



COUNTY GOVERNMENT OF NYERI

PERFORMANCE CONTRACTS EVALUATION REPORT FOR FINANCIAL YEAR 2023/24



OCTOBER 2024

"That which is measured improves, that which is measured and reported with data, improves exponentially"

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Foreword



Performance Contracting as a management system tool was first embraced in Nyeri County in the financial year 2017/2018. 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 Performance Management system. This effort has culminated in the results that are now contained in this evaluation report. One of the fundamental achievements is the research and development of the Alcohol Drugs and substance Abuse among the staff of Nyeri County that will enable the county to implement the recommendations to ameliorate their consumption.

My vision as a Governor is to ensure that the Performance Based Management and Measurement process is comprehensively embedded in all Departments and Agencies' daily activities and on continuous basis. I will also ensure that the performance culture is deeply entrenched in the entire county's public service.

Through this process, we have ensured that the development budget is retained according to the statutory requirement of 30 percent of the total budget was complied fully by the departments. Notwithstanding there were delays in the disbursements of the budgetary resources that hindered the 100 percent development budget absorption. Albeit, the 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 20th cycle Performance Contract under review were carried out successfully and that lessons learned from the processes will be shared with all Departments' CECMs and Chief Officers to improve the areas that they were not achieved according to the set targets.

In the evaluation process, it was noted that the departments revised/developed, cascaded and displayed 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 customer's easy access. The citizens service charters have also been cascaded to all downstream institutions that is at the sub county and ward levels to ensure that all citizens in the county have access to the information in real time and close to a given time. 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

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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 buy-in of the performance contracting process as demonstrated by full attendance by all CECMs and Chief Officers for their active participation in the entire six-day evaluation process. Let me also emphasize that the departments should strive to achieve all targets 100 percent and beyond. Achievement below one hundred percent is an indication that services were not fully delivered unless there was an occurrence of exogenous factors that were moderated and agreed upon. Let's all collectively embrace the Government policy of Bottom-Up Economic Transformative Agenda by conducting the business unusual.

Thank you all.



H.E. Dr. MWALIMU MUTAHI KAHIGA, (PhD), E.G.H.

GOVERNOR, NYERI COUNTY

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Preface



On 8th September 2023, twelve (12) departments belatedly signed Performance Contracts for the FY 2023/2024 with H.E. the Governor. Notwithstanding, the signed PCs were effective from 1st July 2023 to 30th June 2024. Similarly, this attests to Nyeri County's seriousness 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,

Annual Procurement 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 County. The annual evaluation is evidence-based and the departments submitted 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.

A large, stylized handwritten signature in black ink, appearing to be 'B. Gachichio'.

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 2023/2024 represented the 20th 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 and witnessed by the Deputy Governor. The commitments in the Performance Contracts were implemented from 1st July 2023 to 30th June 2024.

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, quarterly reporting, mid-year review and the annual evaluation. This evaluation report therefore represents the outcome of the twelve (12) departments for FY 2023/24.

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 2023/24 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 way forward.

The evaluation exercise commenced from 1st through 9th October 2024 and was coordinated by the Governor's Services Delivery Unit/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 to the Performance Contracting Guidelines from the Council of Governors, (August 2021).

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

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Departments' performance

It was noted that all departments achieved a composite score of **very good**. This translates to an average of 110 percent for all the departments.

The table below illustrates the performance based on composite score and equivalent percentage achievement of the departments for the performance contract year under review.

S/No.	Department	FY 2023/2024	% Achievement Equivalent (2d.p)
Very Good			
1	Gender, Youth, Sports & Social Services	2.5247	123.77
2	Water, Environment and Climate Change	2.6545	117.28
3	Governor's Office	2.7283	113.59
4	Trade, Tourism and Cooperative Development	2.7856	110.72
5	Roads, Transport, Public Works, Infrastructure and Energy	2.7895	110.53
6	Office of the County Attorney	2.8020	109.90
7	Agriculture, Livestock & Fisheries	2.8278	108.61
8	Education and Training	2.8665	106.68
9	Lands, Housing, Physical Planning & Urbanization	2.8850	105.75
10	Health Services	2.8897	105.52
11	Finance, Economic Planning and ICT	2.9031	104.85
12	County Public Service and Solid Waste Management	2.9094	104.53

Table 1 Departments' performance ranking

Ranking by improvement

In FY 2023/24, 50% of departments registered improvements from the previous FY 2022/23 performance, as illustrated by the pie chart below.

