



COUNTY GOVERNMENT OF NYERI

REPORT ON EVALUATION OF THE PERFORMANCE OF COUNTY DEPARTMENTS FOR THE FINANCIAL YEAR 2022/2023

OCTOBER 2023

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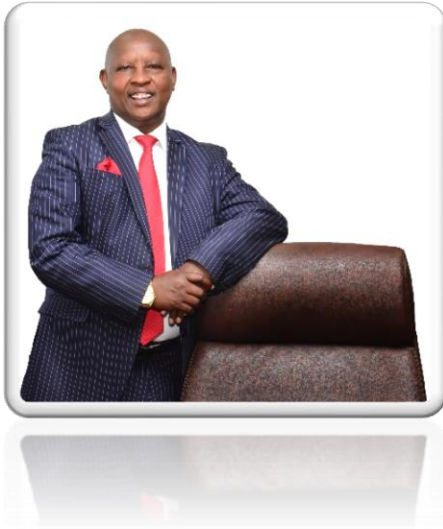
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Foreword



Performance Contracting as a management system tool was first embraced in Nyeri County in the financial year 2017/2018. 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 in the results that are now contained in this evaluation report. One of the fundamental achievements is the capacity building in the departments by the appointments of the Performance Contract desk officers who have contributed usefully by enabling the carrying out in-house evaluations for the departmental PCs.

My vision as a Governor is to ensure that the process is holistically embedded in all county departments and agencies' daily activities and on a continuous basis. I will also ensure that the performance culture is deeply entrenched in the entire county's public service.

Through this process, my government has been able to maintain a clean bill in the absorption of the allocated budgetary funds from the national treasury and the externally disbursed resources to an average of 96 % annually. We have also ensured that the development budget is retained according to the statutory requirement of 30 percent of the total budget. Further, I must attest during the year under review that Nyeri County cleared all committed pending bills owed to our suppliers to less than one percent.

Notwithstanding the delays that emanated in the disbursements of the budgetary resources from the controller of budgets that hindered the 100 percent absorption of the annual allocated budgets, the county departments maintained and sustained expenditure and fiscal discipline by spending within the ceiling limits.

I appreciate and am grateful to state at the outset that all phases of the 19th cycle Performance Contract under review was carried out successfully and that lessons learned from the processes will be shared with all Departments' CECMs and Chief Officers to interrogate their performances and put in place strategies to improve the areas that they have not achieved according to the set targets.

In the evaluation process, it was noted that the departments were able to develop, cascade and display the citizens' service charters to enhance service delivery. The displayed charters are not only in English, Kiswahili and some instances in Kikuyu and Braille, but also electronic versions of the same have been uploaded to the county's website to enable online customers easy access. The citizens service charters have also been cascaded to all downstream institutions that is at the sub county levels and the ward levels to ensure that

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all citizens in the county have access to the information in real time and close to a given time. It is also noted that customer satisfaction, work environment and employee satisfaction have impacted positively in the department's performance. Therefore, the performance evaluation and annual measurement is not an end but the process of quantifying the efficiency and effectiveness of the county public service in the compliance and turnaround time taken by each department to extend services to our stakeholders over a wide range of performance criteria.

Lastly, am grateful to confirm that there is full ownership of the performance contracting process as demonstrated by full attendance by all CECMs and their active participation. Let me also emphasize that the departments should strive to achieve all targets 100 percent. Achievement below one hundred percent is an indication that services were not fully delivered unless there was occurrence of exogenous factors which is moderated and agreed upon. Let's all collectively have a transformative agenda of conducting business unusual.

Thank you all.



H.E. Mwalimu Mutahi Kahiga, E.G.H.

Governor Nyeri County

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Preface



In November 2022, twelve (12) departments belatedly signed Performance Contracts for the FY 2022/2023 with H.E. the Governor. The delay emanated due to the effects of the electioneering year. Notwithstanding, the signed PCs are effective from 1st July 2022 to 30th June 2023. Similarly, this attests to the seriousness that Nyeri County holds on the Performance Contracts as an important institutional management tool. The departments used the PCs to guide their operations for the Financial Year on the agreed-negotiated targets that link all development plans like 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 project implementation, institutional transformation and improvement to the service delivery to the people of Nyeri. The annual evaluation is evidence-based and the departments did submit all documents for the exercise. We attribute the success of the evaluation process to the 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 previous years.

I wish to thank all the CECMs for their commitment to leading their 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.

Lastly, I would like to send my gratitude to the Governor Service Delivery Unit for coordinating and carrying out the evaluation exercise seamlessly and professionally.



Mr. Benjamin W. Gachichio

County Secretary/ Head of County Public Service

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LIST OF ABBREVIATIONS

AGPO	Access to Government Procurement Opportunities
ASK	Agricultural Society of Kenya
ATC	Agricultural Training Centre
BQs	Bill of Quantities
CASSCOM	County Agriculture Sector Steering Committee
CBO	Community-Based Organization
CDF	Constituency Development Fund
CECM	County Executive Committee Member
CHRAC	County Human Resource Advisory Committee
CIDP	County Integrated Development Plan
ECDE	Early Childhood Education
FY	Financial Year
GBV	Gender Based Violence
HIV	Human immunodeficiency virus
HR	Human Resource
IGRTC	Intergovernmental Relations Technical Committee
IPC	Infection prevention and control
MDA	Ministries, Departments and Agencies
PC	Performance Contract
SGBV	Sexual and gender-based violence
TB	Tuberculosis
VTC	Vocational Training Centers

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Executive summary

The Financial Year 2022/2023 represented the 19th Cycle of Performance Contracting in the Kenyan Public Service. In the county Government of Nyeri, a total of 12 departments signed the performance contracts with H.E. the Governor. The commitments in the Performance Contracts were implemented from 1st July 2022 to 30th June 2023.

The Performance contracting tool was first introduced in Nyeri County in the year 2017/2018 and its implementation has been undergoing the full cycle that is from setting of targets, negotiation and vetting, monthly monitoring, quarterly reporting, and the annual evaluation. This evaluation report therefore represents the outcome of the twelve (12) departments from the implementation of the signed Performance Contracts.

The structure of the report is as follows;

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

Chapter Two highlights the results of the 2022/23 performance contracting process, the evaluation, and the overall achievements of the county as well as individual departmental achievements.

Chapter Three is a recap of the observations, conclusions and recommendations and the forward.

The evaluation exercise commenced from 11th through 19th October 2023 and was coordinated by the Governor's Delivery /Performance Management Unit. The objectives of the exercise were to:

- Evaluate departmental achievements on annual PC targets
- Promote county service delivery culture and team synergy working relationship
- Build the capacity of the departments for PC ownership, implementation, and packaging of the evidence.

It should be noted at the outset that the process adhered strictly in accordance with the Performance Contracting Guidelines from the Council of Governors, (August 2020).

The Performance evaluation is rated on a scale of 1.00 to 5.00. The highest score is 1 and the lowest is 5.

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Departments' performance

It is noted that all departments achieved a score of **very good** performance. This means that on average, the equivalent rating percentage is above 100%.

S/No.	Department	FY 2022/2023 (Composite Score)	% Achievement Equivalent (2d.p)
Very Good			
1	Health Services	2.5319	123.41%
2	Gender, Youth, & Social Services	2.7010	114.95%
3	Agriculture, Livestock & Fisheries	2.7731	111.35%
4	Office of the County Attorney	2.7741	111.30%
5	Trade, Tourism and Cooperative Development	2.7769	111.16%
6	Education and Sports	2.7795	111.03%
7	Office of the Governor	2.8052	109.74%
8	Water, Environment, Natural Resources & Sanitation	2.8435	107.81%
9	Public Service Management	2.8462	107.69%
10	Finance and Economic Planning	2.9407	102.97%
11	Transport, Public Works, Infrastructure & Energy	2.9582	102.09%
12	Land, Housing, Physical Planning & Urbanization	2.9596	102.02%

Table 1 Departments' performance ranking

Ranking by improvement

In the FY under review, 92% (11 of the 12 evaluated departments) of departments registered an improvement from the previous FY 2021/22 performance. This is illustrated by the pie chart below.

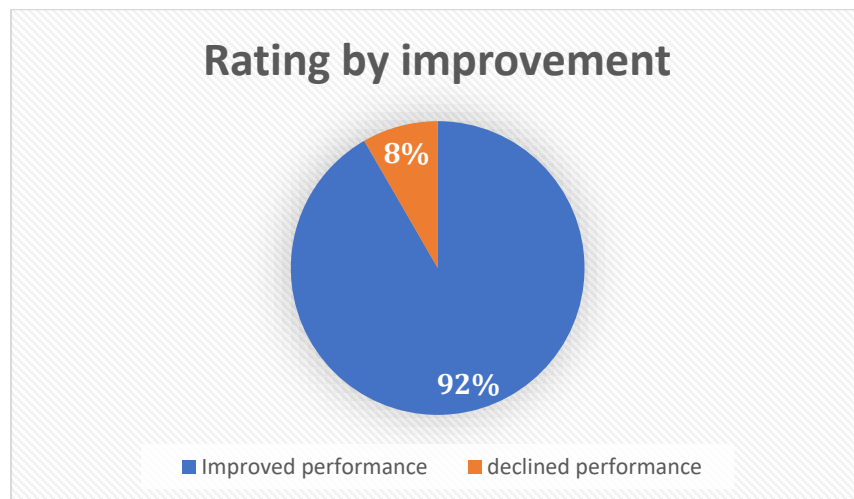


Figure 1 Ranking by improvement

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The Department of Education and Sports registered the highest improvement of 13.89% followed by Health Services at 12.89%. Department of Trade, Tourism, and Cooperative Development had a declined performance by (1.2%).

S/No.	Department	FY 2022/2023 (Composite Score)	FY 2021/22 (Composite Score)	% Change
1	Education and Sports	2.7795	3.2279	13.89%
2	Health Services	2.5319	2.9065	12.89%
3	Agriculture, Livestock and Fisheries	2.7731	3.0694	9.65%
4	Office of the County Attorney	2.7741	3.0402	8.75%
5	Water, Environment, Natural Resources, and Sanitation	2.8435	3.1040	8.39%
6	Land, Housing, Physical Planning and Urbanization	2.9596	3.1814	6.97%
7	Finance and Economic Planning	2.9407	3.1328	6.13%
8	Public Service Management	2.8462	3.0205	5.77%
9	Gender, Youth, and Social Services	2.701	2.8409	4.92%
10	Office of The Governor	2.8052	2.9053	3.45%
11	Transport, Public Works, Infrastructure & Energy	2.9582	3.0276	2.29%
12	Trade, Tourism and Cooperative Development	2.7769	2.7439	-1.20%

Table 2 Ranking by improvement

Ranking on own source revenue collection as per the approved revenue target.

A total of Ksh. 610,656,883 was collected in the FY 2022/23 which is a slight increase by Ksh. 7,401,753 (represented by a 1.22% increase) compared to the previous FY 2021/22 with a collection of 603,255,130 in that order respectively. The table below highlights revenue collected in departments against the approved targets and indicates the percentage of achievement per department.

Department	Total Approved Targets FY 2022/23	Actual Collection (Ksh)	% Achievement (2 d.p)
Water Irrigation, Environment and Climate Change	107,143	360,750	336.70%
Education and Sports	991,025	922,500	93.09%
Lands, Housing, Physical Planning & Urban Development	200,551,652	165,009,635	82.28%

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Department	Total Approved Targets FY 2022/23	Actual Collection (Ksh)	% Achievement (2 d.p)
Trade, Culture, Tourism and Cooperatives Development	183,474,259	150,411,434	81.98%
Gender, Youth, and Social Services	1,607,143	1,266,251.55	78.79%
Transport, Public Works, Infrastructure & Energy	208,631,056	160,715,302	77.03%
Health Services	14,521,507	10,730,867	73.90%
Agriculture, Livestock & Fisheries	18,887,241	13,499,129	71.47%
Finance & Economic Planning	22,105,633	14,645,284	66.25%
County Public Service Management, and Solid Waste Management	49,123,341	30,772,200	62.64%
Office of the Governor	100,000,000	62,403,954	62.40%
Grand Total	800,000,000	610,737,307	76.34%

Table 3 Revenue Collection Report 2022-2023 Per Department; Source: Revenue Directorate

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CHAPTER 1

Introduction

The Nyeri County Government is committed to implementing Performance Based Management and Measurement through Performance Contracting, among other tools. The overall objective is to continually improve public service delivery. The Performance Contracting process aligns institutional strategic plans to Kenya Vision 2030, Medium Term Plans (MTPs) and other development priorities such as the County Integrated Development Plan (CIDP) as the “Big Four” Agenda, Sustainable Development Goals (SDGs), and Agenda 2063.

