducted 8 fora against a target of 6
Department of Health Services	Adult Population screened for Hypertension and Diabetes	screened 150,600 peoples against a target of 80,000

Department	Performance Indicator	Performance
Office of the Governor	Civic Education	Conducted 11 fora against a target of 8
Department of County Public Service and Solid Waste Management	Coordination of County Internship program;	A cumulative of 800 interns and industrial attachment benefited
Department of Transport, Public Works, Infrastructure	Opening of new roads	opened 20 roads against a target of 10.
Office of the County Attorney	Legal advisory services	offered 100% legal advisories on need basis
Department of Agriculture, Livestock and Fisheries	Support Community Investment (Micro projects)	supported 96 communities against a target of 50
Department of Water, Irrigation, Environment and Climate Change	Construction of intakes and tanks	constructed 2 water intakes, constructed 1 tank
Department of Finance and Economic Planning	Financial Management & Reporting	Achieved 100%. Prepared and reported all expenditures are required
Department of lands, Housing, Physical Planning and Urbanization	Planning and Survey of Market Centers	Surveyed 13 markets against a target of 10
Department of Education and Sports	Enhanced retention and completion of vulnerable students in learning institutions	Supported 28000 students against a target of 25000.

Table 9. Best performed indicator under core mandate

Ranking on projects completion rate

No.	Departments	Projects completion rate
1.	Finance and Economic Planning	100%
1.	Lands, Housing, Physical Planning and Urbanization	100%
3.	Water, Irrigation, Environment and Climate Change	98.80%
4.	Transport, Public Works, Infrastructure	95.50%
5.	Gender, Youth and Social Services	95%
6.	County Public Service and Solid Waste Management	91.88%
7.	Education and Sports	89.50%
8.	Agriculture, Livestock and Fisheries	89.06%
9.	Governor's office	86%
10.	Trade, Tourism, Culture and Cooperative Development	83.60%
11.	Health Services	68.57%

Table 10 Projects completion rate

The overall projects completion rate across the departments was 91.99% with department of Health services recording the lowest projects completion rate of 68.57%. This was attributed to late disbursement of exchequer funds from the national treasury.

Theoretical means per indicator

Financial Stewardship and discipline

Performance Indicators	Average Raw score FY 2020/21	Average Raw score FY 2021/22	% Change
Absorption of Allocated Funds (GoK)	3.3076	3.2878	0.60
Absorption of Externally mobilized resources	3.517	3.0925	12.07
Development index	3.4239	3.4458	-0.64
A-in-A (Health Fund)	2.6325	2.26096	14.11
Asset management	3.0909	3.1545	-2.06

Performance Indicators	Average Raw score FY 2020/21	Average Raw score FY 2021/22	% Change
Pending Bills	1.2764	3.36	-163.24

Table 11 Financial Stewardship and discipline

It was noted that the absorption of externally mobilized resources recorded an improvement of 12.07%. Development index had a declined performance of 0.6%. Most department indicated that this was due to delay in release of funds, change of priority projects and reallocation of funds among other factors. None of the department was penalized under pending bills. They had their funds committed but delay in release of funds affected their payments.

Service Delivery

Performance Indicators	Average Raw score FY 2020/21	Average Raw score FY 2021/22	% Change
Implementation of Citizens' Service Delivery Charter	3.2	3.2167	-0.52
Business Process Re-engineering	-	3.5	-
Resolution of Public Complaints	3.1182	3.3333	-6.90

Table 12 Service Delivery

Most departments failed to perform better than the year of comparison under this criterion due to poor documentation of evidences and failure to submit complaints quarterly reports as required under resolution of public complaints indicator.

Business Process Re-engineering was poorly performed by departments under service delivery. Departments were required to document processes/procedures and relevant workflows from the time the customer seeks and receives information about the service to the point the service is provided and sensitize staff on Departments' service delivery processes. Only a few departments provided evidence on documented service delivery processes.

Institutional transformation

Performance Indicators	Average score 2020/21	Raw FY	Average Raw score FY 2021/22	% Change
Development of County Planning framework	3.1813		3.0833	3.08
Competence development	3		3.3	-10
Knowledge management	-		3.3417	
Work Environment	-		3.4167	
Cascading of Performance Contracts	-		3.1583	

Table 13 Institutional transformation

Competence development was the worst performed indicator in this performance criteria with a declined record of 10%. Departments failed to compile appraisal reports and implementing recommendations from it. The knowledge management, Work environment and cascading of the performance contracts were all performed poorly as indicated by the raw score.

Work Environment in the FY 2021/22 was performed poorly under this criterion. Departments were expected to carry out an internal work environment survey and prepare a work plan for implementation of the survey's recommendations. Most of the departments could not provide evidence on the work environment survey and those that did lacked a standard tool for undertaking work environment survey.

Core mandate

Performance Indicators	Average score 2020/21	Raw FY	Average score 2021/22	Raw FY	% Change
Revenue Collection	2.7894		2.7645		0.89
Ease of doing business	3.02		3.1037		-2.77
Disaster management	-		3.4691		
Automation	3.4		3.3		2.94
Customer satisfaction	-		3.9167		
Compliance with statutory obligations	3		3		0
Youth empowerment initiatives	-		3.0833		-
Project Completion Rate	3.1707		3.1856		-0.47

Table 14 Core mandate

In the year under the review, revenue collection improved by 0.89%. This was contributed to increased public awareness on Nyeri-Pay. It was also noted that departments have embraced the use of ICT. It was evidenced by an improved change of 2.94% in automation indicator.

Customer satisfaction for the FY 2021/22 was performed poorly across the departments with an average raw score of 3.9167. Departments were expected to undertake a customer satisfaction survey to determine how to best improve or change service delivery. Most of the departments could not provide evidence on the customer satisfaction survey.

Cross cutting

Performance Indicators	Average score 2020/21	Raw FY	Average score 2021/22	Raw FY	% Change
Youth Internships/Industrial Attachments	1.6481		1.6641		-0.97
Access to Government Procurement Opportunities (AGPO)	3.123		3.4971		-11.98
Promotion of Local Content in Procurement	1.6732		1.6061		4.01
Prevention of Alcohol and Drug Abuse	3.0851		3.1417		-1.83
Prevention of HIV Infections and Non-Communicable Diseases	3.1252		3.0763		1.56
Disability Mainstreaming	3.1182		3.125		-0.22
Gender Mainstreaming	3.3727		3.2		5.12
Environmental sustainability	-		3.1208		
Safety and Security Measures	3.0869		3.2583		-5.55
Road Safety Mainstreaming	3.1273		3		4.07
Corruption Prevention	3.2182		3.1667		1.60
National Cohesion and Values	3.1455		3.0417		3.30

Table 15 Cross cutting

In the FY 2021/22, departments had few interns and attaches compared to FY 2020/21. This decrease is represented by 0.97% change. AGPO was poorly performed indicator with a decline of 11.98%. Mostly they failed to achieve this due to; Youth, Women, PWDs failing to apply for tenders, failure to show up for work once contract is awarded, some tasks require technical skills which are not available from the target group among others.

Under cross cutting criterion, Access to Government Procurement Opportunities (AGPO) indicator had the lowest performance. Departments could not meet the target of awarding at least 30% of the total value (in Kshs.) of the procurement budget for goods and services as provided in the annual procurement plan by each County Department to youth, women and Persons Living with Disabilities (PLWDs) as individuals or in organized groups. Department of Gender, Youth and Social Services achieved this target.

Departments had good performance under “Promotion of Local Content in Procurement” and “Youth internships/industrial attachments”

CHAPTER 3:

OBSERVATION, CONCLUSIONS AND RECOMMENDATIONS

3.1 Observations

Observations

Having undertaken the PC Evaluation process for all departments, the PC evaluation team made the following observations during the process of evaluation;

Positive Observations

Turn-up for the evaluation.

It was noted that all county departments appeared for the PC evaluation exercise during the period scheduled for the exercise. This translated to 100% turn-up for evaluations, a commendable achievement.

Six (6) departmental heads (CECMs) appeared for the evaluation namely;

- Water, Irrigation, Environment and Climate Change,
- Trade, Tourism, Culture and Cooperative developments,
- Gender, Youth and Social Services,
- Agriculture, Livestock and Fisheries,
- Transport, Infrastructure, Public Works and Energy and
- Office of the county Attorney

This was an improvement from last evaluation where only two had attended.