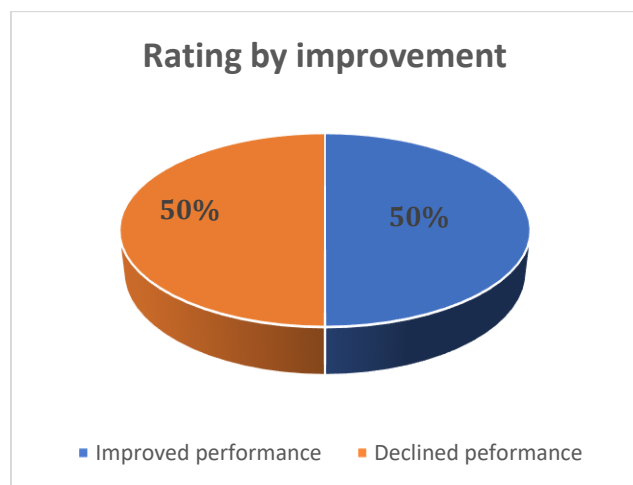


Figure 1 Ranking by improvement

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The Department of Water, Environment and Climate Change registered the highest improvement of 6.6% followed by Gender, Youth, Sports & Social Services at 6.5%. Department of Health Services recorded the highest declined performance (14.1%).

Table illustrating the trend analysis of the department's improvement/decline in the last two years

S/No.	Department	FY 2022/2023	FY 2023/24	% Change
1	Water, Environment and Climate Change	2.8435	2.6545	6.6%
2	Gender, Youth, Sports & Social Services	2.701	2.5247	6.5%
3	Roads, Transport, Public Works, Infrastructure and Energy	2.9582	2.7895	5.7%
4	Office of the Governor	2.8052	2.7283	2.7%
5	Land, Housing, Physical Planning & Urbanization	2.9596	2.885	2.5%
6	Finance, Economic Planning and ICT	2.9407	2.9031	1.3%
7	Trade, Tourism and Cooperative Development	2.7769	2.7856	-0.3%
8	Office of the County Attorney	2.7741	2.802	-1.0%
9	Agriculture, Livestock & Fisheries	2.7731	2.8278	-2.0%
10	County Public Service and Solid Waste Management	2.8462	2.9094	-2.2%
11	Education and Training	2.7795	2.8665	-3.1%
12	Health Services	2.5319	2.8897	-14.1%

Table 2 Ranking by improvement/decline

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CHAPTER 1

1.0. Introduction

A Performance Contract is a freely negotiated performance agreement between the government, acting as the owner of public agency on one hand, and the management of the agency on the other hand. It specifies the mutual performance obligations, intentions and the responsibilities of the two parties. Similarly, it also addresses economic/social and other tasks to be discharged for economic or other gain. It organizes and defines tasks so that management could perform them systematically, purposefully and with reasonable probability of achievement.

According to President Bill Clinton, 1991 “Chart a course for every endeavor that we take the people’s money for, see how well we are progressing, tell the public how we are doing, stop the things that don’t work, and never stop improving the things that we think are worth investing in.”

Further, it noted that Performance contracting process is an offshoot of the Results Based Management system which is defined “As a management strategy by which all actors, contributing directly or indirectly to achieving a set of results, ensure that their processes, products and services contribute to the achievement of desired results (outputs, outcomes and higher-level goals or impact). The actors in turn use the information and evidence on actual results to inform decision making on the design, resourcing and delivery of programmes and activities as well as for accountability and reporting on agreed time frame”

Like the Results Based Management, the expected outcome of the performance contracts includes improved service delivery, improved efficiency in resource utilization, institutionalization of a performance-oriented culture in the county public service, measurement and evaluation of performance, instilling accountability and fiscal discipline in projects and programs implementation at all levels.

In compliance to the Results Based Management, the County Government of Nyeri has deployed a Performance Based Management and Measurement culture through Performance Contracting tool with a collective agenda of continually improving delivery of public services. Performance Contracting links key priorities outlined in County Integrated Development Plan, Annual Development Plan, Departmental Strategic plans, Kenya Vision 2030 Medium Term Plans (MTPs), and Sustainable Development Goals (SDGs), in the short, medium and long term.

The FY 2023/2024 marks the 20th cycle of continuous implementation of Performance Contracting in the Public Service. Performance Contracting is among several other reform initiatives that the Nyeri County has put in place in its endeavor to improve service delivery.

Among the broad outcomes of Performance Contracting in the County Public Service are: Improved efficiency in service delivery to the public by ensuring that holders of public office

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are held accountable for results; Improvement in performance and efficiency in resource utilization and ensuring that public resources are focused on attainment of the key national priorities; Instilling accountability for results at all levels in the Government; and, inculcating a culture of results oriented management in the Public Service.