The Performance Contract is a management tool used to prioritize Departments' annual undertakings and measure results against agreed performance targets. It is a freely negotiated performance agreement between the Government, acting as the owner of departments. It specifies the mutual performance commitments and obligations of the contracting parties.

The FY 2022/2023 marks the 19th cycle of continuous implementation of Performance Contracting in the county Public Service. It is among other public sector reform initiatives that the Kenya Government has put in place in its endeavor to improve service delivery.

The broad outcomes of Performance Contracting in the Public Service are:

Improved efficiency and effectiveness in the service delivery to the public by ensuring that holders of public office are held accountable for results; Improvement in performance and efficiency in resource utilization and ensuring that public resources are focused on the attainment of the key county priorities; Instilling accountability for results at all levels in the county Government; and, inculcating a results-oriented culture in the management of the county Public Service.

The evaluation of the Performance Contracting is clearly stipulated in the Guidelines that require among others, that annual performance evaluation is undertaken for all departments that have signed and implemented Performance Contracts in any given Financial Year.

CHAPTER 2

Process of performance contracting, evaluation methodology and results

Performance Contracting in Nyeri County has undergone sequences of improvement to simplify its implementation in the county public service. The Governor's Delivery/Performance Management Unit with the support of the guidelines from the Council of Governors undertakes an annual review of the departments Performance Contracts with a view to incorporating lessons learnt and best practices for effective delivery of services in the County Public Service.

The Performance evaluation is the culmination of the annual Performance Contracting process and is carried out objectively to ensure credibility and integrity of the results. The evaluation of the departments entails the rating of actual achievements against performance targets negotiated and agreed upon at the beginning of the contract period. It factors the achievement for each of the performance indicators in the five criteria namely; Finance Stewardship and Discipline, Service Delivery, Institutional Transformation, Core Mandate and Cross Cutting in that order respectively.

The resulting 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.

The departments are required to provide verifiable documented evidence of achievement of the agreed performance targets. As much as is practicable, and for the purpose of objectivity in performance evaluation, the Governor Delivery/Performance Management Unit validates the documented evidence with a view to ensure their conformity to the actual reported achievements. Upon agreement on the results, the parties to the evaluation process endorse copies of the final evaluation matrix and detailed notes.

The annual performance evaluation for the department's Performance Contracts for the FY 2022/2023 was undertaken in accordance with the 17th Cycle Performance Contracting Guidelines.

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As per the annual performance evaluation methodology, achievement levels are categorized into five performance grades as indicated below:

Performance Grades and achievement levels

Performance grade	Achievement Level
Excellent	Achievement exceeding the set target by 30% or more
Very Good	Achievement of the set target or exceeding by up to 30% i.e. 100% and 130% of the target
Good	Achievement below the target i.e. between 70% and 100% of the target
Fair	Achievement way below the target i.e. between 50% and 70% of the target
Poor	Achievement far much below the target i.e. between 0% and 50% of the target

Table 4 Performance Grades and achievement levels

Performance grade of “Very Good” or “Excellent” signifies achievement and surpassing of a performance target. On the other hand, a performance grade of “Good”, “Fair” or “Poor” signifies non-achievement of a performance target

The five Performance Grades fall on a 5-point scale of between a Raw/Composite Score of 1.00 and 5.00 as shown below where a score of 1.00 is the best while 5.00 is the poorest.

Performance Grades and Raw/Composite Scores

Performance Grade	Raw Score
	Best (Upper Limit) – Worst (Lower Limit)
Excellent	1.00 - 2.40
Very Good	2.40 - 3.00
Good	3.00 - 3.60
Fair	3.60 - 4.00
Poor	4.00 - 5.00

Table 5 Performance Grades and Raw/Composite Scores

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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

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

Table 6 Performance Evaluation Results

Departmental Ranking by Composite Score

It was noted that all departments had a very good performance grade. This entails the equivalent rating percentage is above 100%.

S/No.	Department	FY 2022/2023	% Achievement Equivalent (2d.p)
Very Good			
1	Health Services	2.5319	123.41%
2	Gender, Youth, & Social Services	2.7010	114.95%
3	Agriculture, Livestock & Fisheries	2.7731	111.35%
4	Office of the County Attorney	2.7741	111.30%
5	Trade, Tourism and Cooperative Development	2.7769	111.16%
6	Education and Sports	2.7795	111.03%
7	Office of the Governor	2.8052	109.74%
8	Water, Environment, Natural Resources & Sanitation	2.8435	107.81%

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S/No.	Department	FY 2022/2023	% Achievement Equivalent (2d.p)
9	Public Service Management	2.8462	107.69%
10	Finance and Economic Planning	2.9407	102.97%
11	Transport, Public Works, Infrastructure & Energy	2.9582	102.09%
12	Land, Housing, Physical Planning & Urbanization	2.9596	102.02%

Table 7 Departmental Ranking by Composite Score

Ranking by improvement

In FY 2022/23, 92% (11 of the 12 evaluated departments) of departments registered improvements from the previous FY 2021/22 performance. This is illustrated by the pie chart below.

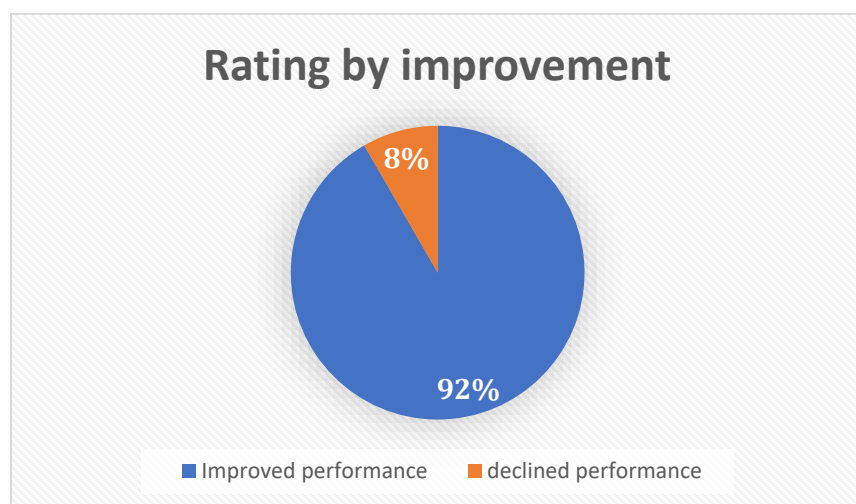


Figure 2 Ranking by improvement

The Department of Education and Sports registered the highest improvement of 13.89% followed by Health Services at 12.89%. Department of Trade, Tourism, and Cooperative Development had a declined performance of (1.2%).

S/No.	Department	FY 2021/22	FY 2022/2023	% Change
1	Education and Sports	3.2279	2.7795	13.89%
2	Health Services	2.9065	2.5319	12.89%
3	Agriculture, Livestock and Fisheries	3.0694	2.7731	9.65%
4	Office of the County Attorney	3.0402	2.7741	8.75%
5	Water, Environment, Natural Resources, and Sanitation	3.1040	2.8435	8.39%
6	Land, Housing, Physical Planning and Urbanization	3.1814	2.9596	6.97%

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S/No.	Department	FY 2021/22	FY 2022/2023	% Change
7	Finance and Economic Planning	3.1328	2.9407	6.13%
8	Public Service Management	3.0205	2.8462	5.77%
9	Gender, Youth, and Social Services	2.8409	2.7010	4.92%
10	Office of The Governor	2.9053	2.8052	3.45%
11	Transport, Public Works, Infrastructure & Energy	3.0276	2.9582	2.29%
12	Trade, Tourism and Cooperative Development	2.7439	2.7769	-1.20%

Table 8 Ranking by improvement

Departmental performance comparison in FY 2020/21, 2021/22 and 2022/23

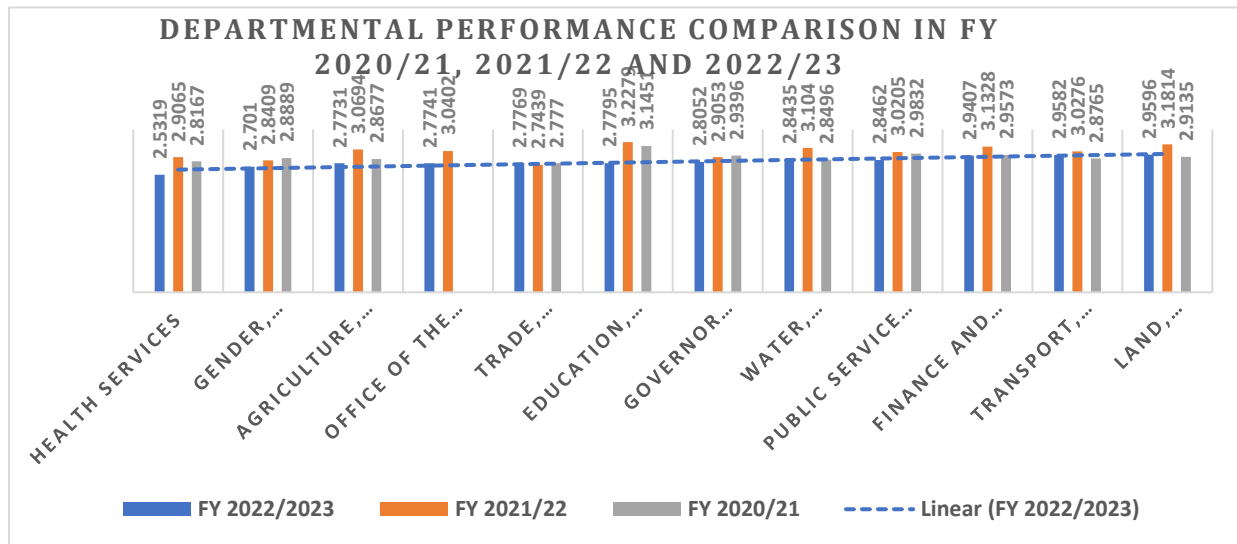


Figure 3 Departmental performance comparison in FY 2020/21, 2021/22 and 2022/23

The analysis of the bar graph diagram above in the last three years performance evaluation, two departments have indicated steady growth namely; the department of Gender, Youth, and Social Services and the Governor’s Office in that order respectively. Similarly, the Office of the County Attorney in the two years analysis has indicated a remarkable improvement.

Ranking on revenue collection as per the approved revenue target.

A total of Ksh. 610,656,883 was collected in the FY 2022/23 which is a slight increase of Ksh. 7,401,753 (represented by a 1.22% increase) compared to the previous FY 2021/22 which had a collection of 603,255,130. The table below illustrates and ranks revenue collected in departments against the approved targets. It also indicates the annual departments achievement status for the year under review.