Departmental PC teams

The teams that represented the departments for evaluation were organized, worked in harmoniously and availed evidence as requested. It was noted that some departments never cascaded the performance contracts to the staff below the directorate level.

The Office of the County Attorney was evaluated for the first time and we commend their team work and active participation.

Impact of partnering with other stakeholders

From the PC evaluation process, it was observed that the county departments which partnered with other stakeholders particularly external agencies, reported accomplishment of a relatively large number of their set targets.

New innovations adoption

The following innovations were showcased by the departments.

Transport Department

- a. use of the GIS for mapping projects.

Trade Department

- a. Online marketing for tourism products
- b. Online marketing for investment opportunities in the County
- c. Sending of bulk messages

Health Department

- a) Electronic Hospital Management Information Systems in county health facilities. It is being piloted at Mukurweini Hospital

CPSM and Solid waste Management

- a) GIS Mapping of the County Waste Retention Chambers. Process ongoing

Challenges

- PC supporting evidences

Few departmental did not know the exact kind of documentary evidence to submit for evaluation. Some evidences submitted were incomplete, inauthentic and inaccurate hence not be admissible for the purpose of PC evaluation.

- Impact of the Department of Finance and Economic planning

Most county departments blamed their underperformance to the department of Finance and Economic Planning. Specific hindrances cited from the departments included;

- Removal of the budget allocation from implementing departments without consultation of the user departments;
- Late disbursement of funds;
- Carry over of pending bills even after departments had committed the payments in the vote book.
- Indicators that did not meet the target

It was noted that the following indicators did not achieve the target virtually for all the departments.

- a. Access to Government Procurement Opportunities
- b. Disposal idle asset by the department of Finance
- c. Carrying out of internal Customer Satisfaction and Work environment surveys

Exogenous factors

The county PC evaluation team received the following general hindrances that contributed to failure or non-completion of the set targets as documented in the PC's;

- a) Pending bills carried forward from previous years negatively affected the implementation of 2021/2022 projects as documented in the PC. The pending

bills take the first charge in the ensuing year budget which affects the completion of projects.

- b) The campaign season affected most of the implementation of the Performance contract due to diversion of the initial planned projects by MCAs. (Ward specific projects).
- c) Failure to involve the public or project beneficiaries from initial stages of project identification resulted in some projects being rejected by the community. There is therefore need for inclusivity during planning for public funded projects.
- d) Delayed disbursement of funds from National treasury affected projects completion.
- e) Cases of reduction of budgeted funds through supplementary budget negatively impact on project implementation plans.

Recommendations

Based on the observation and an overview of the implementation of the PC, the evaluating team came up with the following recommendations which if implemented would lead to improvement in the department's performance

1. Performance contracting is not static but a dynamic process and as such, the County/departments are encouraged to undertake continuous training on PC, develop a reward/incentives system for performers and positive sanctions to non-performers respectively.
2. The departments are advised to develop annual work plan for the implementation of the PC, and link it with the budget. The monthly monitoring of the disbursement and flow of inputs, activities and quarterly reports to be submitted to the Governor Delivery Unit in a standardized reporting format. The reports should in electronic not hard copies to save on stationeries
3. The departments are requested to seek any technical advice including training on PC guidelines, targets, outputs and packaging of evidences from Governor Delivery Unit to facilitate efficient and effective performance
4. The departments are required to carryout self-evaluation at the departmental levels prior to submitting their reports to the evaluation team. This would minimize time during the evaluation
5. Cascading of the PC to all staff is mandatory, annual performance staff appraisals for the purpose of promotions, objective evaluation of the staff appraisals is highly recommended.
6. Mid -year evaluation of the PC performance is recommended to fast track the gaps and annual departments self- evaluation will be now mandatory condition as a prelude to annual PC evaluation/moderation.

Annexes

County Government of Nyeri									
Department of Trade, Tourism, Culture and Cooperatives Development									
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 (GoK)	%	3	100	73.2	-26.8	3.536	0.10608	Good
A2	Development index	%	2	56.9	46.9	-17.5747	3.351494	0.06703	Good
A3	Asset management	%	3	100	100	0	3	0.09	Very Good
A4	Pending Bills	%	2	1	1.2	20	3.4	0.068	Good
	Sub Total		10					0.33111	
B	SERVICE DELIVERY								
B1	Implementation of Citizens' Service Delivery Charter	%	3	100	100	0	3	0.09	Very Good
B2	Business Process Re-engineering	%	3	100	75	-25	3.5	0.105	Good
B3	Resolution of Public Complaints	%	2	100	80	-20	3.4	0.068	Good
	Sub Total		8					0.263	
C	INSTITUTIONAL TRANSFORMATION								
C1	Development of County Planning framework	%	3	100	80	-20	3.4	0.102	Good

County Government of Nyeri									
Department of Trade, Tourism, Culture and Cooperatives Development									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
C2	Competence development	%	2	100	100	0	3	0.06	Very Good
C3	Knowledge management	%	2	100	100	0	3	0.06	Very Good
C4	Work Environment	%	1	100	100	0	3	0.03	Very Good
C5	Cascading of Performance Contracts	%	2	100	100	0	3	0.06	Very Good
	Sub Total		10					0.312	
D	CORE MANDATE								
D1	Survey of ten (10) markets and develop Bills of quantity (30%);	%	4	10	17	70	1.6	0.064	Excellent
D11	Handover ten (10) market sites to the contractor	%	3	10	17	70	1.6	0.048	Excellent
D12	Complete Construction of ten (10) markets	%	2	10	10	0	3	0.06	Very Good
D13	Complete construction of 6 ongoing markets	No	2	6	6	0	3	0.06	Very Good

County Government of Nyeri									
Department of Trade, Tourism, Culture and Cooperatives Development									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D14	Enterprise Development Fund disbursement of loans to MSEs	%	2	100	160	60	1.8	0.036	Excellent
D15	Compliance of Fairtrade practices	%	3	100	101	1	2.98	0.0894	Very Good
D16	Market Management	%	2	100	125	25	2.5	0.05	Very Good
D17	Trade related policies and Bills developed	%	0	3	3	0	3	0	Very Good
D18	Survey three (3) tourism sites and develop Bills of quantity	%	4	100	100	0	3	0.12	Very Good
D19	Handover one (1) tourism sites	No.	3	1	1	0	3	0.09	Very Good
	Complete Construction of one (1) tourism sites	%	2	1	1	0	3	0.06	Very Good
	County Tourism marketed and promoted	%	4	100	110	10	2.8	0.112	Very Good
	Improve compliance with Cooperative	%	4	100	164	64	1.72	0.0688	Excellent

County Government of Nyeri									
Department of Trade, Tourism, Culture and Cooperatives Development									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
	Societies laws and regulations								
	Enhanced legal and legislative regulatory framework for co-operative societies	%	3	100	100	0	3	0.09	Very Good
	Good Governance in Co-operative movement enhanced	%	3	100	116	16	2.68	0.0804	Very Good
	Registration of New Societies	No	4	4	15	275	1	0.04	Excellent
	Revenue Collection	Ksh.	2	4,800,000	4808760	0.1825	2.99635	0.05993	Very Good
	Ease of Doing business	%	2	100	100	0	3	0.06	Very Good
	Disaster management	%	1	100	100	0	3	0.03	Very Good
	Automation	%	2	100	100	0	3	0.06	Very Good
	Customer satisfaction	Report	2	1	1	0	3	0.06	Very Good
	Compliance with statutory obligations	%	2	100	100	0	3	0.06	Very Good
D20	Youth empowerment initiatives	%	2	100	100	0	3	0.06	Very Good

County Government of Nyeri									
Department of Trade, Tourism, Culture and Cooperatives Development									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D21	Project Completion Rate	%	2	100	83.6	-16.4	3.328	0.06656	Good
	Sub Total		60					1.52509	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/Apprenticeships	No	1.5	16	60	275	1	0.015	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Kshs	2	26,921,055	28959584	7.572248	2.848555	0.05697	Very Good
E4	Promotion of Local Content in Procurement	Kshs	1.5	35,894,740	53019435	47.70809	2.045838	0.03069	Excellent
E6	Prevention of Alcohol and Drug Abuse	%	0.5	100	100	0	3	0.015	Very Good
E7	Prevention of HIV Infections and Non-Communicable Diseases	%	0.5	100	100	0	3	0.015	Very Good
E8	Disability Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good