Governors Service Delivery Unit/ Performance Management Unit has a mandate of overall administration and coordination of Performance Contracting in the county. This entails among others, capacity building on Performance Contracting Guidelines, performance monitoring, quarterly, mid-year and annual performance evaluation and compilation of the Annual Performance Evaluation Report.

Structure of the report

The report is divided into three Chapters 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 2023/24 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 way forward.

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CHAPTER 2

2.0. Process of performance contracting, evaluation methodology and results

This report is the culmination of the annual Performance Contracting evaluation process that was carried out objectively to ensure the credibility and integrity of the results and in conformity with laid down procedures and evaluation formulae of the guidelines. The process entailed the assessment of actual achievements vis a vis the vetted and signed performance targets 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 evaluation converts into raw scores, weighted scores and ultimately aggregated into a composite score for each agency. The composite score is the sum of subtotal weighted scores of the five criterion values. The final evaluation score has a range between 1 the best ever and 5 the poorest.

The annual performance evaluation for the department's Performance Contracts for the FY 2023/2024 was undertaken in accordance with the 20th Cycle Performance Contracting Guidelines. The evaluation process was objectively carried out in accordance with laid procedures in the guidelines that demands that the departments provide verifiable documented evidence on achievement of the agreed performance targets. As much as is practicable, and for the purpose of objectivity in performance evaluation, the Governor's Delivery Unit/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.

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

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2.1.1 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 below the target i.e. between 50% and 70% of the target
Poor	Achievement below the target i.e. between 0% and 50% of the target

Table 3 Performance Grades and achievement levels

Performance grade of “Very Good” or “Excellent” signifies achievement that surpasses performance target. Similarly, a performance grade of “Good”, “Fair” or “Poor” signifies that the performance target was not met.

The five Performance Grades illustrated below highlights a 5-point scale of between a Raw/Composite Score of 1.00 and 5.00 where a score of 1.00 is the best while 5.00 is the lowest.

Raw score (RS) is calculated as;

$RS = 1 + 4\left(\frac{2T - Xa}{2T}\right)$ where T= Target and Xa is the actual achievement (When **higher Achievement** is Desirable)

$RS = 1 + \left(\frac{2Xa}{T}\right)$ where When **Declining Achievement** is Desirable (e.g. pending bills)

2.1.2 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 4 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 composite score that is used to rank the departments.

Weighted score= Raw score **multiplied by target weight** as a percentage= $RS * (\frac{weight}{100})$

Composite Score = Σ weighted score

2.1.3 Analysis of 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 5 Performance Evaluation Results

2.2 Departmental Ranking

2.2.1 Ranking by Composite Score

From the analysis, it is noted that all departments obtained a very good performance grade. This entails the equivalent rating percentage is above 100% as shown by the table below.

S/No.	Department	FY 2023/2024	% Achievement Equivalent (2d.p)
Very Good			
1	Gender, Youth, Sports & Social Services	2.5247	123.77
2	Water, Environment and Climate Change	2.6545	117.28
3	Governor's Office	2.7283	113.59
4	Trade, Tourism and Cooperative Development	2.7856	110.72
5	Roads, Transport, Public Works, Infrastructure and Energy	2.7895	110.53
6	Office of the County Attorney	2.802	109.90

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S/No.	Department	FY 2023/2024	% Achievement Equivalent (2d.p)
7	Agriculture, Livestock & Fisheries	2.8278	108.61
8	Education and Training	2.8665	106.68
9	Land, Housing, Physical Planning & Urbanization	2.885	105.75
10	Health Services	2.8897	105.52
11	Finance, Economic Planning and ICT	2.9031	104.85
12	County Public Service and Solid Waste Management	2.9094	104.53

Table 6 Departmental Ranking by Composite Score and equivalent percentage

2.2.2 Improvement in performance

In FY 2023/24, 50% of departments registered improvements from the previous FY 2022/23 performance, as illustrated by the pie chart below.