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Departments	Total Approved Targets FY2022/23	ACTUAL Collection (Ksh.)	% Achievement (2 d.p.)
Water Irrigation, Environment and Climate Change	107,143	360,750	336.70%
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Office of the Governor	100,000,000	62,403,954	62.40%
Grand Total	800,000,000	610,737,307	76.34%

Table 9 Revenue Collection Report 2022-2023 Per Department; Source: Revenue Directorate

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Departmental performance by criteria analysis
Financial Stewardship and Discipline

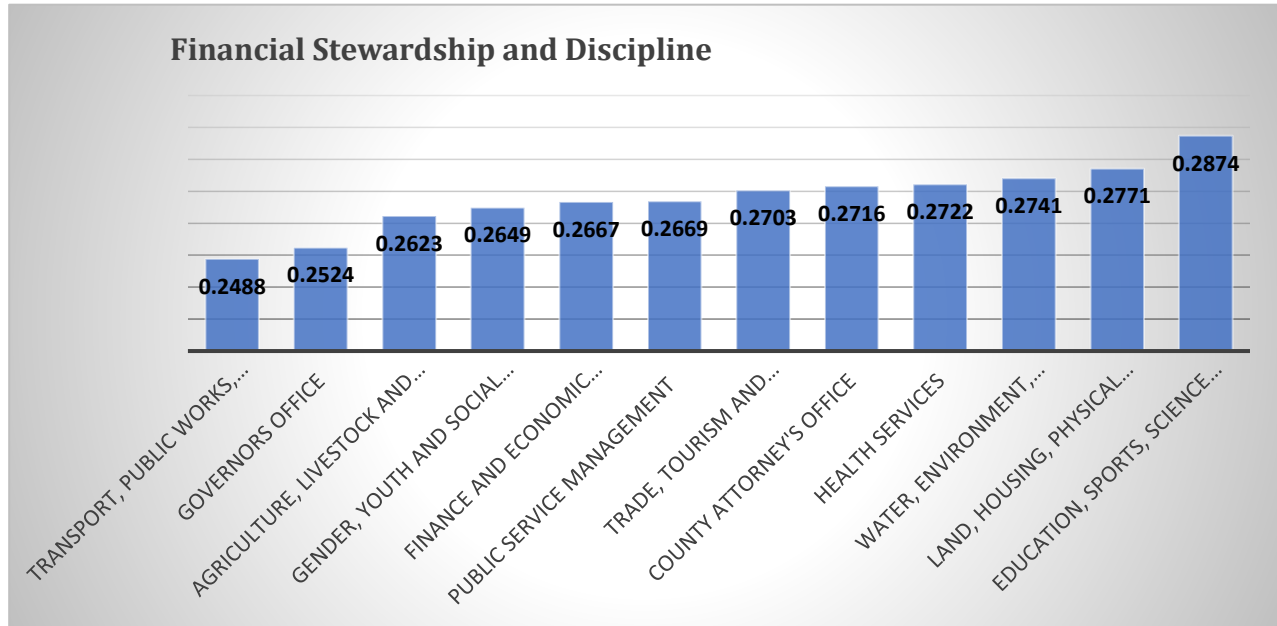
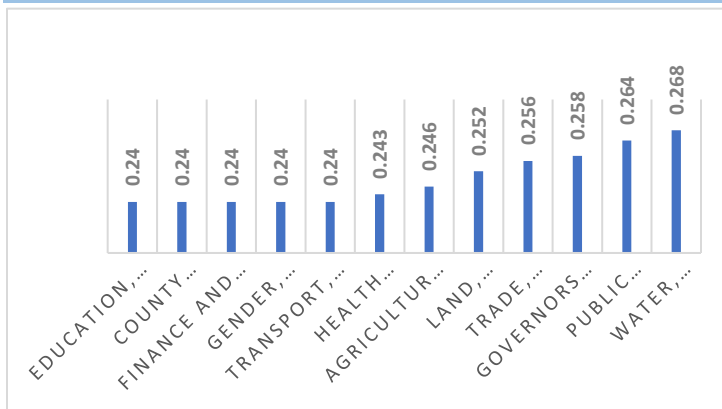


Figure 4 Departmental Performance Financial Stewardship and Discipline

This criterion comprises of; Absorption of allocated funds, absorption of Externally mobilized funds, Development Index, Asset Management and pending bills. The analysis provides the overall performance of the criteria. The Department of Transport, Public Works, Infrastructure & Energy performed the first with a composite score of 0.2488 in this criteria

Service Delivery Criteria Analysis



The analysis of the service delivery criteria diagram indicates that 5 departments which translates to 42% scored a very good performance garnering a composite score of 0.24. The analysis factors three components namely; implementation of Citizens' Service Delivery Charters, Business Process Re-engineering and Resolution of Public Complaints.

Figure 5 Departmental Performance in Service Delivery

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Institutional Transformation criteria analysis

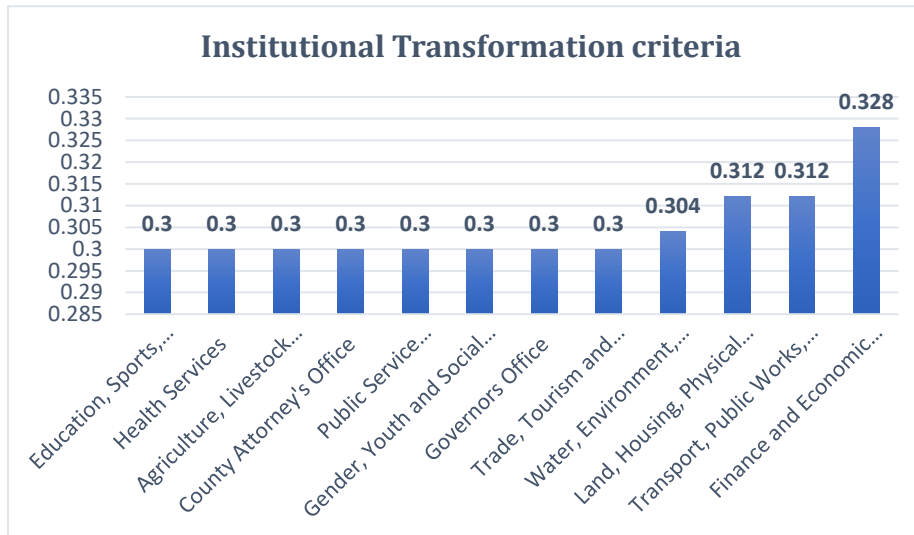
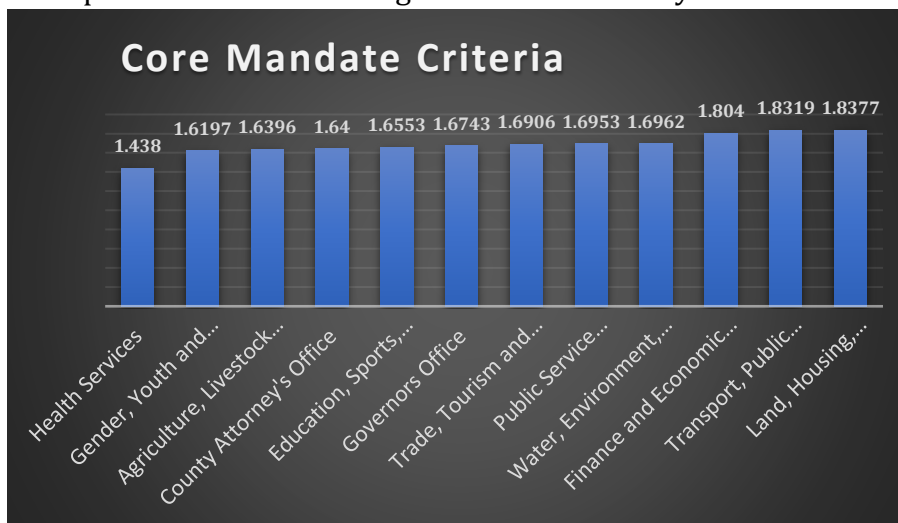


Figure 6 Departmental Performance in Institutional Transformation

The criteria comprise of indicators as follows; the Development of County Planning frameworks, Competence development, Knowledge management, Work Environment and Cascading of Performance Contracts. The analysis indicates that eight departments (8) which translates to 67% obtained a very good performance with a composite score of 0.3.

Core Mandate Criteria analysis

These criteria comprise of the entire core functions for the departments as established by the executive order. The core mandate has been allocated the highest weight of 60 percent in the performance contract guidelines. The analysis indicates that Health Services had the highest score with a composite of 1.438. This performance was attributed to departments active partnering with external partners in the delivery of the core mandate. For example, the department had a target of 9500 in screening Breast cancer; they achieved 50,448 after partnering with



development partners.

Figure 7 Departmental Performance in Core Mandate Criteria
Grounds for Health Kenya.

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Cross-Cutting Criteria analysis

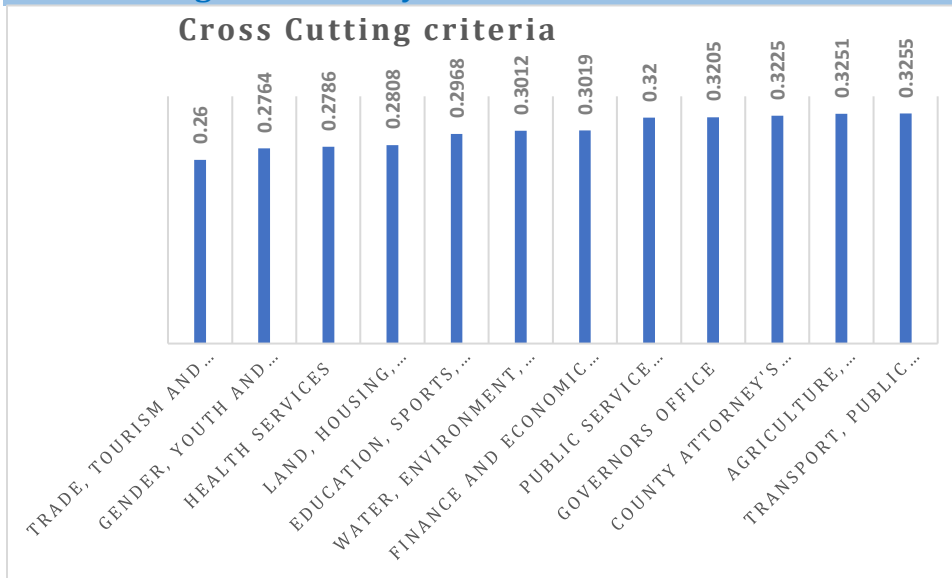


Figure 8 Departmental performance in Cross-Cutting Criteria

The analysis indicates that the department of Trade reported the highest performance in this indicator with a composite score of 0.26. The criteria comprise of cross cutting government policies that are enablers to efficient and effective service delivery.

Rationale of theoretical means analysis on performance contracts

Theoretical mean is used to calculate the probability of an outcome of a specific event. In the performance evaluation it has been used to calculate the probability of an indicators likelihood of achieving the highest-level vis-a-vis the actual achievement. The probability of the outcome lies between 0 (Represented by 5) and 1. If the probability is closer to 0 it implies that the indicator was not well implemented or would have been affected by the exogenous factors. Similarly, if the probability is closer to 1 it denotes that the event has been implemented successfully.

Conventional wisdom suggests that frequent performance reporting is beneficial for decision-making, as it can enhance the timeliness and usefulness of the reported information for decision making. Frequent performance reporting of the data has a positive correlation between the departments and indications of the areas that require policy adjustments. Theoretical means therefore suggest that organizations should balance the informational benefits and psychological costs of frequent reporting when designing their performance reporting systems. In addition, it does help the organizations to begin designing solutions of the knowledge management by frequent reporting while minimizing its motivational costs.

The managers define through target setting an intention for what the department plans to achieve on core functions key performance indicators. The targets can vary widely in terms of their difficulty, specificity and explicitness. The theoretical mean can also connect on the overall achievement of the departmental vision, mission and strategy to operational and tactical milestones based on which employees can be held accountable. Furthermore,

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managers can define operational policies and procedures to inform and standardize ways of working. Theoretical mean also enables managers to develop formal checklists, operating procedures and code of conducts to set the direction and boundaries within which employees are held accountable.

The design and use of performance contract measures provide the means to assess whether and to what extent the targets are met and the resultant growth trends. Financial performance measures are the key to assessing the bottom line, yet they tend to be lagging indicators by showing the consequences of past performance behavior. In contrast, non-financial measures like service delivery, institutional transformation and cross-cutting are enablers that might be used as leading indicators to steer and direct the behavior that leads to improved performance of the financial outcomes. These indicators provide real time information on what is happening in each sector or service delivery points. To this end, the degree to which managers objectively or subjectively conduct performance evaluations expresses what the priorities of the department are, how and to what extent the performance evaluation relies on the “objective” face value of the performance measures and whether and how managers can deconstruct the entire department performance strategies or a desire to develop a critical path to ensure timely achievement of key results areas.