County Government of Nyeri									
Department of Trade, Tourism, Culture and Cooperatives Development									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E9	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E10	Environmental sustainability	%	1.5	100	100	0	3	0.045	Very Good
E11	Safety and Security Measures	%	0.5	100	100	0	3	0.015	Very Good
E12	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E13	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good
E14	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
E8	Sub Total		12					0.31266	
Composite Score			100					2.74386	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
A	Financial & Stewardship								
A1	Absorption of Allocated Funds (GoK)	%	3	100	88.6	-11.4	3.228	0.09684	Good
A2	Development index	%	2	50.25	48.82	-2.8458	3.05692	0.06114	Good
A3	Asset management	%	3	100	80	-20	3.4	0.102	Good
A4	Pending Bills	%	2	1	1.2	20	3.4	0.068	Good
	Sub Total		10					0.32798	
B	SERVICE DELIVERY								
B1	Implementation of Citizens' Service Delivery Charter	%	3	100	100	0	3	0.09	Very Good
B2	Business Process Re-engineering	%	3	100	100	0	3	0.09	Very Good
B3	Resolution of Public Complaints	%	2	100	100	0	3	0.06	Very Good
	Sub Total		8					0.24	
C	INSTITUTIONAL TRANSFORMATION								

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
C1	Development of County Planning framework	%	3	100	100	0	3	0.09	Very Good
C2	Competence development	%	2	100	100	0	3	0.06	Very Good
C3	Knowledge management	%	2	100	70	-30	3.6	0.072	Good
C4	Work Environment	%	1	100	100	0	3	0.03	Very Good
C5	Cascading of Performance Contracts	%	2	100	100	0	3	0.06	Very Good
	Sub Total		10					0.312	
D	CORE MANDATE								
D1	Disaster Management response	%	3	100	100	0	3	0.09	Very Good
D2	Public sensitization fora on disaster prevention	No	2	5	10	100	1	0.02	Excellent
D3	Disaster management Bill	Report	2	1	1	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
D4	Disaster risk management policy	Report	2	1	1	0	3	0.06	Very Good
D5	Social Enquiries reports	%	2	100	100	0	3	0.06	Very Good
D6	Social responses	%	2	100	100	0	3	0.06	Very Good
D7	Sensitizations on social and economic activities	No	2	6	8	33.3333	2.33333	0.04667	Excellent
D8	Waiver committee deliberations	No	2	10	35	250	1	0.02	Excellent
D10	Construction of a fence, gate and Completion of ablution block at the proposed Kiawara fire station	%	3	100	100	0	3	0.09	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
D11	Laying of cabro and installation of a gate and a fabricated canvas fire engine shade at Nyeri fire station	%	3	100	90	-10	3.2	0.096	Good
D12	Construction of a Section of Karatina Children home fence and other minor renovations	%	2	100	100	0	3	0.06	Very Good
D13	Fencing of Karatina fire station and renovation of the existing Office block	%	2	100	100	0	3	0.06	Very Good
D15	Initiate acquisition of leather equipment for youth empowerment	%	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
D16	Establish Disaster response coordination unit	No	2	1	1	0	3	0.06	Very Good
D17	Empowerment for women, youth and PWDs	%	3	100	100	0	3	0.09	Very Good
D18	Social assistance bill	Report	3	1	1	0	3	0.09	Very Good
D19	Enactment of a youth development bill	Report	2	1	1	0	3	0.06	Very Good
D20	Gender development policy	Report	3	1	1	0	3	0.09	Very Good
D22	GBV technical working group meetings	No	2	2	3	50	2	0.04	Excellent
D23	Advocacy against Sexual Gender Based Violence SGBV	No	2	2	3	50	2	0.04	Excellent
D24	Revenue Collection	Ksh.	2	910,000	1188443	30.5981	2.38804	0.04776	Excellent

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
D25	Ease of doing business	%	2	100	100	0	3	0.06	Very Good
D27	Automation	%	2	100	100	0	3	0.06	Very Good
D28	Customer satisfaction	Report	2	1	1	0	3	0.06	Very Good
D30	Compliance with statutory obligations	%	2	100	100	0	3	0.06	Very Good
D31	Youth empowerment initiatives	%	2	100	100	0	3	0.06	Very Good
D32	Project Completion Rate	%	2	100	95	-5	3.1	0.062	Good
	Sub Total		60					1.66243	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/Apprenticeships	No	1.5	16	36	125	1	0.015	Excellent
E2	Access to Government Procurement	Kshs	2	23,324,561	24189534	3.70842	2.92583	0.05852	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
	Opportunities (AGPO)								
E4	Promotion of Local Content in Procurement	Kshs	1.5	31,099,415	76,100,000	144.699	1	0.015	Excellent
E6	Prevention of Alcohol and Drug Abuse	%	0.5	100	100	0	3	0.015	Very Good
E7	Prevention of HIV Infections and Non-Communicable Diseases	%	0.5	100	100	0	3	0.015	Very Good
E8	Disability Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E9	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E10	Environmental sustainability	%	1.5	100	100	0	3	0.045	Very Good
E11	Safety and Security Measures	%	0.5	100	100	0	3	0.015	Very Good
E12	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E13	Corruption Prevention	%	1	100	100	0	3	0.03	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
E14	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
E8	Sub Total		12					0.29852	
Composite Score			100					2.84092	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
A	Financial & Stewardship								
A1	Absorption of Allocated Funds (G.o.K)	%	2	100	94.46	-5.54	3.1108	0.06222	Good
A2	Development index	%	2	4.85	2.33	-51.9588	4.03918	0.08078	Poor
A3	Asset management	%	3	100	80	-20	3.4	0.102	Good
A4	Pending Bills	%	3	1	1.2	20	3.4	0.102	Good
	Sub Total		10					0.347	
B	SERVICE DELIVERY								
B1	Implementation of Citizens' Service Delivery Charter	%	3	100	100	0	3	0.09	Very Good
B2	Business Process Re-engineering	%	3	100	100	0	3	0.09	Very Good
B3	Resolution of Public Complaints	%	2	100	100	0	3	0.06	Very Good
	Sub Total		8					0.24	
C	INSTITUTIONAL TRANSFORMATION								
C1	Development of County Planning framework	%	3	100	100	0	3	0.09	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
C2	Competence development	%	2	100	100	0	3	0.06	Very Good
C3	Knowledge management	%	2	100	100	0	3	0.06	Very Good
C4	Work Environment	%	1	100	100	0	3	0.03	Very Good
C5	Cascading of Performance Contracts	%	2	100	100	0	3	0.06	Very Good
	Sub Total		10					0.3	
D	CORE MANDATE								
D1	Improve working environment	%	6	100	90	-10	3.2	0.192	Good
D2	ICT infrastructure development	%	5	100	100	0	3	0.15	Very Good
D3	Public Participation	No	5	16	30	87.5	1.25	0.0625	Excellent
D4	Civic Education	No	5	8	11	37.5	2.25	0.1125	Excellent
D5	Information desk	%	5	100	100	0	3	0.15	Very Good
D6	Institutionalization of performance management	%	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
D7	Dissemination of information and publicity of government projects and activities -	%	5	100	100	0	3	0.15	Very Good
D8	Management and control of alcoholic drinks.	%	5	100	100	0	3	0.15	Very Good
D9	Enforcement	No	4	40	40	0	3	0.12	Very Good
D10	Revenue Collection	Ksh.	2	34,645,322	34,645,322	0	3	0.06	Very Good
D11	Ease of Doing business	%	2	100	100	0	3	0.06	Very Good
D12	Disaster management	%	1	100	100	0	3	0.03	Very Good
D13	Automation	%	2	100	100	0	3	0.06	Very Good
D14	Customer satisfaction	Report	2	1	1	0	3	0.06	Very Good
D15	Compliance with statutory obligations	%	2	100	100	0	3	0.06	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
D16	Youth empowerment initiatives	%	2	100	100	0	3	0.06	Very Good
D17	Project Completion Rate	%	2	100	86	-14	3.28	0.0656	Good
	Sub Total		60					1.6926	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/Apprenticeships	No	1.5	65	100	53.8462	1.92308	0.02885	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Kshs	2	36,211,259	25,498,568	-29.5839	3.59168	0.07183	Good
E4	Promotion of Local Content in Procurement	Kshs	1.5	48,281,678.70	245832848	409.164	1	0.015	Excellent
E6	Prevention of Alcohol and Drug Abuse	%	0.5	100	100	0	3	0.015	Very Good
E7	Prevention of HIV Infections and Non-	%	0.5	100	100	0	3	0.015	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
	Communicable Diseases								
E8	Disability Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E9	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E10	Environmental sustainability	%	1.5	100	100	0	3	0.045	Very Good
E11	Safety and Security Measures	%	0.5	100	100	0	3	0.015	Very Good
E12	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E13	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good
E14	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
E8	Sub Total		12					0.32568	
Composite Score			100					2.9052	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
A	Financial & Stewardship								
A1	Absorption of Allocated Funds (GoK)	%	2	100	92.28	-7.72	3.1544	0.06309	Good
A2	Absorption of Externally mobilized resources	%	2	100	95.5	-4.5	3.09	0.0618	Good
A3	Development index	%	2	11.48	6.02	-47.561	3.95122	0.07902	Fair
A4	A-in-A (Health Fund)	Ksh (M)	1	250	342.38	36.952	2.26096	0.02261	Excellent
A5	Asset management	%	1	100	100	0	3	0.03	Very Good
A6	Pending Bills	%	2	1	0.96	-4	2.92	0.0584	Very Good
	Sub Total		10					0.31492	
B	SERVICE DELIVERY								
B1	Implementation of Citizens' Service Delivery Charter	%	3	100	100	0	3	0.09	Very Good
B2	Business Process Re-engineering	%	3	100	90	-10	3.2	0.096	Good
B3	Resolution of Public Complaints	%	2	100	100	0	3	0.06	Very Good
	Sub Total		8					0.246	
C	INSTITUTIONAL TRANSFORMATION								