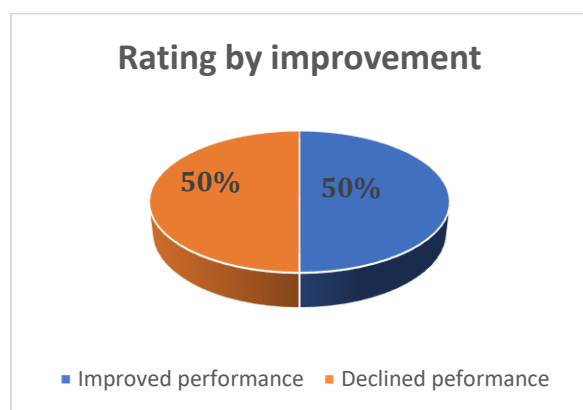


Figure 2 Ranking by improvement

The Department of Water, Environment and Climate Change recorded the highest improvement of 6.6% followed by Gender, Youth, Sports & Social Services at 6.5% in that order respectively. Conversely, the Department of Health Services recorded a declined performance from the previous year by (14.1%) in the year under review.

S/No.	Department	FY 2022/2023	FY 2023/24	% Change
1	Water, Environment and Climate Change	2.8435	2.6545	6.6%
2	Gender, Youth, Sports & Social Services	2.701	2.5247	6.5%
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S/No.	Department	FY 2022/2023	FY 2023/24	% Change
7	Trade, Tourism and Cooperative Development	2.7769	2.7856	-0.3%
8	Office of the County Attorney	2.7741	2.802	-1.0%
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Table 7 Ranking by improvement/decline

2.2.3 Departmental performance trend analysis for three years; FY 2023/24, 2022/23 and 2021/22

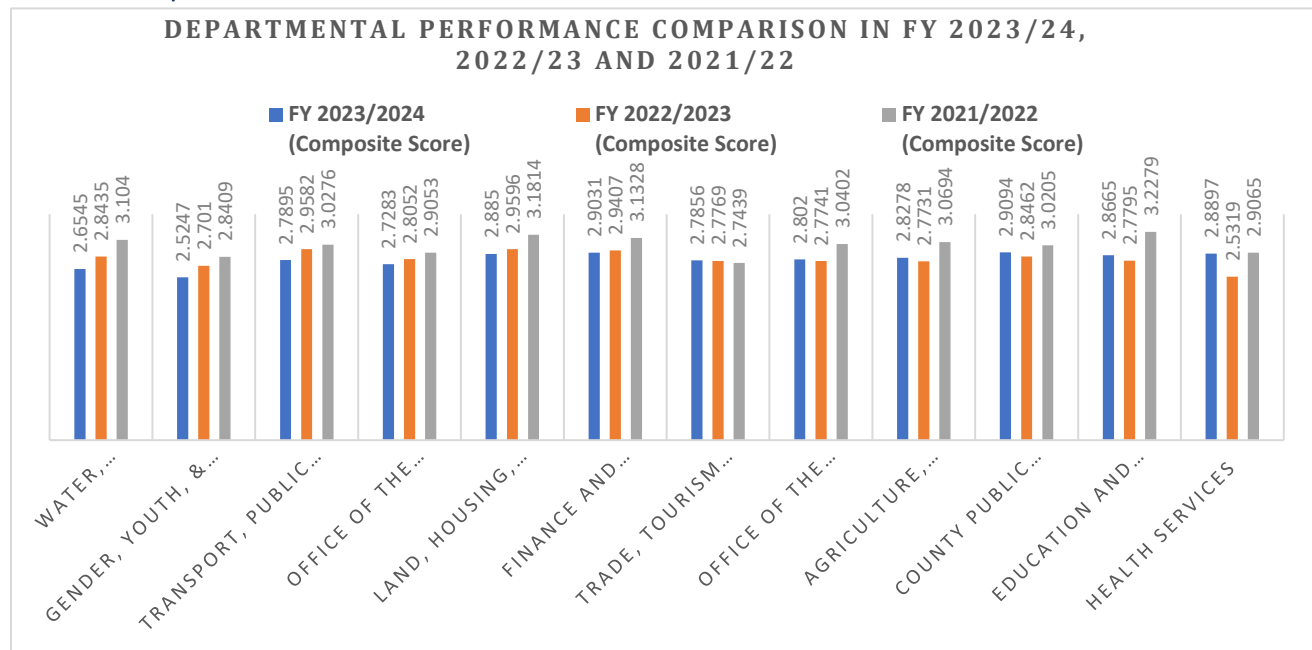


Figure 3 Departmental performance trend analysis for FY 2023/24, 2022/23 and 2021/22

The trend analysis above attests that, in the last three years, six (6) departments had a steady performance improvement namely; the Department of Water, Environment and Climate Change, Gender, Youth, Sports & Social Services, Transport, Public Works, Infrastructure & Energy, Office of the Governor, Land, Housing, Physical Planning & Urbanization and Finance, Economic Planning and ICT in that order respectively.