Hereunder is the analysis of the department's analysis on theoretical means.

Theoretical means on Financial Stewardship and discipline criteria

Performance Indicators	Average Raw score FY 2021/22	Average Raw score FY 2022/23	% Score FY 2021/22	% Score FY 2022/23	Maximum raw Score per indicator
Absorption of Allocated Funds (GoK)	3.2878	3.1142	91.2%	96.3%	3
Absorption of Externally mobilized resources	3.0925	3.0111	97.0%	99.6%	3
Development Index	3.4458	3.0745	87.1%	97.6%	3
A-in-A	2.26096	2.6486	132.7%	113.3%	1
Asset management	3.1545	3.0417	95.1%	98.6%	3
Pending Bills	3.36	1.2795	29.8%	78.2%	1
Theoretical Mean Score	3.1003	2.6949	88.8%	97.3%	2.6667

Table 10 Financial Stewardship and Discipline

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The overall performance in Finance Stewardship and discipline had a theoretical mean score of 2.6949 of the possible 2.6667 equivalent to 97.3% which is an improvement from the previous year with a mean score of 3.1003 equivalent to 88.8% in that order respectively. Similarly, the departments' performance on the absorption of allocated funds (GoK) average mean score of 3.2878 to 3.1142 and absorption of externally mobilized resources improved from 3.0925 to 3.0111 which translates from 91.2% to 96.3% and 97% to 99.6% in that order respectively.

The indicator on Reduction of pending bills recorded a great improvement from a mean of 3.600 to 1.2795 which translates improvement from 29.8% to 78.2% a shift by 48.4% from the previous year. This is a commendable achievement as the Departments ensured that the pending bills if any did not exceed 1% of actual budgetary allocation for the financial year under review.

Theoretical means on Service Delivery criteria

Performance Indicators	Average Raw score FY 2021/22	Average Raw score FY 2022/23	% Score FY 2021/22	% Score FY 2022/23	Maximum raw Score per indicator
Implementation of Citizens' Service Delivery Charter	3.2167	3.0500	93.3%	98.4%	3
Business Process Re-engineering	3.500	3.1917	85.7%	94.0%	3
Resolution of Public Complaints	3.3333	3.0833	90.0%	97.3%	3
Theoretical Mean Score	3.3500	3.1083	89.7%	96.6%	3

Table 11 Service Delivery

Service delivery criteria had a theoretical mean score improved from 3.3500 to 3.1083 a change from 89.7% to 96.6% in that order respectively.

All three indicators under the Service Delivery Criteria recorded positive improvements as compared to the previous financial year. There was a substantial improvement by the departments in compliance with the preparation and submission of quarterly reports on the resolution of public complaints to the Office of the County Secretary that was not being done earlier.

What gets measured gets Done

Under Business Process Re-engineering, departments documented 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 sensitized staff on Departments’ service delivery processes.

Theoretical Means on Institutional Transformation Criteria

Performance Indicators	Average Raw score FY 2021/22	Average Raw score FY 2022/23	% Score FY 2021/22	% Score FY 2022/23	Maximum raw Score per indicator
Development of County Planning Framework	3.0833	3.0417	97.3%	98.6%	3
Competence development	3.3	3.0500	90.9%	98.4%	3
Knowledge management	3.3417	3.0500	89.8%	98.4%	3
Work Environment	3.4167	3.0333	87.8%	98.9%	3
Cascading of Performance Contracts	3.1583	3.0542	95.0%	98.2%	3
Theoretical Mean Score	3.2600	3.0458	92.2%	98.5%	3

Table 12 Institutional transformation

The overall performance in Institutional Transformation had a theoretical mean score of 3.0458 which is an improvement of the previous year 3.2600 an increase from 92.2 % to 98.5% in that order respectively.

Work Environment recorded an improved mean from 3.4167 to 3.0542 in percentage an improvement from 87.8 to 98.9% a change of 11.1% from the previous year. Departments carried out internal work environment surveys and prepared work plans for implementation of the survey’s recommendations. Evidence on the implementation of some of the recommendations was also provided.

Theoretical means on Core mandate criteria

Performance Indicators	Average Raw Score FY 2021/22	Average Raw Score FY 2022/23	% Score FY 2021/22	% Score FY 2022/23	Maximum raw Score per indicator
Ease of doing business	3.1037	3.0182	96.7%	99.4%	3
Disaster management	3.4691	3.2083	86.5%	93.5%	3
Automation	3.3	3	90.9%	100%	3
Customer satisfaction	3.9167	3	76.6%	100%	3
Compliance with statutory obligations	3	3	100%	100%	3
Youth empowerment initiatives	3.0833	2.8667	97.3%	104%	3
Project Completion Rate	3.1856	3.1265	94.2%	96%	3
Theoretical Mean Score	3.2941	3.0313	91.740%	98.99%	3

Table 13 Core mandate

In the year under the review the overall core mandate theoretical mean improved from 3.2941 to 3.0313 an improvement from 91.740% to 98.99% in that order respectively. This was attributed to issuance of waivers during the electioneering period. Other indicators that affected the core mandate mean score are disaster management at 93.5% and projects completion rate at 96 %.

Customer Satisfaction recorded an improved performance by 23% from the previous year. Mean score of 3.9167 to 3.000. The departments carried out customer satisfaction surveys that were coordinated by the Governor Delivery Unit which determined the index of satisfaction and recommendations to improve on the service delivery.

Theoretical means on Cross cutting criteria

Performance Indicators	Average Raw Score FY 2021/22	Average Raw Score FY 2022/23	% Score FY 2021/22	% Score FY 2022/23	Maximum Score
Youth Internships/Industrial Attachments	1.6641	1.5109	60.1%	66.2%	1
Access to Government Procurement Opportunities (AGPO)	3.4971	2.5960	28.6%	38.5%	1
Promotion of Local Content in Procurement	1.6061	1.0622	62.3%	94.1%	1
Prevention of Alcohol and Drug Abuse	3.1417	3.0000	95.5%	100%	3
Prevention of HIV Infections and Non-Communicable Diseases	3.0763	2.9863	97.5%	100.5%	3
Disability Mainstreaming	3.125	3.0167	96.0%	99.4%	3
Gender Mainstreaming	3.2	3.0000	93.8%	100%	3
Environmental sustainability	3.1208	2.8187	96.1%	106.4%	3
Safety and Security Measures	3.2583	3.0167	92.1%	99.4%	3
Road Safety Mainstreaming	3	3.0417	100%	98.6%	3
Corruption Prevention	3.1667	3.0833	94.7%	97.3%	3
National Cohesion and Values	3.0417	3.0000	98.6%	100%	3
Theoretical Mean Score	2.9082	2.6777	84.6%	91.7%	2.5

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Table 14 Cross cutting

The Cross-cutting criteria indicators largely reflect on the implementation of the government policies. The evaluation of the criteria indicates an improved theoretical mean from 2.9082 to 2.6777 translating in percentage increase from 84.6% to 91.7% in the year under review. The road safety mainstreaming indicator recorded a decline in mean score from recorded 3.000 in the previous year to 3.0833 in that order respectively. The decline emanated from the Department of Transport, Infrastructure, Energy and Public Works that recorded a performance of 75% on account that some of the department fleets were not taken for annual inspection. Promotion of Local Content in Procurement had the highest improvement of 31.9% as departments allocated and awarded most of the total value (in Kshs.) of the procurement budget for goods and services produced locally as provided in the annual procurement plan.

CHAPTER 3

Observation, Conclusions and Recommendations

Observations

The PC Evaluation process was seamless and all the CECMs attended which is exceptional for the year under review. It is a demonstration that there is a good will and a full buy in of the PC and an overarching change in the county performance delivery culture. Some of the observations noted during the evaluation were as follows:

Departmental Attendance

It was noted that all county departments attended the PC evaluation and were fully represented by the CECMs and the accounting officers. This translated to 100% attendance which is a commendable commitment. The County Secretary, County Attorney and all CECMs appeared for the evaluation except CECM Health who had sent an apology. This was an improvement from last year's evaluation where only six CECMs attended.

Departmental PC teams

The teams that represented the departments for evaluation were organized, worked orderly and availed tagged evidence as requested per criteria that made the evaluation and moderation seamless. All departments had improved in the documentation of evidence which is a paradigm shift compared to the previous year's evaluation.

Cascading of PCs

It was noted that 11 departments had fully cascaded the performance contracts to the staff below the directorate level except the Department of Finance and Economic Planning.

Externally mobilized funds

From the PC evaluation process, it was observed that the county departments that sourced for partnerships with external agencies, reported super normal achievements over their annual set targets.

The following are departments that sourced for partnership;

Health department Sourced partnerships with two external agencies i.e.

1. Medtronic Labs greatly supported in screening hypertension and diabetes
2. Ground for Health supported in breast cancer screening.

Gender department

1. Induction and first aid training of Officers in Partnership with St. John Ambulance
2. Gender, Youth, and Social Services Mentorship for young girls and teenagers in partnership with She Hope Organization.

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3. Boy child mental wellness through Mentorship in partnership with Tetu CDF and Thriving Communities Africa.
4. Supported youth to acquire skills in partnership with world scout parliamentary union Kenya in Youth engagement that supported youth 100 percent.

Pending Bills

It was noted that all departments had improved and had significantly reduced their pending bills to less than 1%.

Challenges.

Delayed disbursement of budgetary funds

The departments lamented the delayed disbursement of the resources as a major inhibiting factor on the absorption of the allocated funds and other areas as follows:

- a) Late disbursement of funds from the National Treasurer affected most departments in project completion.
- b) Departments did not achieve the Access to Government Procurement Opportunities (AGPO) requirement of 30% of the procurement budget.
- c) The procurement directorate did not dispose of idle/obsolete assets due to lack of legislation of IGTRC.
- d) Waivers affected some departments in revenue collection which recorded achievement of 76.34%

Conclusions

The year under review evaluation reveals that all departments obtained a score of very good which translates to an improved performance from the previous year. Albeit, the results showed a skewed performance with the leading department obtaining a composite score of **2.53186** (department of Health) and the last obtaining **2.9596** (the department of Lands and Physical Planning).

Prima facie the performance is not very satisfactory and a lot needs to be done by the departments to bridge the skewed performance results. The Finance and Stewardship criteria on the absorption of the allocated funds reported a 96% absorption. In future the criteria should be fast-tracked to achieve 100% absorption.

The service delivery criteria on the indicator of resolutions to public complaints, the departments have no standard registers for recording complaints and compliments. A standard reporting matrix as provided by the Commission of Administration for Justice should be adopted by all departments in future implementation. Similarly, the county has not been sending the quarterly reports to the Commission as required in the PC guidelines.

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The cluster on Institutional Transformation, it was noted that one department did not cascade the performance contracts to staff below the Chief Officer.

Similarly, it is noted that no department scored a 100% under the cross-cutting criteria that indicates 91.7%. The indicators under this criterion are to a large extent the overall government policies implementations and score below 100% should be discouraged. It is also noted the Access to Government Procurement Opportunities performed poorly at an average score of 38% this is not notwithstanding the budget adjustments on this target.

In conclusion, it is a stark reality that the Performance Contracting is a management strategy that should be fully embraced in the county public service and its implementation is not a choice but a policy that if successfully embraced by all departments tangible results will be realized in the service delivery to Nyeri citizenry.

The departments are encouraged to effect transformation strategies for a sustainable implementation of PC targets. The concept of transformation strategy implementation apparently requires more innovative methods of service delivery. However, transforming strategies into action is a far more intricate where team work and synergies lack in the departments. For a meaningful strategy to work, timely inter and intra communication is sine quo non to translate into action, and that action must be cautiously fast tracked when activities are being implemented.