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
C1	Development of County Planning framework	%	3	100	100	0	3	0.09	Very Good
C2	Competence development	%	2	100	100	0	3	0.06	Very Good
C3	Knowledge management	%	2	100	100	0	3	0.06	Very Good
C4	Work Environment	%	1	100	100	0	3	0.03	Very Good
C5	Cascading of Performance Contracts	%	2	100	100	0	3	0.06	Very Good
	Sub Total		10					0.3	
D	CORE MANDATE								
D1	Skilled delivery	%	2	95	88.5	-6.8421	3.13684	0.06274	Good
D2	Neonatal mortality	NO per 1,000 Live Births	2	9	11.3	25.5556	3.51111	0.07022	Good
D3	Fully Immunized	%	2	93	84.4	-9.2473	3.18495	0.0637	Good
D4	Women receiving family planning commodities.	%	2	52.5	41.1	-21.714	3.43429	0.06869	Good
D5	HIV positive receiving ARVs	%	2	99	99.4	0.40404	2.99192	0.05984	Very Good
D6	TB treatment success rate	%	2	84	78.2	-6.9048	3.1381	0.06276	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
D7	Adult Population screened for Hypertension and Diabetes	No	2	80000	150600	88.25	1.235	0.0247	Excellent
D8	Adult Population screened for Cervical Cancer	No	2	11000	11088	0.8	2.984	0.05968	Very Good
D9	Adult Population screened for Prostate Cancer	No	2	2000	2570	28.5	2.43	0.0486	Very Good
D10	Breast cancer screening for (men and women)	No	2	11000	9228	-16.109	3.32218	0.06644	Good
D11	Sensitization and screening on suicide in 7 schools	No	2	14	14	0	3	0.06	Very Good
D12	Roll out CHV Covid-19 Prevention program	No	4	8	8	0	3	0.12	Very Good
D13	Vitamin A supplementation	%	2	93	147	58.0645	1.83871	0.03677	Excellent
D14	School Children Deworming	%	2	80	87.2	9	2.82	0.0564	Very Good
D15	Training on IPC including hand hygiene	No	2	200	299	49.5	2.01	0.0402	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
D16	Train IDU staff on Covid-19 Prevention & management	No	3	40	80	100	1	0.03	Excellent
D17	Quarterly Support Supervision	No	2	4	4	0	3	0.06	Very Good
D18	Procure Medical supplies	Kshs (M)	2	233	231.6	-0.6009	3.01202	0.06024	Good
D19	Active Medicines and Therapeutic Committees	No	2	5	5	0	3	0.06	Very Good
D20	Revenue Collection	Ksh. (M)	2	250	342.37	36.948	2.26104	0.04522	Excellent
D21	Ease of doing business	%	2	100	73.15	-26.85	3.537	0.07074	Good
D22	Disaster management	%	1	100	100	0	3	0.03	Very Good
D23	Automation	%	3	100	100	0	3	0.09	Very Good
D24	Customer satisfaction	Report	3	1	1	0	3	0.09	Very Good
D25	Compliance with statutory obligations	%	3	100	100	0	3	0.09	Very Good
D26	Youth empowerment initiatives	%	3	100	100	0	3	0.09	Very Good
D27	Project Completion Rate	%	2	100	68.57	-31.43	3.6286	0.07257	Fair
	Sub Total		60					1.68951	
E	CROSS CUTTING								

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
E1	Youth Internships/Industrial Attachments/ Apprenticeships	No	1.5	250	484	93.6	1.128	0.01692	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Kshs(m)	2	116.773	37.025	-68.293	4.36586	0.08732	Poor
E4	Promotion of Local Content in Procurement	Kshs	1.5	155.7	171.2	9.95504	2.8009	0.04201	Very Good
E6	Prevention of Alcohol and Drug Abuse	%	0.5	100	100	0	3	0.015	Very Good
E7	Prevention of HIV Infections and Non-Communicable Diseases	%	0.5	100	104.25	4.25	2.915	0.01458	Very Good
E8	Disability Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E9	Gender Mainstreaming	%	0.5	100	80	-20	3.4	0.017	Good
E10	Environmental sustainability	%	1.5	100	107.5	7.5	2.85	0.04275	Very Good
E11	Safety and Security Measures	%	0.5	100	95	-5	3.1	0.0155	Good
E12	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E13	Corruption Prevention	%	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
E14	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
E8	Sub Total		12					0.35608	
Composite Score			100					2.90651	VERY GOOD

County Government of Nyeri									
Department of County Public Service and Solid Waste Management									
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 (GoK)	%	3	100	92.03	-7.97	3.1594	0.094782	Good
A2	Development index	%	2	36.12	33.45	-7.3920266	3.1478405	0.0629568	Good
A3	Asset Management	%	3	100	100	0	3	0.09	Very Good
A4	Pending Bills	%	2	1	1.2	20	3.4	0.068	Good
	Sub Total		10					0.3157388	
B	SERVICE DELIVERY								
B1	Implementation of Citizens' Service Delivery Charter	%	3	100	100	0	3	0.09	Very Good
B2	Business Process Re-engineering	%	3	100	75	-25	3.5	0.105	Good
B3	Resolution of Public Complaints	%	2	100	90	-10	3.2	0.064	Good
	Sub Total		8					0.259	
C	INSTITUTIONAL TRANSFORMATION								

County Government of Nyeri									
Department of County Public Service and Solid Waste Management									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
C1	Development of County Planning framework	%	3	100	100	0	3	0.09	Very Good
C2	Competence development	%	2	100	100	0	3	0.06	Very Good
C3	Knowledge management	%	2	100	100	0	3	0.06	Very Good
C4	Work Environment	%	1	100	100	0	3	0.03	Very Good
C5	Cascading of Performance Contracts	%	2	100	100	0	3	0.06	Very Good
	Sub Total		10					0.3	
D	CORE MANDATE								
D1	Capacity building of the HR Officers	Report	4	1	1	0	3	0.12	Very Good
D2	Sensitization of Staff on HR Policies and Regulations Report	Report	4	1	1	0	3	0.12	Very Good
D3	Managing of the County Payroll;	Report	5	4	4	0	3	0.15	Very Good
D4	Address Human Resource matters through CHRAC;	Minutes	4	4	4	0	3	0.12	Very Good