2.3 Sectors' performance

Unlike the previous two years' performance evaluation, the 2023/2024 review has considered the sector performance clusters as anchored in the 3rd Generation County Integrated Development Plan (3rd Generation CIDP). The sector is a composition of

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departments and county agencies that are grouped together according to services and products that they provide. All departments have been analyzed further in Sector Working Groups that produce or offer similar or related products and services and share common operating characteristics.

The objective of the analysis is to encourage synergy working relationship between the departments that are clustered in the same sector which ultimately will reduce the duplication of programs/projects and activities in the same sector.

2.3.1 Analysis of departments' performance on sector clusters

Sectors	Departments	Departments' Composite scores	Sectors' average composite score
Agriculture and Rural Development	Water, Environment, Natural Resources & Sanitation	2.6545	2.7412
	Agriculture, Livestock & Fisheries	2.8278	
Social Services Sector	Gender, Youth, Sports & Social Services	2.5247	2.7603
	Education and Training	2.8665	
	Health Services	2.8897	
Public Administration and Governance	County Public Service and Solid Waste Management	2.9094	2.8132
	Office of the County Attorney	2.802	
	Governor's Office	2.7283	
Infrastructure, Energy, Rural and Urban Development	Roads, Transport, Public Works, Infrastructure and Energy	2.7895	2.8373
	Land, Housing, Physical Planning & Urbanization	2.885	
General Economic and	Finance, Economic Planning and ICT	2.9031	2.8444

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Sectors	Departments	Departments' Composite scores	Sectors' average composite score
Commerce Affairs	Trade, Tourism and Cooperative Development	2.7856	

Table 8 Analysis of departments' performance on sector clusters

2.4 Departmental performance by criterion analysis

2.4.1 Financial Stewardship and Discipline

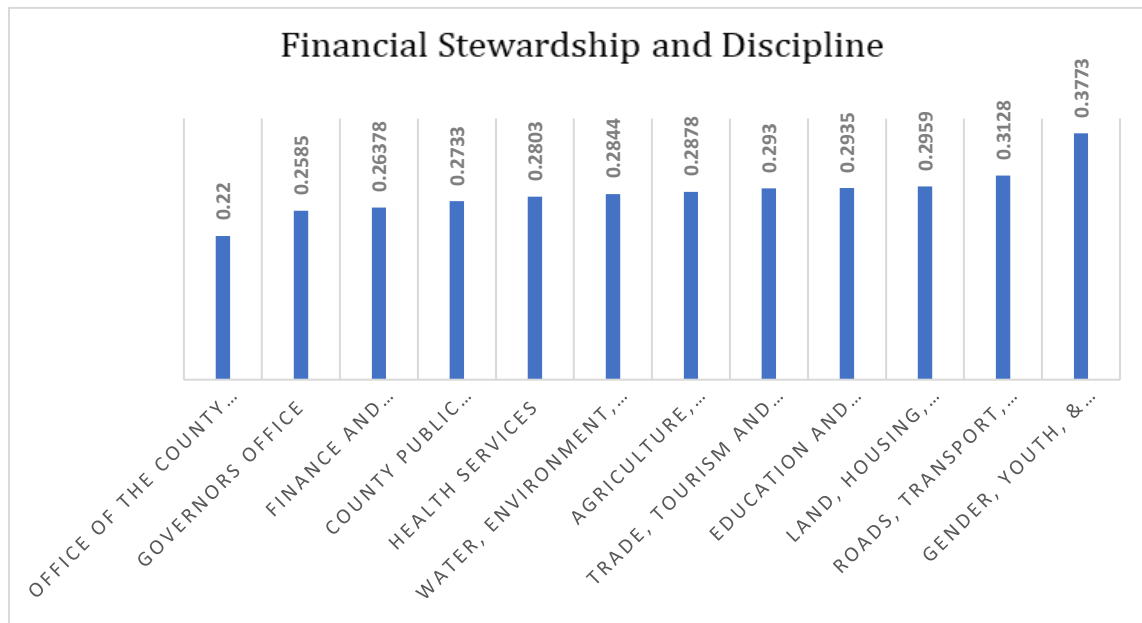
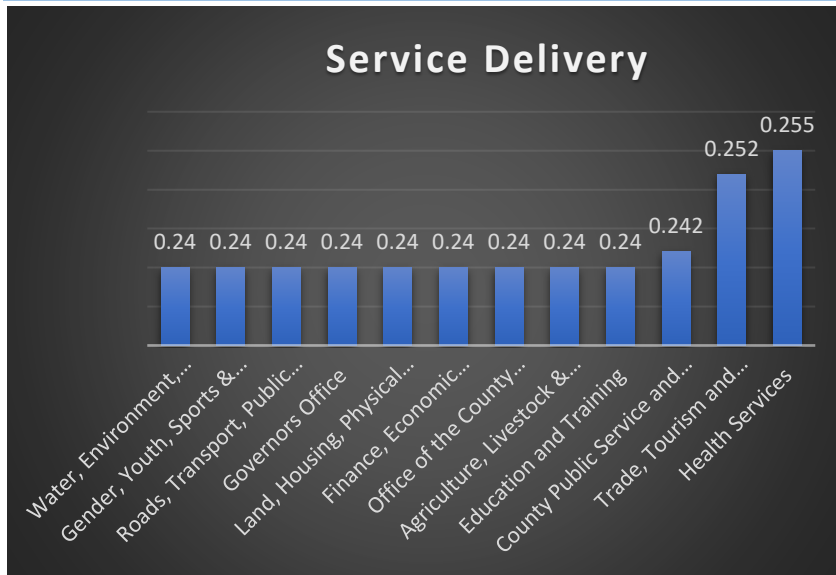