A key ingredient for this success is the transformative leadership in the departments on a continuous basis and moral persuasion, where an individual induces a group to pursue certain objectives. Leadership thus exerts influence with respect to staff behavior. The managers' leadership is crucial and the implementation of strategic management systems needs leaders who drive the change. Adequate support and commitment from top management is critical for sustainable performance. Accordingly, strategic leadership should ensure that values and culture within an organization are appropriate for satisfying key success factors.

Performance leadership is a systematic, results oriented approach to the management and leadership for high performing organizations, teams and individuals. This approach consolidates the fundamentals of management and leadership within the organization, and then builds on clients' existing abilities by increasing the vigour, range and effectiveness of their capabilities. It is argued that team work is principally important for performance that requires complementary effort all the times. On the part of the middle level supervisors, the greatest competitive advantages for organizations is based on how skilled their supervisors are on the "soft issues" that form the basis of the good leadership. Such skills are crucial to performance that include the ability to reward, recognize and motivate others, managing change and conflict, coaching and mentoring, communication, planning and setting goals,

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customer service, recruiting and retention, performance management, negotiating and managing stress.

Recommendations

Arising from the observations, challenges and conclusions highlighted above, the following recommendations are made:

1. Performance contracting is not static but a dynamic process and as such, the County departments are encouraged to undertake continuous training on PC and especially on recommended templates in performance contracting guidelines.
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 formats. The reports should be in electronic not hard copies to save on stationery and collation of the data.
3. The departments are requested to seek any technical advice including training on PC guidelines, targets, outputs, and packaging of evidence from Governor Delivery Unit to facilitate efficient and effective performance
4. The departments are required to carry out self-evaluation at the departmental levels prior to submitting their reports to the evaluation team. This would minimize time during the evaluation.
5. Mid -year evaluation of the PC performance is recommended to fast track the gaps in the course of the PC implementation. The Midyear evaluation and annual departments self- evaluation will be now mandatory condition as a prelude to annual PC evaluation/moderation.
6. Department of transport is requested to complete BQS in time to avoid delay in project completion.

Annex

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	97.6	-2.4	3.048	0.06096	Good
A2	Absorption of Externally mobilized resources	%	2	100	99.93	-0.07	3.0014	0.060028	Good
A3	Development index	%	2	14.4	13.07	-9.23611	3.184722	0.063694	Good
A4	A-in-A (Health Fund)	Ksh (M)	2	350	473	35.14286	2.297143	0.045943	Excellent
A5	Asset management	%	1	100	100	0	3	0.03	Very Good
A6	Pending Bills	%	1	1	0.08	-92	1.16	0.0116	Excellent
	Sub Total		10					0.27223	
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	95	-5	3.1	0.093	Good

What gets measured gets Done

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
B3	Resolution of Public Complaints	%	2	100	100	0	3	0.06	Very Good
	Sub Total		8					0.243	
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	Skilled delivery	%	2	88.5	88.5	0	3	0.06	Very Good
D2	Neonatal mortality	N0 per 1,000 Live Births	2	10	9	-10	2.8	0.056	Very Good
D3	Fully Immunized	%	2	85	81.5	-4.11765	3.082 353	0.061647	Good

What gets measured gets Done

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
D4	HIV positive receiving ARVs	%	4	95	96	1.052632	2.978 947	0.119158	Very Good
D5	TB treatment success rate	%	1	80	80.1	0.125	2.997 5	0.029975	Very Good
D6	Adult Population screened for Hypertension and Diabetes	No	2	151000	203666	34.87815	2.302 437	0.046049	Excellent
D7	Adult Population screened for Cervical Cancer	No	2	11200	10010	-10.625	3.212 5	0.06425	Good
D8	Breast cancer screening for (men and women)	No	2	9500	50448	431.0316	1	0.02	Excellent
D9	Sensitization and screening on suicide prevention	No	3	200	357	78.5	1.43	0.0429	Excellent
D10	Roll out Covid-19 Prevention program	No	4	8	8	0	3	0.12	Very Good
D11	Vitamin A supplementation	%	1	90	93.3	3.666667	2.926 667	0.029267	Very Good
D12	School Children Deworming	%	2	90	149	65.55556	1.688 889	0.033778	Excellent
	Training on IPC	No	4	200	531	165.5	1	0.04	Excellent
D13	Quarterly Support Supervision	No	2	4	4	0	3	0.06	Very Good

What gets measured gets Done

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	Train officers on mental health and self-care	No	4	200	439	119.5	1	0.04	Excellent
D15	Train facility in-charges on financial management	No	4	50	110	120	1	0.04	Excellent
D16	Procure Medical supplies	Kshs (M)	2	160	159.4	-0.375	3.0075	0.06015	Good
D17	Active Medicines and Therapeutic Committees	No	2	5	5	0	3	0.06	Very Good
D18	Revenue Collection	Ksh.	3	14.5	14.4	-0.68966	3.013793	0.090414	Good
D19	Ease of Doing Business	%	1	100	100	0	3	0.03	Very Good
D20	Disaster management	%	1	100	100	0	3	0.03	Very Good
D21	Automation	%	2	100	100	0	3	0.06	Very Good
D22	Customer satisfaction	Report	2	1	1	0	3	0.06	Very Good
D23	Compliance with statutory obligations	%	2	100	100	0	3	0.06	Very Good
D24	Youth empowerment initiatives	%	2	100	100	0	3	0.06	Very Good
D25	Project Completion Rate	%	2	100	89	-11	3.22	0.0644	Good
	Sub Total		60					1.437987	
E	CROSS CUTTING								

What gets measured gets Done

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	100	431	331	1	0.015	Excellent
E2	Access to Government Procurement Opportunities	Kshs(m)	2	40.9	30.2	-26.1614	3.523 227	0.070465	Good
E3	Promotion of Local Content in Procurement	Kshs	1.5	77.2	193.1	150.1295	1	0.015	Excellent
E4	Prevention of Alcohol and Drug Abuse	%	0.5	100	100	0	3	0.015	Very Good
E5	Prevention of HIV Infections and Non-Communicable Diseases	%	0.5	95	102.8	8.210526	2.835 789	0.014179	Very Good
E6	Disability Mainstreaming	%	0.5	100	110	10	2.8	0.014	Very Good
E7	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E8	Environmental sustainability	%	1.5	100	301	201	1	0.015	Excellent
E9	Safety and Security Measures	%	0.5	100	100	0	3	0.015	Very Good
E10	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good

What gets measured gets Done

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
E11	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good
E12	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
	Sub Total		12					0.27864	
Composite Score			100					2.53186	VERY GOOD

County Government of Nyeri									
Department of Gender, Youth, Sport 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	95.4	-4.6	3.092	0.09276	Good
A2	Development index	%	2	45.7	43.3	-5.252	3.105	0.062101	Good
A3	Asset management	%	3	100	100	0	3	0.09	Very Good
A4	Pending Bills	%	2	<u>1</u>	0	-100	1	0.02	Excellent
	Sub Total		10					0.264861	
B	SERVICE DELIVERY								

What gets measured gets Done

County Government of Nyeri									
Department of Gender, Youth, Sport and Social Services									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
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
C2	Competence development	%	2	100	100	0	3	0.06	Very Good
C3	Knowledge management	%	1	100	100	0	3	0.03	Very Good
C4	Work Environment	%	2	100	100	0	3	0.06	Very Good
C5	Cascading of Performance Contracts	%	2	100	100	0	3	0.06	Very Good
	Sub Total		10					0.3	
D	CORE MANDATE								

What gets measured gets Done

County Government of Nyeri									
Department of Gender, Youth, Sport and Social Services									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D1	Disaster Management response	%	2	100	100	0	3	0.06	Very Good
D2	Public sensitization fora on disaster prevention	%	2	100	100	0	3	0.06	Very Good
D3	Social Enquiries reports	%	2	100	100	0	3	0.06	Very Good
D4	Social responses	%	2	100	100	0	3	0.06	Very Good
D5	Sensitizations on social and economic activities	%	2	100	100	0	3	0.06	Very Good
D6	Waiver committees deliberations	%	2	100	100	0	3	0.06	Very Good
D7	Completion of on-going projects	No.	2	1	1	0	3	0.06	Very Good
D8	Proposed Construction of ablution block at Karatina fire station	%	2	100	100	0	3	0.06	Very Good
D9	Initiate proposed construction of staff houses at Karatina Children home	%	2	100	100	0	3	0.06	Very Good
D10	Initiate proposed renovations of staff	%	2	100	100	0	3	0.06	Very Good

What gets measured gets Done

County Government of Nyeri									
Department of Gender, Youth, Sport and Social Services									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
	houses at Karatina fire station								
D11	Initiate proposed renovation of staff houses and gate at Kiawara fire station	%	1	100	100	0	3	0.03	Very Good
D12	Proposed construction of water hydrants	No	2	2	4	100	1	0.02	Excellent
D13	Launch of leather equipment for youth empowerment at Rukira youth polytechnic	No	2	1	1	0	3	0.06	Very Good
D14	Empowerment for women, youth and PWDs	No.	2	35	131	274.29	1	0.02	Excellent
D15	Tabling of the youth policy to the Cabinet and forwarding to the County Assembly for approval	Report	1	1	1	0	3	0.03	Very Good
D16	Identification of vulnerable boys in the society, train and	No	2	5	7	40	2.2	0.044	Excellent

What gets measured gets Done

County Government of Nyeri									
Department of Gender, Youth, Sport and Social Services									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
	facilitate their rite of passage								
D17	Hold one activity in support of the street families.	Report	2	1	1	0	3	0.06	Very Good
D18	Provision of basic needs karatina children home	%	2	100	100	0	3	0.06	Very Good
D19	Facilitate school fees for pupils at karatina children home	No	3	40	47	17.5	2.65	0.0795	Very Good
D20	GBV technical working group meetings on quarterly basis (3)	No	2	3	3	0	3	0.06	Very Good
D21	Advocacy against Sexual Gender Based Violence SGBV	No	2	4	8	100	1	0.02	Excellent
D22	Sourcing for resources for department activities from stakeholders/ development partners	No.	2	3	4	33.333	2.3333	0.046667	Excellent
D23	Collect data on registered youth and women groups	Report	2	1	1	0	3	0.06	Very Good

What gets measured gets Done

County Government of Nyeri									
Department of Gender, Youth, Sport and Social Services									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D24	Procure business development merchandise	Kshs.(M)	2	4	4.2	5	2.9	0.058	Very Good
D25	Revenue Collection	Ksh.	2	1,184,444	1,266,251	6.9068	2.8619	0.057237	Very Good
D26	Ease of Doing Business	%	2	100	100	0	3	0.06	Very Good
D27	Automation	%	1	100	100	0	3	0.03	Very Good
D28	Customer satisfaction	Report	2	1	1	0	3	0.06	Very Good
D29	Compliance with statutory obligations	%	2	100	100	0	3	0.06	Very Good
D30	Youth empowerment activity/initiatives	No	2	2	3	50	2	0.04	Excellent
D31	Project Completion Rate	%	2	100	89.3	-10.7	3.214	0.06428	Good
	Sub Total		60					1.619684	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/Apprenticeships	No	1.5	18	30	66.667	1.6667	0.025	Excellent

What gets measured gets Done

County Government of Nyeri									
Department of Gender, Youth, Sport and Social Services									
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	12.620	23.218	83.978	1.3204	0.026409	Excellent
E4	Promotion of Local Content in Procurement	Kshs	1.5	16.829	36.517	116.99	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
E14	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good

What gets measured gets Done

County Government of Nyeri									
Department of Gender, Youth, Sport and Social Services									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E8	Sub Total		12					0.276409	
Composite Score			100					2.700953	VERY GOOD

What gets measured gets Done

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	98.73	-1.27	3.0254	0.060508	Good
A2	Absorption of Externally mobilized resources	%	2	100	98.4	-1.6	3.032	0.06064	Good
A3	Development Index	%	2	59.64	59.39	-0.41918	3.008384	0.060168	Good
A4	Asset management	%	2	100	100	0	3	0.06	Very Good
A5	Pending Bills	%	2	<u>1</u>	0.025	-97.5	1.05	0.021	Excellent
	Sub Total		10					0.26232	
B	SERVICE DELIVERY								
B1	Implementation of Citizens' Service Delivery Charter	%	3	100	90	-10	3.2	0.096	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					0.246	
C	INSTITUTIONAL TRANSFORMATION								