County Government of Nyeri									
Department of County Public Service and Solid Waste Management									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D5	Management of Human Resource Records;	%	4	100	100	0	3	0.12	Very Good
D6	Coordinate and report on management of final benefits payable to the employees;	Report	4	12	12	0	3	0.12	Very Good
D7	Coordination of County Internship program;	Report	4	1	1	0	3	0.12	Very Good
D8	Coordination of County Staff Welfare through the Medical Cover and insurance Covers;	Report	4	1	1	0	3	0.12	Very Good
D9	Solid waste and Dumpsite management	%	4	100	100	0	3	0.12	Very Good
D10	Procurement and construction of waste receptacles.	No	4	8	8	0	3	0.12	Very Good

County Government of Nyeri									
Department of County Public Service and Solid Waste Management									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D11	Public Awareness on Solid Waste Management	Reports	4	1	1	0	3	0.12	Very Good
D12	Revenue Collection	Ksh.	4	47087662.15	47087662	0	3	0.12	Very Good
D13	Disaster management	%	1	100	80	-20	3.4	0.034	Good
D14	Automation	%	2	100	100	0	3	0.06	Very Good
D15	Customer satisfaction	Report	2	1	1	0	3	0.06	Very Good
D16	Compliance with statutory obligations	%	2	100	100	0	3	0.06	Very Good
D17	Youth empowerment initiatives	%	2	100	100	0	3	0.06	Very Good
D18	Project Completion Rate	%	2	100	91.88	-8.12	3.1624	0.063248	Good
	Sub Total		60					1.807248	
E	CROSS CUTTING								
E1	Youth Internships/Industrial	No	1.5	16	43	168.75	1	0.015	Excellent

County Government of Nyeri									
Department of County Public Service and Solid Waste Management									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
	Attachments/ Apprenticeships								
E2	Access to Government Procurement Opportunities (AGPO)	Kshs	2	25,697,245	4169077	-83.776171	4.6755234	0.0935105	Poor
E4	Promotion of Local Content in Procurement	Kshs	1.5	34,262,993	68639347	100.33086	1	0.015	Excellent
E6	Prevention of Alcohol and Drug Abuse	%	0.5	100	75	-25	3.5	0.0175	Good
E7	Prevention of HIV Infections and Non-Communicable Diseases	%	0.5	100	100	0	3	0.015	Very Good
E8	Disability Mainstreaming	%	0.5	100	75	-25	3.5	0.0175	Good
E9	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E10	Environmental sustainability	%	1.5	100	100	0	3	0.045	Very Good
E11	Safety and Security Measures	%	0.5	100	100	0	3	0.015	Very Good
E12	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good

County Government of Nyeri									
Department of County Public Service and Solid Waste Management									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E13	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good
E14	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
E8	Sub Total		12					0.3385105	
Composite Score			100					3.020497	GOOD

County Government of Nyeri									
Department of Transport, Public Works, Infrastructure									
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 (GoK)	%	3	100	94.48	-5.52	3.1104	0.093312	Good
A2	Development index	%	2	85.9	82.6	-3.84167637	3.076833527	0.061536671	Good
A3	Asset management	%	3	100	75	-25	3.5	0.105	Good
A4	Pending Bills	%	2	1	1.2	20	3.4	0.068	Good
	Sub Total		10					0.327848671	
B	SERVICE DELIVERY								
B1	Implementation of Citizens' Service Delivery Charter	%	3	100	75	-25	3.5	0.105	Good
B2	Business Process Re-engineering	%	3	100	50	-50	4	0.12	Fair
B3	Resolution of Public Complaints	%	2	100	50	-50	4	0.08	Fair
	Sub Total		8					0.305	
C	INSTITUTIONAL TRANSFORMATION								
C1	Development of County Planning framework	%	3	100	100	0	3	0.09	Very Good
C2	Competence development	%	2	100	90	-10	3.2	0.064	Good
C3	Knowledge management	%	2	100	100	0	3	0.06	Very Good

County Government of Nyeri									
Department of Transport, Public Works, Infrastructure									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
C4	Work Environment	%	1	100	0	-100	5	0.05	Poor
C5	Cascading of Performance Contracts	%	2	100	100	0	3	0.06	Very Good
	Sub Total		10					0.324	
D	CORE MANDATE								
D1	Culverts Construction	No	6	10	6	-40	3.8	0.228	Fair
D2	Footbridges construction	No	6	1	1	0	3	0.18	Very Good
D3	Opening of new roads	No	6	10	20	100	1	0.06	Excellent
D4	Improvement of existing Roads	KMs	6	100	96.93	-3.07	3.0614	0.183684	Good
D5	Street lighting Installation	KMs	6	17.5	22.81	30.34285714	2.393142857	0.143588571	Excellent
D6	Stand-alone installation	No	5	90	150	66.66666667	1.666666667	0.083333333	Excellent
D7	Biogas installation	No	5	100	50	-50	4	0.2	Fair
D8	Office Blocks and other public buildings constructed	%	5	100	100	0	3	0.15	Very Good
D9	Revenue Collection	Ksh.	2	208,789,876	185146374	-11.3240653	3.226481307	0.064529626	Good
D10	Ease of doing Business	%	2	100	100	0	3	0.06	Very Good

County Government of Nyeri									
Department of Transport, Public Works, Infrastructure									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D11	Disaster management	%	1	100	80	-20	3.4	0.034	Good
D12	Automation	%	2	100	100	0	3	0.06	Very Good
D13	Customer satisfaction	Report	2	100	0	-100	5	0.1	Poor
D14	Compliance with statutory obligations	%	2	100	100	0	3	0.06	Very Good
D15	Youth empowerment initiatives	%	2	100	50	-50	4	0.08	Fair
D16	Project Completion Rate	%	2	100	95.5	-4.5	3.09	0.0618	Good
	Sub Total		60					1.748935531	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/ Apprenticeships	No	1.5	175	284	62.28571429	1.754285714	0.026314286	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Kshs	2	194,544,111	148557845	-23.6379635	3.472759271	0.069455185	Good
E4	Promotion of Local Content in Procurement	Kshs	1.5	259,392,148	537,724,977	107.3019485	1	0.015	Excellent

County Government of Nyeri									
Department of Transport, Public Works, Infrastructure									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E6	Prevention of Alcohol and Drug Abuse	%	0.5	100	90	-10	3.2	0.016	Good
E7	Prevention of HIV Infections and Non-Communicable Diseases	%	0.5	100	100	0	3	0.015	Very Good
E8	Disability Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E9	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E10	Environmental sustainability	%	1.5	100	100	0	3	0.045	Very Good
E11	Safety and Security Measures	%	0.5	100	100	0	3	0.015	Very Good
E12	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E13	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good
E14	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
E8	Sub Total		12					0.321769471	
Composite Score			100					3.02755	GOOD

County Government of Nyeri									
County Attorney's Office									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
A	Financial & Stewardship								
A3	Absorption of Allocated Funds (GoK)	%	5	100	97.8	-2.2	3.044	0.1522	Good
A4	Pending Bills	%	5	1	1.2	20	3.4	0.17	Good
	Sub Total		10					0.3222	
B	SERVICE DELIVERY								
B1	Implementation of Citizens' Service Delivery Charter	%	3	100	100	0	3	0.09	Very Good
B2	Business Process Re-engineering	%	3	100	100	0	3	0.09	Very Good
B3	Resolution of Public Complaints	%	2	100	70	-30	3.6	0.072	Good
	Sub Total		8					0.252	
C	INSTITUTIONAL TRANSFORMATION								
C1	Development of County Planning framework	%	3	100	90	-10	3.2	0.096	Good
C2	Competence development	%	2	100	50	-50	4	0.08	Fair
C3	Knowledge management	%	2	100	100	0	3	0.06	Very Good
C4	Work Environment	%	1	100	100	0	3	0.03	Very Good
C5	Cascading of Performance Contracts	%	2	100	100	0	3	0.06	Very Good
	Sub Total		10					0.326	
D	CORE MANDATE								