Figure 4 Departmental Performance Financial Stewardship and Discipline

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 criterion. Office of the County Attorney performed the best with a composite score of 0.22 in this criterion.

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2.4.2 Service Delivery Criterion Analysis



The analysis of the service delivery criterion diagram indicates that 9 departments which translates to 75% 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

2.4.3 Institutional Transformation criterion analysis

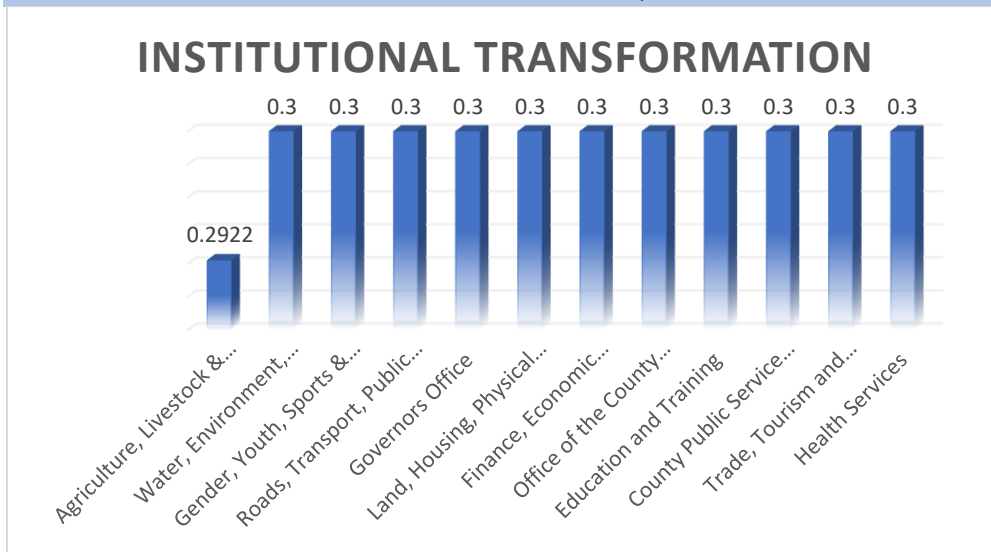


Figure 6 Departmental Performance in Institutional Transformation

The criterion comprise of indicators as follows; the Development of County Planning frameworks, Competence development, Knowledge management, Work Environment and Cascading of Performance Contracts. The Department of Agriculture, Livestock and Fisheries emerged the best with a score of 0.2922.

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2.4.4 Core Mandate Criterion analysis

This criterion comprises the entire core functions of 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 Gender, Youth, Sports and Social Services had the highest score of 1.3191.