What gets measured gets Done

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	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	Report	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	Provision of relief food to vulnerable people	No. of beneficiaries	2	2,760	6497	135.3986	1	0.02	Excellent
D2	Provision of Manure to coffee farmers	Tons	2	274	266	-2.91971	3.058394	0.061168	Good
D3	Laying Soil and Water conservation structures	No. of farms	1	300	368	22.66667	2.546667	0.025467	Very Good
D4	Participate Central Kenya ASK show	No.	2	1	1	0	3	0.06	Very Good
D5	Completion of Kairuthi dairy Phase II	No.	1	1	1	0	3	0.03	Very Good

What gets measured gets Done

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
	construction of milk pasteurizer housing								
D6	Provision of one month old indigenous chicken to farmer groups	No.	2.5	30	30	0	3	0.075	Very Good
D7	Set up a model apiary at Wambugu ATC with 40 modern beehives	No.	1.5	40	40	0	3	0.045	Very Good
D8	Support one CBO with raw materials for feed formulation.	Tons.	2	29.7	25.03	-15.7239	3.314478	0.06629	Good
D9	Support fish farmers with fingerlings	No.	3	390	398	2.051282	2.958974	0.088769	Very Good
D10	Select and support fish farmers with pond liners and fencing materials	No.	2	470	479	1.914894	2.961702	0.059234	Very Good
D11	Track the utilization of the 600 sexed semen issued to dairy cooperative societies	Reports	1	4	4	0	3	0.03	Very Good

What gets measured gets Done

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
D12	Vaccinations of animals against notifiable diseases	No.	1	70,331	70,331	0	3	0.03	Very Good
D13	Tick and other vector borne disease control	%	1	100	100	0	3	0.03	Very Good
D14	Provision of Artificial Insemination services to dairy farmers in the County	No.	1	24,000	24873	3.6375	2.92725	0.029273	Very Good
D15	Carry out Meat inspection in licensed slaughter houses and report the kills	%	1	100	100	0	3	0.03	Very Good
D16	Licensing of leather development premises	%	1	100	100	0	3	0.03	Very Good
D17	Develop a referral system to monitor prudent use of antimicrobial in one sub county.	Referral system	2	1	1	0	3	0.06	Very Good
D18	Rehabilitation one plant Machinery (Motor grader)	No.	3	1	1	0	3	0.09	Very Good

What gets measured gets Done

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
D19	Promote conservation tillage by farmers	No.	5	50	73	46	2.08	0.104	Excellent
D20	Maintain bulking site of improved Napier to avail 70,000 cuttings	No.	2	70,000	84900	21.28571	2.574286	0.051486	Very Good
D21	To support completion of community irrigation projects.	No.	2	2	2	0	3	0.06	Very Good
D22	To support implementation of Enterprise Development Plans for farmer cooperatives.	No.	3	3	9	200	1	0.03	Excellent
D23	Capacity building of Value Chain actors in the Cow milk, Indigenous chicken and Irish Potato Value chains on various innovations	No.	1	3,000	3984	32.8	2.344	0.02344	Excellent
D24	Revision of 3 value chain specific training manuals	No.	1	3	3	0	3	0.03	Very Good

What gets measured gets Done

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
D25	Preparation of 2 weather advisories	No.	1	2	2	0	3	0.03	Very Good
D26	Hold 3 CASSCOM meetings	No.	1	3	3	0	3	0.03	Very Good
D27	Repair and renovation of 1 poultry abattoir shop	No.	1	1	1	0	3	0.03	Very Good
D28	Revenue Collection	Kshs (M)	2	13.05	12.89	-1.22605	3.024521	0.06049	Good
D29	Ease of Doing Business	%	2	100	100	0	3	0.06	Very Good
D30	Disaster management	%	1	100	100	0	3	0.03	Very Good
D31	Customer satisfaction	Report	2	1	1	0	3	0.06	Very Good
D32	Compliance with statutory obligations	%	2	100	100	0	3	0.06	Very Good
D33	Youth empowerment initiatives	%	2	100	100	0	3	0.06	Very Good
D34	Project Completion Rate	%	2	100	100	0	3	0.06	Very Good
	Sub Total		60					1.639616	
E	CROSS CUTTING								
E1	Youth Internships /Industrial	No	1.5	160	189	18.125	2.6375	0.039563	Very Good

What gets measured gets Done

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
	Attachments/ Apprenticeships								
E2	Access to Government Procurement Opportunities (AGPO)	Kshs (M)	2	5.42	5.41	-0.1845	3.00369	0.060074	Good
E3	Promotion of Local Content in Procurement	Kshs (M)	1.5	56.07	183.88	227.9472	1	0.015	Excellent
E4	Prevention of Alcohol and Drug Abuse	%	0.5	100	100	0	3	0.015	Very Good
E5	Prevention of HIV Infections and Non-Communicable Diseases	%	0.5	100	100	0	3	0.015	Very Good
E6	Disability Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E7	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E8	Environmental sustainability	%	1.5	100	100	0	3	0.045	Very Good
E9	Safety and Security Measures	%	0.5	100	95	-5	3.1	0.0155	Good
E10	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E11	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good

What gets measured gets Done

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
E12	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
Sub Total			12					0.32514	
Composite Score			100					2.77307	VERY GOOD

County Government of Nyeri									
Office of the County Attorney									
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	99.5	-0.5	3.01	0.1204	Good

What gets measured gets Done

County Government of Nyeri									
Office of the County Attorney									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
A2	Asset management	%	2	100	90	-10	3.2	0.064	Good
A3	Pending Bills	%	4	1	0.59	-41	2.18	0.0872	Excellent
	Sub Total		10					0.2716	
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
C2	Competence development	%	2	100	100	0	3	0.06	Very Good
C3	Knowledge management	%	2	100	100	0	3	0.06	Very Good

What gets measured gets Done

County Government of Nyeri									
Office of the County Attorney									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
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	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	Drafting 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	No.	8	2	4	100	1	0.08	Excellent
D6	Preparation of Legislation	%	8	100	100	0	3	0.24	Very Good
D7	Ease of Doing Business	%	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

What gets measured gets Done

County Government of Nyeri									
Office of the County Attorney									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D10	Customer satisfaction	%	2	1	1	0	3	0.06	Very Good
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					1.64	
E	CROSS CUTTING								
E1	Access to Government Procurement Opportunities (AGPO)	Kshs	2	598,000	597,832	-0.028	3.0006	0.06	Good
E2	Promotion of Local Content in Procurement	Kshs (M)	1.5	22.866	56.91	148.88	1	0.015	Excellent
E3	Prevention of Alcohol and Drug Abuse	%	1	100	100	0	3	0.03	Very Good
E4	Prevention of HIV Infections and Non-Communicable Diseases	%	1	100	100	0	3	0.03	Very Good

What gets measured gets Done

County Government of Nyeri									
Office of the County Attorney									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E5	Disability Mainstreaming	%	1	100	100	0	3	0.03	Very Good
E6	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E7	Environmental sustainability	%	1.5	100	125	25	2.5	0.0375	Very Good
E8	Safety and Security Measures	%	0.5	100	100	0	3	0.015	Very Good
E9	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E10	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good
E11	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
Sub Total			12					0.3225	
Composite Score			100					2.7741	VERY GOOD

What gets measured gets Done

County Government of Nyeri									
Department of Trade Tourism and Cooperative 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	95	-5	3.1	0.093	Good
A2	Development index	%	2	68.5	67.6	-1.314	3.0263	0.061	Good
A3	Asset management	%	3	100	100	0	3	0.09	Very Good
A4	Pending Bills	%	2	<u>1</u>	0.17	-83	1.34	0.027	Excellent
	Sub Total		10					0.27	
B	SERVICE DELIVERY								
B1	Implementation of Citizens' Service Delivery Charter	%	3	100	80	-20	3.4	0.102	Good
B2	Business Process Re-engineering	%	3	100	100	0	3	0.09	Very Good
B3	Resolution of Public Complaints	%	2	100	90	-10	3.2	0.064	Good
	Sub Total		8					0.256	
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

What gets measured gets Done

County Government of Nyeri									
Department of Trade Tourism and Cooperative Development									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
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	Survey of ten (10) markets and develop Bills of quantity (30%);	%	2	100	100	0	3	0.06	Very Good
D2	Handover ten (10) market sites to the contractor	%	1	100	100	0	3	0.03	Very Good
D3	Complete Construction of ten (10) markets	%	1	100	100	0	3	0.03	Very Good
D4	Complete construction of 6 ongoing markets	No	1	10	10	0	3	0.03	Very Good
D5	Enterprise Development Fund disbursement of loans to MSEs	%	5	100	100	0	3	0.15	Very Good
D6	Verification of weighing and measuring equipment	No	2	8284	8284	0	3	0.06	Very Good

What gets measured gets Done

County Government of Nyeri									
Department of Trade Tourism and Cooperative Development									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D7	Issuance of compliance certificates to the premises	No	1	1500	2142	42.8	2.144	0.021	Excellent
D8	Publish a notice on schedule of stamping stations visits	%	1	100	100	0	3	0.03	Very Good
D9	Create awareness 5 forums on fair trade practices	No	1	8	8	0	3	0.03	Very Good
D10	Allocation of Markets to traders	No	1	3	3	0	3	0.03	Very Good
D11	Market management committees elections	No	1	3	3	0	3	0.03	Very Good
D12	Conduct market meetings	%	1	100	100	0	3	0.03	Very Good
D13	Market survey on Governance	No	2	1	1	0	3	0.06	Very Good
D14	Trade related policies & strategic plan and guidelines	%	4	100	100	0	3	0.12	Very Good
D15	Tourism related legal and regulatory framework	%	3	100	100	0	3	0.09	Very Good

What gets measured gets Done

County Government of Nyeri									
Department of Trade Tourism and Cooperative Development									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D16	Survey three (3) tourism sites and develop Bills of quantity	%	2	100	100	0	3	0.06	Very Good
D17	Handover three (3) tourism sites	%	1	100	100	0	3	0.03	Very Good
D18	Complete Construction of three (3) tourism sites	%	1	100	100	0	3	0.03	Very Good
D19	County Tourism marketed and promoted	%	3	100	165	65	1.7	0.051	Excellent
D20	Improve compliance with Cooperative Societies laws and regulations	%	4	100	130	30	2.4	0.096	Excellent
D21	Enhanced legal and legislative regulatory framework for co-operative societies	%	4	100	100	0	3	0.12	Very Good
D22	Good Governance in Co-operative movement enhanced	%	4	100	109	9	2.82	0.113	Very Good
D23	Registration of New Societies	No	3	8	12	50	2	0.06	Excellent

What gets measured gets Done

County Government of Nyeri									
Department of Trade Tourism and Cooperative Development									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D24	Revenue Collection	Ksh. (M)	3	4.7	4.8	2.1277	2.9574	0.089	Very Good
D25	Ease of Doing business	%	1	100	100	0	3	0.03	Very Good
D26	Disaster management	%	1	100	100	0	3	0.03	Very Good
D27	Automation	%	1	100	100	0	3	0.03	Very Good
D28	Customer satisfaction	Report	1	100	100	0	3	0.03	Very Good
D29	Compliance with statutory obligations	%	2	100	100	0	3	0.06	Very Good
D30	Youth empowerment initiatives	%	1	100	100	0	3	0.03	Very Good
D31	Project Completion Rate	%	1	100	97	-3	3.06	0.031	Good
	Sub Total		60					1.691	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/Apprenticeships	No	1.5	48	108	125	1	0.015	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Kshs	2	34.148	70.563	106.64	1	0.02	Excellent