County Government of Nyeri									
County Attorney's Office									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D1	Legal advisory services	%	9	100	100	0	3	0.27	Very Good
D2	Representation of the County Executive in court	%	8	100	100	0	3	0.24	Very Good
D3	Enforcing contracts, MoUs	%	8	100	100	0	3	0.24	Very Good
D4	Liaison between Governments	%	8	100	100	0	3	0.24	Very Good
D5	Review county laws	%	8	100	100	0	3	0.24	Very Good
D6	Preparation of legislative proposals	%	8	100	100	0	3	0.24	Very Good
D7	Ease of doing	%	2	100	100	0	3	0.06	Very Good
D8	Disaster management	%	1	100	100	0	3	0.03	Very Good
D9	Automation	%	2	100	100	0	3	0.06	Very Good
D10	Customer satisfaction	Report	2	1	0	-100	5	0.1	Poor
D11	Compliance with statutory obligations	%	2	100	100	0	3	0.06	Very Good
D12	Youth empowerment initiatives	%	2	100	100	0	3	0.06	Very Good
	Sub Total		60					1.84	
E	CROSS CUTTING								
E2	Access to Government Procurement Opportunities (AGPO)	Kshs	2	120,000	269522	124.6017	1	0.02	Excellent
E4	Promotion of Local Content in Procurement	Kshs	1.5	13,318,000	32139731	141.3255	1	0.015	Excellent

County Government of Nyeri									
County Attorney's Office									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E6	Prevention of Alcohol and Drug Abuse	%	1	100	100	0	3	0.03	Very Good
E7	Prevention of HIV Infections and Non-Communicable Diseases	%	1	100	50	-50	4	0.04	Fair
E8	Disability Mainstreaming	%	1	100	100	0	3	0.03	Very Good
E9	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E10	Environmental sustainability	%	1.5	100	100	0	3	0.045	Very Good
E11	Safety and Security Measures	%	0.5	100	100	0	3	0.015	Very Good
E12	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E13	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good
E14	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
E8	Sub Total		12					0.3	
Composite Score			100					3.0402	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
A	Financial & Stewardship								
A1	Absorption of Allocated Funds (GoK)	%	2	100	69.14	-30.86	3.6172	0.072344	Fair
A2	Absorption of Externally mobilized resources	%	2	100	95.25	-4.75	3.095	0.0619	Good
A3	Development index	%	2	66.8	54.47	-18.4581	3.369162	0.067383	Good
A4	Asset management	%	2	100	80	-20	3.4	0.068	Good
A5	Pending Bills	%	2	1	1.2	20	3.4	0.068	Good
	Sub Total		10					0.337627	
B	SERVICE DELIVERY								
B1	Implementation of Citizens' Service Delivery Charter	%	3	100	100	0	3	0.09	Very Good
B2	Business Process Re-engineering	%	3	100	80	-20	3.4	0.102	Good
B3	Resolution of Public Complaints	%	2	100	80	-20	3.4	0.068	Good
	Sub Total		8					0.26	
C	INSTITUTIONAL TRANSFORMATION								

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	Development of County Planning framework	%	3	100	80	-20	3.4	0.102	Good
C2	Competence development	%	2	100	100	0	3	0.06	Very Good
C3	Knowledge management	%	2	100	100	0	3	0.06	Very Good
C4	Work Environment	%	1	100	50	-50	4	0.04	Fair
C5	Cascading of Performance Contracts	%	2	100	100	0	3	0.06	Very Good
	Sub Total		10					0.322	
D	CORE MANDATE								
D10	Provision of Avocado seedlings to farmers	No.	2	4,000	4909	22.725	2.5455	0.05091	Very Good
D11	Provision of beans to farmers	2kg packet	2	4647	4647	0	3	0.06	Very Good
D12	Provision of tea seedlings to farmers	No	2	100,000	100000	0	3	0.06	Very Good
D13	Provision of certified seeds potato to farmers	50kg Bags	1	400	400	0	3	0.03	Very Good
D14	Provision of poultry to farmers groups	No.	7	224	224	0	3	0.21	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	Provision of fingerlings to farmers	No.	1	80000	80000	0	3	0.03	Very Good
D17	Provision of fish feeds to farmers	Kgs	1	7,500	11200	49.33333	2.013333	0.020133	Excellent
D18	Holding Fish fare events and nutrition promotion	No.	1	16	17	6.25	2.875	0.02875	Very Good
D19	Formation of Small Aquaculture Groups	No.	2	16	16	0	3	0.06	Very Good
	Vaccinations of animals against notifiable diseases	No.	2	70,000	74499	6.427143	2.871457	0.057429	Very Good
	Support public vector control entities (Dips, spray races and youth groups) with acaricides to control tick and other vector borne diseases.	No.	1	23	23	0	3	0.03	Very Good
	Provision of Artificial Insemination services to dairy farmers in the County	No.	1	16,000	20533	28.33125	2.433375	0.024334	Very Good
	Carry out Meat inspection in licensed slaughter houses and report the kills	No.	1	63	68	7.936508	2.84127	0.028413	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
	Licensing of leather development premises	No.	1	32	33	3.125	2.9375	0.029375	Very Good
	Develop and disseminate to Animal Health Service Providers (AHSP) a Standard Operating Procedure (SOP) for clinical cases reporting to contain anti-microbial resistance	Report	1	1	1	0	3	0.03	Very Good
	Rehabilitation of grader	No.	1	1	1	0	3	0.03	Very Good
	Rehabilitation of bulldozer	No.	2	1	0	-100	5	0.1	Poor
	Rehabilitation of farm tractors	No.	1	1	1	0	3	0.03	Very Good
	Procure Chisel plough	No.	2	1	1	0	3	0.06	Very Good
	Production of fruit tree seedlings	No.	3	25000	26150	4.6	2.908	0.08724	Very Good
	Support Community Investment (Micro projects)	No.	3	50	96	92	1.16	0.0348	Excellent
D20	Support county level investment (Sub Project)	No.	2	3	5	66.66667	1.666667	0.033333	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
D21	Hold quarterly CASSCOM meetings	No.	1	4	4	0	3	0.03	Very Good
	Support 2 Cow milk VCOs with sexed semen straws	No.	2	700	700	0	3	0.06	Very Good
	Support 2 Value chain organizations with Apical Cuttings hardening shed nets to promote alternative Irish potato seed production	No.	1	2	2	0	3	0.03	Very Good
	Capacity building Value chain actors in the cow milk, Irish potato and indigenous chicken value chain on the innovations	No.	1	4500	4941	9.8	2.804	0.02804	Very Good
	Revenue Collection	Kshs. (M)	2	13.2	15.457	17.09848	2.65803	0.053161	Very Good
	Ease of doing Business	%	2	100	100	0	3	0.06	Very Good
	Disaster management	%	1	100	92	-8	3.16	0.0316	Good
	Automation	%	2	100	0	-100	5	0.1	Poor
	Customer satisfaction	Report	2	1	1	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
	Compliance with statutory obligations	%	2	100	100	0	3	0.06	Very Good
	Youth empowerment initiatives	%	2	100	100	0	3	0.06	Very Good
	Project Completion Rate	%	2	100	89.06	-10.94	3.2188	0.064376	Good
	Sub Total		60					1.761894	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/ Apprenticeships	No	1.5	100	114	14	2.72	0.0408	Very Good
E2	Access to Government Procurement Opportunities (AGPO)	Kshs	2	99,303,397.00	32014626	-67.7608	4.355216	0.087104	Poor
E4	Promotion of Local Content in Procurement	Kshs	1.5	100	100	0	3	0.045	Very Good
E6	Prevention of Alcohol and Drug Abuse	%	0.5	100	100	0	3	0.015	Very Good
E7	Prevention of HIV Infections and Non-Communicable Diseases	%	0.5	100	100	0	3	0.015	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
E8	Disability Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E9	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E10	Environmental sustainability	%	1.5	100	100	0	3	0.045	Very Good
E11	Safety and Security Measures	%	0.5	100	50	-50	4	0.02	Fair
E12	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E13	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good
E14	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
E8	Sub Total		12					0.387904	
Composite Score			100					3.069425	GOOD