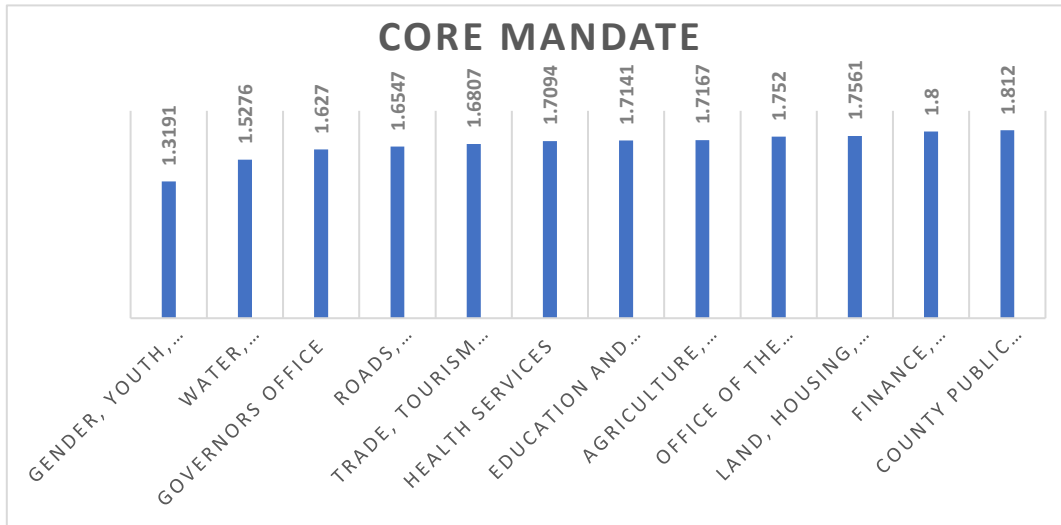


Figure 7 Departmental Performance in Core Mandate Criterion

2.4.5 Cross-Cutting Criterion analysis

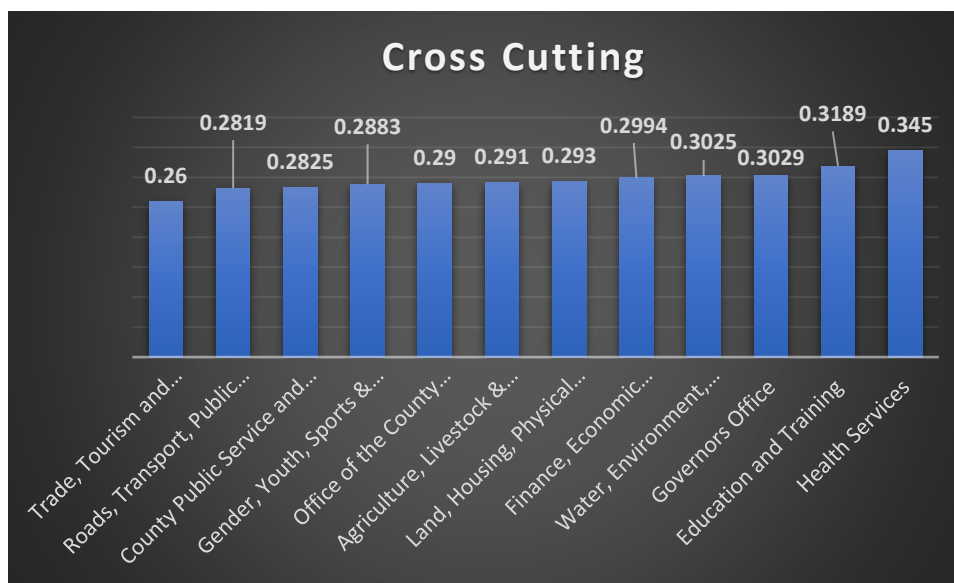


Figure 8 Departmental performance in Cross-Cutting Criterion

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

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2.5 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 indicator 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 relate 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, 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.

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2.5.1 Theoretical means on Financial Stewardship and discipline criterion

Performance Indicators	Average Raw score FY 2021/22	Average Raw score FY 2022/23	Average Raw score FY 2023/24	% Score FY 2021/22	% Score FY 2022/23	% Score FY 2023/24	Maximum raw Score per indicator
Absorption of Allocated Funds (GoK)	3.2878	3.1142	3.0534	91.20%	96.30%	98.30%	3
Absorption of Externally mobilized resources	3.0925	3.0111	3.0033	97.00%	99.60%	99.90%	3
Development Index	3.4458	3.0745	3.0838	87.10%	97.60%	97.30%	3
A-in-A	2.26096	2.6486	2.4724	132.70%	113.30%	121.30%	3
Asset management	3.1545	3.0417	3.0583	95.10%	98.60%	98.10%	3
Pending Bills	3.36	1.2795	2.3467	99.46%	190.32%	149.20%	1
Theoretical Mean Score	3.1003	2.6949	2.8363	100.43%	115.95%	110.68%	2.6667

Table 9 Financial Stewardship and Discipline theoretical mean

The overall performance in Finance Stewardship and discipline had a theoretical mean score of 2.8363 of the possible 2.3333 equivalent to 92.9% which is a decrease from the previous year with a mean score of 2.6949 equivalent to 97.3% in that order. Similarly, the departments' performance on the absorption of allocated funds (GoK) improved from an average mean score of 3.1142 to 3.0534 and absorption of externally mobilized resources improved from 3.0111 to 3.0033 which translates from 96.3% to 98.3% and 99.6% to 99.9% respectively.