What gets measured gets Done

County Government of Nyeri									
Department of Trade Tourism and Cooperative Development									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E3	Promotion of Local Content in Procurement	Kshs	1.5	45.5	93.7	105.93	1	0.015	Excellent
E4	Prevention of Alcohol and Drug Abuse	%	0.5	100	100	0	3	0.015	Very Good
E5	Prevention of HIV Infections and Non-Communicable Diseases	%	0.5	100	100	0	3	0.015	Very Good
E6	Disability Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E7	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E8	Environmental sustainability	%	1.5	100	100	0	3	0.045	Very Good
E9	Safety and Security Measures	%	0.5	100	100	0	3	0.015	Very Good
E10	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E11	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good
E12	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
	Sub Total		12					0.26	
Composite Score			100					2.777	VERY GOOD

What gets measured gets Done

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	99.35	-0.65	3.013	0.0904	Good
A2	Development index	%	3	12.1	11.9	-1.653	3.0331	0.091	Good
A3	Asset management	%	3	100	100	0	3	0.09	Very Good
A4	Pending Bills	%	1	<u>1</u>	0.3	-70	1.6	0.016	Excellent
	Sub Total		10					0.2874	
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	

What gets measured gets Done

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
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	ECDE: Improve service delivery	%	10	100	100	0	3	0.3	Very Good
D2	VTC: Improve service delivery	%	5	100	100	0	3	0.15	Very Good
D3	EF: Enhanced retention and completion of needy students in learning institutions	No.	20	7000	7782	11.171	2.7766	0.5553	Very Good

What gets measured gets Done

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
D4	Promote sporting Activities	%	4	100	100	0	3	0.12	Very Good
D5	Issue of sporting equipment	No.	4	8	17	112.5	1	0.04	Excellent
D6	Revenue Collection	Ksh.	4	900,000	922,500	2.5	2.95	0.118	Very Good
D7	Disaster Management	%	1	100	100	0	3	0.03	Very Good
D8	Automation	%	2	100	100	0	3	0.06	Very Good
D9	Customer satisfaction	%	2	100	100	0	3	0.06	Very Good
D10	Compliance with statutory obligations	%	3	100	100	0	3	0.09	Very Good
D11	Youth empowerment initiatives	%	3	100	130	30	2.4	0.072	Excellent
D12	Projects Completion rate	%	2	100	100	0	3	0.06	Very Good
	Sub Total		60					1.6553	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/ Apprenticeships	No.	1.5	15	26	73.333	1.5333	0.023	Excellent

What gets measured gets Done

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)	Ksh. (M)	2	13.11	14.92	13.806	2.7239	0.0545	Very Good
E3	Promotion of Local Content in Procurement	Ksh. (M)	1.5	17.48	41.97	140.1	1	0.015	Excellent
E4	Prevention of Alcohol and Drug Abuse	%	0.5	100	100	0	3	0.015	Very Good
E5	Prevention of HIV Infections and Non-Communicable Diseases	%	0.5	100	100	0	3	0.015	Very Good
E6	Disability Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E7	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E8	Environmental sustainability	%	1.5	100	118.8	18.8	2.624	0.0394	Very Good
E9	Safety and Security Measures	%	0.5	100	100	0	3	0.015	Very Good
E10	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E11	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good
E12	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good

What gets measured gets Done

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
Sub Total			12					0.2968	
Composite Score			100					2.7795	VERY GOOD

COUNTY GOVERNMENT OF NYERI									
EXECUTIVE OFFICE OF THE GOVERNOR AND DEPUTY 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	99.48	-0.52	3.0104	0.0602	Good
A2	Development index	%	2	12.89	12.84	-0.3879	3.0078	0.0602	Good
A3	Asset management	%	3	100	95	-5	3.1	0.093	Good
A4	Pending Bills	%	3	<u>1</u>	0.15	-85	1.3	0.039	Excellent
Sub Total			10					0.2524	
B	SERVICE DELIVERY								

What gets measured gets Done

COUNTY GOVERNMENT OF NYERI									
EXECUTIVE OFFICE OF THE GOVERNOR AND DEPUTY GOVERNOR									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
B1	Implementation of Citizens' Service Delivery Charter	%	3	100	100	0	3	0.09	Very Good
B2	Business Process Re-engineering	%	3	100	70	-30	3.6	0.108	Good
B3	Resolution of Public Complaints	%	2	100	100	0	3	0.06	Very Good
	Sub Total		8					0.258	
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	Improve working environment	%	6	100	100	0	3	0.18	Very Good
D2	Public Participation	No	5	24	32	33.333	2.3333	0.1167	Excellent

What gets measured gets Done

COUNTY GOVERNMENT OF NYERI									
EXECUTIVE OFFICE OF THE GOVERNOR AND DEPUTY GOVERNOR									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D3	Civic Education	No	7	12	16	33.333	2.3333	0.1633	Excellent
D4	Information desk	%	7	100	100	0	3	0.21	Very Good
D5	Institutionalization of performance management	%	7	100	100	0	3	0.21	Very Good
D6	Dissemination of information and publicity of government projects and activities -	%	5	100	100	0	3	0.15	Very Good
D7	Management and control of alcoholic drinks.	%	5	100	100	0	3	0.15	Very Good
D8	Enforcement	No	4	35	0	-100	1	0.04	Excellent
D9	Revenue Collection	Ksh. (M)	2	70	62	-10.851	3.217	0.0643	Good
D10	Ease of Doing Business	%	2	100	100	0	3	0.06	Very Good
D11	Disaster management	%	1	100	100	0	3	0.03	Very Good
D12	Automation	%	2	100	100	0	3	0.06	Very Good
D13	Customer satisfaction	Report	2	1	1	0	3	0.06	Very Good
D14	Compliance with statutory obligations	%	2	100	100	0	3	0.06	Very Good
D15	Youth empowerment initiatives	%	2	100	100	0	3	0.06	Very Good

What gets measured gets Done

COUNTY GOVERNMENT OF NYERI									
EXECUTIVE OFFICE OF THE GOVERNOR AND DEPUTY GOVERNOR									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D16	Project Completion Rate	%	2	100	100	0	3	0.06	Very Good
	Sub Total		61					1.6743	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/Apprenticeships	No	1.5	114	150	31.579	2.3684	0.0355	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Kshs	2	17	17.30	0	3	0.06	Very Good
E3	Promotion of Local Content in Procurement	Kshs	1.5	118.99	459.098	285.82	1	0.015	Excellent
E4	Prevention of Alcohol and Drug Abuse	%	0.5	100	100	0	3	0.015	Very Good
E5	Prevention of HIV Infections and Non-Communicable Diseases	%	0.5	100	100	0	3	0.015	Very Good
E6	Disability Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E7	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E8	Environmental sustainability	%	1.5	100	100	0	3	0.045	Very Good

What gets measured gets Done

COUNTY GOVERNMENT OF NYERI									
EXECUTIVE OFFICE OF THE GOVERNOR AND DEPUTY GOVERNOR									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E9	Safety and Security Measures	%	0.5	100	100	0	3	0.015	Very Good
E10	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E11	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good
E12	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
	Sub Total		12					0.3205	
Composite Score			100					2.8052	VERY GOOD

What gets measured gets Done

COUNTY GOVERNMENT OF NYERI									
DEPARTMENT OF WATER, 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	93.91	-6.09	3.1218	0.0937	Good
A2	Development index	%	3	71.12	69.70	-1.997	3.0399	0.0912	Good
A3	Asset management	%	2	100	100	0	3	0.06	Very Good
A4	Pending Bills	%	2	<u>1</u>	0.23	-77	1.46	0.0292	Excellent
	Sub Total		10					0.2741	
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	60	-40	3.8	0.114	Fair
B3	Resolution of Public Complaints	%	2	100	90	-10	3.2	0.064	Good
	Sub Total		8					0.268	
C	INSTITUTIONAL TRANSFORMATION								
C1	Development of County Planning framework	%	3	100	100	0	3	0.09	Very Good

What gets measured gets Done

COUNTY GOVERNMENT OF NYERI									
DEPARTMENT OF WATER, ENVIRONMENT AND CLIMATE CHANGE									
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	80	-20	3.4	0.034	Good
C5	Cascading of Performance Contracts	%	2	100	100	0	3	0.06	Very Good
	Sub Total		10					0.304	
D	CORE MANDATE								
D1	Drilling / equipping of boreholes	No	3	11	12	9.0909	2.8182	0.0845	Very Good
D2	Construction of intakes and tanks	No	2	4	4	0	3	0.06	Very Good
D3	Purchase and supply of pipes	%	10	100	100	0	3	0.3	Very Good
D4	Purchase of project supervision vehicle	No	2	1	1	0	3	0.06	Very Good
D5	Improvement of water supply through	%	9	100	100	0	3	0.27	Very Good

What gets measured gets Done

COUNTY GOVERNMENT OF NYERI									
DEPARTMENT OF WATER, ENVIRONMENT AND CLIMATE CHANGE									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
	operationalization of two treatment works								
D6	Development of springs	No	2	1	1	0	3	0.06	Very Good
D7	Supply and installation of energy saving jikos	No	4	12	17	41.667	2.1667	0.0867	Excellent
D8	Riparian conservation	No	3	10,000	11,630	16.3	2.674	0.0802	Very Good
D9	Promotion of environmental management through celebration of world environmental days.	No	4	3	3	0	3	0.12	Very Good
D10	Development of draft noise regulations	Report	2	1	1	0	3	0.06	Very Good
D11	Revenue Collection	Ksh.	3	107,143	360,750	236.7	1	0.03	Excellent
D12	Ease of Doing Business	%	3	100	100	0	3	0.09	Very Good
D13	Disaster management	%	2	100	100	0	3	0.06	Very Good
D14	Automation	%	3	100	100	0	3	0.09	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

What gets measured gets Done

COUNTY GOVERNMENT OF NYERI									
DEPARTMENT OF WATER, 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	88.14	-11.86	3.2372	0.0647	Good
	Sub Total		60					1.6962	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/Apprenticeships	No	1.5	10	21	110	1	0.015	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Kshs	2	23.00	22.29	-3.078	3.0616	0.0612	Good
E3	Promotion of Local Content in Procurement	Kshs	1.5	55.26	135	144.3	1	0.015	Excellent
E4	Prevention of Alcohol and Drug Abuse	%	0.5	100	100	0	3	0.015	Very Good
E5	Prevention of HIV Infections and Non-Communicable Diseases	%	0.5	100	100	0	3	0.015	Very Good
E6	Disability Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good

What gets measured gets Done

COUNTY GOVERNMENT OF NYERI									
DEPARTMENT OF WATER, ENVIRONMENT AND CLIMATE CHANGE									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E7	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E8	Environmental sustainability	%	1.5	100	100	0	3	0.045	Very Good
E9	Safety and Security Measures	%	0.5	100	100	0	3	0.015	Very Good
E10	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E11	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good
E12	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
	Sub Total		12					0.3012	
Composite Score			100					2.8435	VERY GOOD

What gets measured gets Done

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	96.04	-3.96	3.0792	0.092376	Good
A2	Development index	%	2	36.7	35.5	-3.269755	3.065395	0.061308	Good
A3	Asset Management	%	3	100	100	0	3	0.09	Very Good
A4	Pending Bills	%	2	<u>1</u>	0.08	-92	1.16	0.0232	Excellent
	Sub Total		10					0.266884	
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	60	-40	3.8	0.114	Fair
B3	Resolution of Public Complaints	%	2	100	100	0	3	0.06	Very Good
	Sub Total		8					0.264	
C	INSTITUTIONAL TRANSFORMATION								
C1	Development of County Planning Framework	%	3	100	100	0	3	0.09	Very Good

What gets measured gets Done

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
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	No.	4	5	5	0	3	0.12	Very Good
D2	Induction of Newly employed Staff on HR Policies and Regulations	Reports	3	1	1	0	3	0.09	Very Good
D3	Managing the County Payroll;	Report	3	4	4	0	3	0.09	Very Good
D4	Address relevant Human Resource matters through CHRAC;	Minutes	4	4	5	25	2.5	0.1	Very Good
D5	Management of Human Resource Records;	%	3	100	100	0	3	0.09	Very Good