COUNTY GOVERNMENT OF NYERI									
DEPARTMENT OF WATER, IRRIGATION, ENVIRONMENT AND CLIMATE CHANGE									
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 (GoK)	%	3	100	66.08	-33.92	3.6784	0.11035	Fair
A2	Development index	%	3	65	53.00	-18.462	3.36923	0.10108	Good
A3	Asset management	%	2	100	100	0	3	0.06	Very Good
A4	Pending Bills	%	2	1	1.20	20	3.4	0.068	Good
	Sub Total		10					0.33943	
B	SERVICE DELIVERY								
B1	Implementation of Citizens' Service Delivery Charter	%	3	100	100	0	3	0.09	Very Good
B2	Business Process Re-engineering	%	3	100	50	-50	4	0.12	Fair
B3	Resolution of Public Complaints	%	2	100	90	-10	3.2	0.064	Good
	Sub Total		8					0.274	

COUNTY GOVERNMENT OF NYERI									
DEPARTMENT OF WATER, IRRIGATION, ENVIRONMENT AND CLIMATE CHANGE									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
C	INSTITUTIONAL TRANSFORMATION								
C1	Development of County Planning framework	%	3	100	100	0	3	0.09	Very Good
C2	Competence development	%	2	100	100	0	3	0.06	Very Good
C3	Knowledge management	%	2	100	100	0	3	0.06	Very Good
C4	Work Environment	%	1	100	100	0	3	0.03	Very Good
C5	Cascading of Performance Contracts	%	2	100	100	0	3	0.06	Very Good
	Sub Total		10					0.3	
D	CORE MANDATE								
D1	Drilling / equipping of boreholes	No	3	15	10	-33.333	3.66667	0.11	Fair

COUNTY GOVERNMENT OF NYERI									
DEPARTMENT OF WATER, IRRIGATION, ENVIRONMENT AND CLIMATE CHANGE									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D2	Construction of intakes and tanks	No	3	3	3	0	3	0.09	Very Good
D3	Purchase and supply of pipes	%	10	100	100	0	3	0.3	Very Good
D4	Improvement of water supply through operationalization of two treatment works	%	10	100	100	0	3	0.3	Very Good
D5	Development of springs	No	3	3	2	-33.333	3.66667	0.11	Fair
D6	Supply and installation of energy saving jikos	No	3	100	100	0	3	0.09	Very Good
D7	County greening program	No	3	5,000,000	12,000	-99.76	4.9952	0.14986	Poor
D8	Promotion of environmental management through celebration of world environmental day.	%	4	100	100	0	3	0.12	Very Good

COUNTY GOVERNMENT OF NYERI

DEPARTMENT OF WATER, IRRIGATION, ENVIRONMENT AND CLIMATE CHANGE

Performance Contracts Evaluation Report

	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D9	Purchase of specialized equipment (2 Clinometer and 2GPS)	No	4	2	5	150	1	0.04	Excellent
D10	Community Forests Associations (CFAs) training.	%	2	100	100	0	3	0.06	Very Good
D11	Revenue Collection	Ksh.	2	50,000	85,000	70	1.6	0.032	Excellent
D12	Ease of Doing Business	%	2	100	100	0	3	0.06	Very Good
D13	Disaster management	%	1	100	40	-60	4.2	0.042	Poor
D14	Automation	%	2	100	50	-50	4	0.08	Fair
D15	Customer satisfaction	Report	2	100	50	-50	4	0.08	Fair
D16	Compliance with statutory obligations	%	2	100	100	0	3	0.06	Very Good

COUNTY GOVERNMENT OF NYERI									
DEPARTMENT OF WATER, IRRIGATION, ENVIRONMENT AND CLIMATE CHANGE									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D17	Youth empowerment Initiatives	%	2	100	100	0	3	0.06	Very Good
D18	Project Completion Rate	%	2	100	98.80	-1.2	3.024	0.06048	Good
	Sub Total		60					1.84434	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/ Apprenticeships	No	1.5	16	38	137.5	1	0.015	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Kshs	2	41,445,302	20,358,125	-50.88	4.01759	0.08035	Poor
E4	Promotion of Local Content in Procurement	Kshs	1.5	55,260,403	62,907,631	13.8385	2.72323	0.04085	Very Good
E6	Prevention of Alcohol and Drug Abuse	%	0.5	100	100	0	3	0.015	Very Good
E7	Prevention of HIV Infections and Non-Communicable Diseases	%	0.5	100	100	0	3	0.015	Very Good

COUNTY GOVERNMENT OF NYERI									
DEPARTMENT OF WATER, IRRIGATION, ENVIRONMENT AND CLIMATE CHANGE									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E8	Disability Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E9	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E10	Environmental sustainability	%	1.5	100	100	0	3	0.045	Very Good
E11	Safety and Security Measures	%	0.5	100	100	0	3	0.015	Very Good
E12	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E13	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good
E14	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
E8	Sub Total		12					0.3462	
Composite Score			100					3.10397	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
A	Financial & Stewardship								
A1	Absorption of Allocated Funds (GoK)	%	4	100	88.38	-11.62	3.2324	0.129296	Good
A2	Development index	%	2	5	2.52	-49.6	3.992	0.07984	Fair
A3	Asset management	%	2	100	100	0	3	0.06	Very Good
A4	Pending Bills	%	2	1	1.2	20	3.4	0.068	Good
	Sub Total		10					0.337136	
B	SERVICE DELIVERY								
B1	Implementation of Citizens' Service Delivery Charter	%	3	100	70	-30	3.6	0.108	Good
B2	Business Process Re-engineering	%	3	100	80	-20	3.4	0.102	Good
B3	Resolution of Public Complaints	%	2	100	80	-20	3.4	0.068	Good
	Sub Total		8					0.278	
C	INSTITUTIONAL TRANSFORMATION								
C1	Development of County Planning framework	%	3	100	100	0	3	0.09	Very Good
C2	Competence development	%	2	100	80	-20	3.4	0.068	Good
C3	Knowledge management	%	2	100	50	-50	4	0.08	Fair
C4	Work Environment	%	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
C5	Cascading of Performance Contracts	%	2	100	100	0	3	0.06	Very Good
	Sub Total		10					0.328	
D	CORE MANDATE								
D14	Development of County Planning Framework	%	8	100	100	0	3	0.24	Very Good
D15	Financial Management & Reporting	%	10	100	100	0	3	0.3	Very Good
D16	County Planning & Statistics	%	10	100	100	0	3	0.3	Very Good
D17	County Budget	%	10	100	100	0	3	0.3	Very Good
D18	Procurement and Supplies Management	%	5	100	100	0	3	0.15	Very Good
D19	Internal Audit Services	%	2	100	70	-30	3.6	0.072	Good
	Revenue Collection	Kshs. (Millions)	4	605,934,746	605,934,746	0	3	0.12	Very Good
	Ease of doing business	%	2	100	100	0	3	0.06	Very Good
	Disaster management	%	1	100	100	0	3	0.03	Very Good
	Customer satisfaction		2	100	0	-100	5	0.1	Poor
	Compliance with statutory obligations	%	2	100	100	0	3	0.06	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
	Youth empowerment initiatives	%	2	100	100	0	3	0.06	Very Good
	Project Completion Rate	%	2	100	100	0	3	0.06	Very Good
	Sub Total		60					1.852	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/Apprenticeships	No	1.5	43	60	39.5348837	2.209302	0.03314	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Kshs	2	47,161,919	41,814,364	- 11.3387138	3.226774	0.064535	Good
E4	Promotion of Local Content in Procurement	Kshs	1.5	62,882,558	1,104,205,295	1655.98022	1	0.015	Excellent
E6	Prevention of Alcohol and Drug Abuse	%	0.5	100	100	0	3	0.015	Very Good
E7	Prevention of HIV Infections and Non-Communicable Diseases	%	0.5	100	100	0	3	0.015	Very Good
E8	Disability Mainstreaming	%	0.5	100	50	-50	4	0.02	Fair
E9	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	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
E10	Environmental sustainability	%	1.5	100	100	0	3	0.045	Very Good
E11	Safety and Security Measures	%	0.5	100	0	-100	5	0.025	Poor
E12	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E13	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good
E14	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
E8	Sub Total		12					0.337675	
Composite Score			100					3.132811	GOOD

County Government of Nyeri									
Department of lands, Housing, Physical Planning and Urbanization									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
A	Financial & Stewardship								
A1	Absorption of Allocated Funds (GoK)	%	2	100	78	-22	3.44	0.0688	Good
A2	Development index	%	3	85	82	-3.5294	3.07059	0.09212	Good
A3	Asset management	%	2	100	100	0	3	0.06	Very Good
A4	Pending Bills	%	3	1	1.2	20	3.4	0.102	Good
	Sub Total		10					0.32292	
B	SERVICE DELIVERY								
B1	Implementation of Citizens' Service Delivery Charter	%	3	100	50	-50	4	0.12	Fair
B2	Business Process Re-engineering	%	3	100	100	0	3	0.09	Very Good
B3	Resolution of Public Complaints	%	2	100	75	-25	3.5	0.07	Good
	Sub Total		8					0.28	
C	INSTITUTIONAL TRANSFORMATION								
C1	Development of County Planning framework	%	3	100	100	0	3	0.09	Very Good
C2	Competence development	%	2	100	70	-30	3.6	0.072	Good
C3	Knowledge management	%	2	100	75	-25	3.5	0.07	Good
C4	Work Environment	%	1	100	100	0	3	0.03	Very Good

County Government of Nyeri									
Department of lands, Housing, Physical Planning and Urbanization									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
C5	Cascading of Performance Contracts	%	2	100	20	-80	4.6	0.092	Poor
	Sub Total		10					0.354	
D	CORE MANDATE								
D1	Survey and Titling of market centers/villages	No.	5	15	15	0	3	0.15	Very Good
D2	Topographical Survey of Colonial Villages	No.	3	3	2	-33.333	3.66667	0.11	Fair
D3	Planning and Survey of Market centers	No	5	10	13	30	2.4	0.12	Excellent
D5	Ground validation, mapping of all public land	Report	5	1	1	0	3	0.15	Very Good
D6	Opening of Encroached Access Roads	%	3	100	100	0	3	0.09	Very Good
D7	Processing development applications	%	3	100	100	0	3	0.09	Very Good
D8	Preparation of draft local physical and land use plans	No.	3	11	5	-54.545	4.09091	0.12273	Poor
D11	Solid waste Management	%	4	100	75	-25	3.5	0.14	Good

County Government of Nyeri									
Department of lands, Housing, Physical Planning and Urbanization									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D12	Construction of a perimeter wall and pedestrian walkways for the Nyeri town Main Transport Termini	%	3	100	100	0	3	0.09	Very Good
D13	Construction and maintenance of municipal access roads	No.	3	100	100	0	3	0.09	Very Good
D14	Update Nyeri Town Main transport draft By-laws	No.	2	100	100	0	3	0.06	Very Good
D17	Conduct quarterly citizen fora	No.	3	4	4	0	3	0.09	Very Good
D18	Revenue Collection	Kshs.	3	175937083	155722957	-11.489	3.22979	0.09689	Good
D19	Ease of doing Business	%	3	100	75	-25	3.5	0.105	Good
D20	Disaster management	%	1	100	50	-50	4	0.04	Fair
D21	Customer satisfaction	Report	2	1	0	-100	5	0.1	Poor
D22	Compliance with statutory obligations	%	3	100	100	0	3	0.09	Very Good
D23	Youth empowerment initiatives	%	3	100	100	0	3	0.09	Very Good

County Government of Nyeri									
Department of lands, Housing, Physical Planning and Urbanization									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D24	Project Completion Rate	%	3	100	100	0	3	0.09	Very Good
	Sub Total		60					1.91462	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/Apprenticeships	No	1.5	16	30	87.5	1.25	0.01875	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Kshs	2	35,776,230	30318132	-15.256	3.30512	0.0661	Good
E4	Promotion of Local Content in Procurement	Kshs	1.5	47,688,307	226,691,263	375.36	1	0.015	Excellent
E6	Prevention of Alcohol and Drug Abuse	%	0.5	100	100	0	3	0.015	Very Good
E8	Disability Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E9	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E10	Environmental sustainability	%	1.5	100	100	0	3	0.045	Very Good
E11	Safety and Security Measures	%	1	100	100	0	3	0.03	Very Good
E12	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E13	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good

County Government of Nyeri									
Department of lands, Housing, Physical Planning and Urbanization									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E14	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
E8	Sub Total		12					0.30985	
Composite Score			100					3.18139	GOOD

County Government of Nyeri									
Department of Education and Sports									
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 (GoK)	%	3	100	92.88	-7.12	3.1424	0.09427	Good
	Development index	%	3	16.8	12.77	-23.988	3.47976	0.10439	Good
	Asset management	%	2	100	100	0	3	0.06	Very Good
A4	Pending Bills	%	2	1	1.2	20	3.4	0.068	Good
	Sub Total		10					0.32666	
B	SERVICE DELIVERY								
B1	Implementation of Citizens' Service Delivery Charter	%	3	100	75	-25	3.5	0.105	Good
B2	Business Process Re-engineering	%	3	100	0	-100	5	0.15	Poor
B3	Resolution of Public Complaints	%	2	100	90	-10	3.2	0.064	Good
	Sub Total		8					0.319	
C	INSTITUTIONAL TRANSFORMATION								
C1	Development of County Planning framework	%	3	100	100	0	3	0.09	Very Good

County Government of Nyeri									
Department of Education and Sports									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
C2	Competence development	%	2	100	30	-70	4.4	0.088	Poor
C3	Knowledge management	%	2	100	0	-100	5	0.1	Poor
C4	Work Environment	%	1	100	0	-100	5	0.05	Poor
C5	Cascading of Performance Contracts	%	2	100	85	-15	3.3	0.066	Good
	Sub Total		10					0.394	
D	CORE MANDATE								
D1	Improve service delivery in ECDE	%	10	100	100	0	3	0.3	Very Good
D2	Support the Big Four: Enhanced support and closer supervision of service delivery at VET sector.	%	7	100	106	6	2.88	0.2016	Very Good
D3	Enhanced retention and completion of vulnerable students in learning institutions	No.	17	25,000	28000	12	2.76	0.4692	Very Good
D4	Upgraded sports stadia infrastructure	No.	4	1	1	0	3	0.12	Very Good

County Government of Nyeri									
Department of Education and Sports									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D5	Promote sporting Activities	No.	2	2	2	0	3	0.06	Very Good
D6	Purchase and issue of sporting equipment	Ksh(M)	3	5	5	0	3	0.09	Very Good
D15	Revenue Collection	Ksh.	4	925,000	902100	-2.4757	3.04951	0.12198	Good
D17	Disaster management	%	1	100	0	-100	5	0.05	Poor
D18	Automation	%	2	100	100	0	3	0.06	Very Good
D19	Customer satisfaction	Report	2	1	0	-100	5	0.1	Poor
D20	Compliance with statutory obligations	%	3	100	100	0	3	0.09	Very Good
D21	Youth empowerment initiatives	%	3	100	100	0	3	0.09	Very Good
D8	projects completion rate	%	2	100	89.5	-10.5	3.21	0.0642	Good
	Sub Total		60					1.75278	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/ Apprenticeships	No	1.5	25	21	-16	3.32	0.0498	Good

County Government of Nyeri									
Department of Education and Sports									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E2	Access to Government Procurement Opportunities (AGPO)	Kshs	2	23,137,576.00	9,481,576.00	-59.021	4.18042	0.08361	Poor
E4	Promotion of Local Content in Procurement	Kshs	1.5	30,850,102	50852021	64.8358	1.70328	0.02555	Excellent
E6	Prevention of Alcohol and Drug Abuse	%	0.5	100	50	-50	4	0.02	Fair
E7	Prevention of HIV Infections and Non-Communicable Diseases	%	0.5	100	100	0	3	0.015	Very Good
E8	Disability Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E9	Gender Mainstreaming	%	0.5	100	0	-100	5	0.025	Poor
E10	Environmental sustainability	%	1.5	100	20	-80	4.6	0.069	Poor
E11	Safety and Security Measures	%	0.5	100	100	0	3	0.015	Very Good
E12	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E13	Corruption Prevention	%	1	100	0	-100	5	0.05	Poor
E14	National Cohesion and Values	%	1.5	100	75	-25	3.5	0.0525	Good

County Government of Nyeri									
Department of Education and Sports									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E8	Sub Total		12					0.43546	
Composite Score			100					3.2279	GOOD