What gets measured gets Done

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
D6	Coordinate and report on management of final benefits payable to the employees;	%	3	100	100	0	3	0.09	Very Good
D7	Coordination of County Internship program;	Report	3	1	1	0	3	0.09	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	County staff audit	Report	3	1	1	0	3	0.09	Very Good
D10	Solid waste and Dumpsite management	%	5	100	100	0	3	0.15	Very Good
D11	Procurement of a skip loader and a specialized supervision vehicle	No	4	2	2	0	3	0.12	Very Good
D12	Procurement of skips	No	4	10	20	100	1	0.04	Excellent
D13	Public Awareness on segregation of waste;	Report	4	1	1	0	3	0.12	Very Good
D14	Revenue Collection	Ksh.	2	49,123,341	62,018,850	26.25129	2.474974	0.049499	Very Good
D15	Disaster management	%	1	100	75	-25	3.5	0.035	Good
D16	Automation	%	2	100	100	0	3	0.06	Very Good

What gets measured gets Done

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
D17	Customer satisfaction	Report	2	1	1	0	3	0.06	Very Good
D18	Compliance with statutory obligations	%	2	100	100	0	3	0.06	Very Good
D19	Youth empowerment initiatives	%	2	100	100	0	3	0.06	Very Good
D20	Project Completion Rate	%	2	100	98	-2	3.04	0.0608	Good
	Sub Total		60					1.695299	
E	CROSS CUTTING								
E1	Youth Internships / Industrial Attachments	No	1.5	35	65	85.71429	1.285714	0.019286	Excellent
E2	Access to Government Procurement Opportunities (AGPO);	Kshs.	2	8,855,974	8,855,973	-1.13E-05	3	0.06	Good
E3	Promotion of Local Content in Procurement;	Kshs	1.5	29242757	47579832	62.70638	1.745872	0.026188	Excellent
E4	Prevention of Alcohol and Drug Abuse;	%	0.5	100	100	0	3	0.015	Very Good
E5	Prevention of Infectious and Non-Communicable Diseases;	%	0.5	100	100	0	3	0.015	Very Good
E6	Disability Mainstreaming;	%	0.5	100	80	-20	3.4	0.017	Good

What gets measured gets Done

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
E7	Gender Mainstreaming;	%	0.5	100	100	0	3	0.015	Very Good
E8	Environmental sustainability;	%	1.5	100	100	0	3	0.045	Very Good
E9	Safety and Security Measures;	%	0.5	100	95	-5	3.1	0.0155	Good
E10	Road Safety Mainstreaming;	%	0.5	100	100	0	3	0.015	Very Good
E11	Corruption Prevention;	%	1	100	90	-10	3.2	0.032	Good
E12	National Cohesion and Values;	%	1.5	100	100	0	3	0.045	Very Good
	Sub Total		12					0.319974	
	Composite Score		100					2.846157	VERY GOOD

What gets measured gets Done

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	96.3	-3.7	3.074	0.12296	Good
A2	Development index	%	2	2.7	2.5	-7.40740741	3.148148	0.062963	Good
A3	Asset management	%	2	100	100	0	3	0.06	Very Good
A4	Pending Bills	%	2	1	0.02	-98	1.04	0.0208	Excellent
	Sub Total		10					0.26672	
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	75	-25	3.5	0.105	Good

What gets measured gets Done

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
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	67.5	-32.5	3.65	0.073	Fair
	Sub Total		10					0.328	
D	CORE MANDATE								
D1	Development of County Planning Framework	%	8	100	100	0	3	0.24	Very Good
D2	Providing technical backstopping	%	5	100	100	0	3	0.15	Very Good
D3	Financial Management & Reporting	%	8	100	100	0	3	0.24	Very Good
D4	County Planning & Statistics	%	8	100	100	0	3	0.24	Very Good
D5	County Budget	%	9	100	100	0	3	0.27	Very Good
D6	Procurement and Supplies Management	%	5	100	100	0	3	0.15	Very Good
D7	Internal Audit Services	%	2	100	100	0	3	0.06	Very Good

What gets measured gets Done

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
D8	Revenue Collection	Kshs. (M)	4	610.72	610.72	0	3	0.12	Very Good
D9	Ease of doing business	%	2	100	100	0	3	0.06	Very Good
D10	Disaster management	%	1	100	100	0	3	0.03	Very Good
D11	Customer satisfaction		2	100	100	0	3	0.06	Very Good
D12	Compliance with statutory obligations	%	2	100	100	0	3	0.06	Very Good
D13	Youth empowerment initiatives	%	2	100	100	0	3	0.06	Very Good
D14	Project Completion Rate	%	2	100	90	-10	3.2	0.064	Good
	Sub Total		60					1.804	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/ Apprenticeships	No	1.5	43	84	95.3488372	1.093023	0.016395	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Kshs	2	22	21.697	-1.37727273	3.027545	0.060551	Good
E3	Promotion of Local Content in Procurement	Kshs	1.5	56.76	137	142.001409	1	0.015	Excellent

What gets measured gets Done

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
E4	Prevention of Alcohol and Drug Abuse	%	0.5	100	100	0	3	0.015	Very Good
E5	Prevention of HIV Infections and Non-Communicable Diseases	%	0.5	100	100	0	3	0.015	Very Good
E6	Disability Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E7	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E8	Environmental sustainability	%	1	100	100	0	3	0.03	Very Good
E9	Safety and Security Measures	%	0.5	100	100	0	3	0.015	Very Good
E10	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E11	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good
E12	National Cohesion and Values	%	2	100	100	0	3	0.06	Very Good
	Sub Total		12					0.30195	
Composite Score			100					2.94067	VERY GOOD

What gets measured gets Done

County Government of Nyeri									
Department of Transport, Infrastructure, Energy Public Works,									
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	88.99	-11.01	3.2202	0.096606	Good
A2	Development index	%	2	83.7	82.29	-1.684587	3.03369175	0.060673835	Good
A3	Asset management	%	2	100	100	0	3	0.06	Very Good
A4	Pending Bills	%	3	<u>1</u>	0.025	-97.5	1.05	0.0315	Excellent
	Sub Total		10					0.248779	
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

What gets measured gets Done

County Government of Nyeri									
Department of Transport, Infrastructure, Energy Public Works,									
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	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	Opening of new roads	No	9	10	10	0	3	0.27	Very Good
D2	Street lighting Installation	KMs	9	1	1.7	70	1.6	0.144	Excellent
D3	Stand-alone installation	No	9	157	157	0	3	0.27	Very Good
D4	Biogas installation	No	9	27	8	-70.370370	4.40740740	0.396666667	Poor
D5	Office Blocks and other public buildings constructed	%	9	100	100	0	3	0.27	Very Good

What gets measured gets Done

County Government of Nyeri									
Department of Transport, Infrastructure, Energy Public Works,									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D6	Revenue Collection	Ksh.	2	208,631,056	160715302	-22.966740	3.45933481	0.069186696	Good
D7	Ease of Doing Business	%	3	100	100	0	3	0.09	Very Good
D8	Disaster management	%	1	100	0	-100	5	0.05	Poor
D9	Customer satisfaction	Report	2	100	100	0	3	0.06	Very Good
D10	Compliance with statutory obligations	%	3	100	100	0	3	0.09	Very Good
D11	Youth empowerment initiatives	%	2	100	100	0	3	0.06	Very Good
D12	Project Completion Rate	%	2	100	95	-5	3.1	0.062	Good
	Sub Total		60					1.831853	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/Apprenticeships	No	1.5	225	401	78.222222	1.43555555	0.021533333	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Kshs	2	38,942,687	38,942,687	0	3	0.06	Very Good

What gets measured gets Done

County Government of Nyeri									
Department of Transport, Infrastructure, Energy Public Works,									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E3	Promotion of Local Content in Procurement	Kshs	1.5	219,684,796	549,060,490	149.9310376	1	0.015	Excellent
E4	Prevention of Alcohol and Drug Abuse	%	0.5	100	100	0	3	0.015	Very Good
E5	Prevention of HIV Infections and Non-Communicable Diseases	%	0.5	100	100	0	3	0.015	Very Good
E6	Disability Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E7	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E8	Environmental sustainability	%	1.5	2000	1300	-35	3.7	0.0555	Fair
E9	Safety and Security Measures	%	0.5	100	100	0	3	0.015	Very Good
E10	Road Safety Mainstreaming	%	0.5	100	75	-25	3.5	0.0175	Good
E11	Corruption Prevention	%	1	100	70	-30	3.6	0.036	Good
E12	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
	Sub Total		12					0.325533	

What gets measured gets Done

County Government of Nyeri									
Department of Transport, Infrastructure, Energy Public Works,									
Performance Contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
	Composite Score		100					2.9582	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
A	Financial & Stewardship								
A1	Absorption of Allocated Funds (GoK)	%	2	100	71.18	-28.82	3.5764	0.07153	Good
A2	Absorption of Externally mobilized resources	%	2	100	100	0	3	0.06	Very Good
A3	Development Index	%	2	80.2	73.5	-8.3541	3.16708	0.06334	Good
A4	A-in-A	Ksh (M)	1	30	30	0	3	0.03	Very Good

What gets measured gets Done

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
A5	Asset management	%	1	100	90	-10	3.2	0.032	Good
A6	Pending Bills	%	2	1	0.007	-99.3	1.014	0.02028	Excellent
	Sub Total		10					0.2771	
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	100	0	3	0.09	Very Good
C2	Competence development	%	2	100	70	-30	3.6	0.072	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

What gets measured gets Done

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
C5	Cascading of Performance Contracts	%	2	100	100	0	3	0.06	Very Good
	Sub Total		10					0.312	
D	CORE MANDATE								
D1	Ground validation	%	3	3	2	-33.333	3.66667	0.11	Fair
D2	Surveying of villages	No.	3	6	6	0	3	0.09	Very Good
D3	Survey of the County Residential Estates	No.	3	2	2	0	3	0.09	Very Good
D4	Opening of Encroached Access Roads	%	3	100	100	0	3	0.09	Very Good
D5	Processing development applications	%	6	100	100	0	3	0.18	Very Good
D6	Preparation of draft Local Physical and Land Use Plans	No.	3	7	8	14.2857	2.71429	0.08143	Very Good
D7	Solid waste Management	%	6	100	100	0	3	0.18	Very Good

What gets measured gets Done

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
D8	Upgrading and maintenance of municipal access roads	%	6	100	100	0	3	0.18	Very Good
D9	Conduct quarterly citizen for a	No.	3	4	4	0	3	0.09	Very Good
D10	Revenue Collection	Kshs.	3	200,551,652	165,009,635	-17.722	3.35444	0.10063	Good
D11	Ease of Doing Business	%	3	100	90	-10	3.2	0.096	Good
D12	Disaster management	%	3	100	100	0	3	0.09	Very Good
D13	Automation	%	3	100	100	0	3	0.09	Very Good
D14	Customer satisfaction	Report	3	1	1	0	3	0.09	Very Good
D15	Compliance with statutory obligations	%	3	100	100	0	3	0.09	Very Good
D16	Youth empowerment initiatives	%	3	100	100	0	3	0.09	Very Good
D17	Project Completion Rate	%	3	100	84	-16	3.32	0.0996	Good
	Sub Total		60					1.83766	
E	CROSS CUTTING								

What gets measured gets Done

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
E1	Youth Internships/Industrial Attachments/Apprenticeships	No	1.5	10	17	70	1.6	0.024	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Kshs	2	13	22.98	75.4198	1.4916	0.02983	Excellent
E3	Promotion of Local Content in Procurement	Kshs(M)	1.5	17	35.06	100.572	1	0.015	Excellent
E4	Prevention of HIV Infections and Non-Communicable Diseases	%	0.5	100	100	0	3	0.015	Very Good
E5	Prevention of Alcohol and Drug Abuse	%	0.5	100	100	0	3	0.015	Very Good
E6	Disability Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E7	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E8	Environmental sustainability	%	1	100	100	0	3	0.03	Very Good

What gets measured gets Done

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
E9	Safety and Security Measures	%	1	100	100	0	3	0.03	Very Good
E10	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E11	Corruption Prevention	%	1	100	90	-10	3.2	0.032	Good
E12	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
	Sub Total		12					0.2808	
	Composite Score		100					2.9596	VERY GOOD

What gets measured gets Done