The indicator on Reduction of pending bills recorded a declined performance from a mean of 1.2795 to 2.3467.

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2.5.2 Theoretical means on Service Delivery criterion

Performance Indicators	Average Raw score FY 2021/22	Average Raw score FY 2022/23	Average Raw score FY 2023/24	% Score FY 2021/22	% Score FY 2022/23	% Score FY 2023/24	Maximum raw Score per indicator
Implementation of Citizens' Service Delivery Charter	3.2167	3.0500	3.0333	93.3%	98.4%	98.9%	3
Business Process Re-engineering	3.500	3.1917	3.0417	85.7%	94.0%	98.6%	3
Resolution of Public Complaints	3.3333	3.0833	3.0083	90.0%	97.3%	99.7%	3
Theoretical Mean Score	3.3500	3.1083	3.0278	89.7%	96.6%	99.1%	3

Table 10 Service Delivery theoretical mean

Service delivery criterion had a theoretical mean score of 3.0278. This indicates an improvement from 96.6% to 99.1% compared with the previous year

All three indicators under the Service Delivery Criterion 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.

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.

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2.5.3 Theoretical Means on Institutional Transformation Criterion

Performance Indicators	Average Raw score FY 2021/22	Average Raw score FY 2022/23	Average Raw score FY 2023/24	% Score FY 2021/22	% Score FY 2022/23	% Score FY 2023/24	Maximum raw Score per indicator
Development of County Planning Framework	3.0833	3.0417	2.9783	97.3%	98.6%	100.7%	3
Competence development	3.3	3.0500	3	90.9%	98.4%	100%	3
Knowledge management	3.3417	3.0500	3	89.8%	98.4%	100%	3
Work Environment	3.4167	3.0333	3	87.8%	98.9%	100%	3
Cascading of Performance Contracts	3.1583	3.0542	3	95.0%	98.2%	100%	3
Theoretical Mean Score	3.2600	3.0458	2.9957	92.2%	98.5%	100.14%	3

Table 11 Institutional transformation theoretical mean

The overall performance in Institutional Transformation had a theoretical mean score of 2.9957 which is an improvement from 3.0458 in the previous year. All the indicators under this criterion recorded a positive improvement.

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2.5.4 Theoretical means on Core mandate criterion

Performance Indicators	Average Raw Score FY 2021/22	Average Raw Score FY 2022/23	Average Raw Score FY 2023/24	% Score FY 2021/22	% Score FY 2022/23	% Score FY 2023/24	Maximum raw Score per indicator
Ease of doing business	3.1037	3.0182	3	96.7%	99.4%	100%	3
Disaster management	3.4691	3.2083	3.0364	86.5%	93.5%	98.8%	3
Automation	3.3	3	3	90.9%	100%	100%	3
Customer satisfaction	3.9167	3	3	76.6%	100%	100%	3
Compliance with statutory obligations	3	3	3	100%	100%	100%	3
Youth empowerment initiatives	3.0833	2.8667	2.725	97.3%	104%	110.1%	3
Project Completion Rate	3.1856	3.1265	3.1632	94.2%	96%	94.8%	3
Theoretical Mean Score	3.2941	3.0313	2.9892	91.70%	98.99%	100.5%	3

Table 12 Core mandate theoretical mean

In the year under review the overall core mandate theoretical mean improved from 3.0313 to 2.9892 i.e. from 98.99% to 100.5% respectively.

Youth empowerment initiatives recorded an improved performance by 6.1% from the previous year.

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2.5.5 Theoretical means on Cross cutting criterion

Performance Indicators	Average Raw Score FY 2021/22	Average Raw Score FY 2022/23	Average Raw Score FY 2023/24	% Score FY 2021/22	% Score FY 2022/23	% Score FY 2023/24	Maximum Score
Youth Internships/Industrial Attachments	1.6641	1.5109	1.8888	60.1%	66.2%	52.9%	1
Access to Government Procurement Opportunities (AGPO)	3.4971	2.5960	2.5742	28.6%	38.5%	38.5%	1
Promotion of Local Content in Procurement	1.6061	1.0622	1.3108	62.3%	94.1%	76.2%	1
Prevention of Alcohol and Drug Abuse	3.1417	3.0000	3	95.5%	100%	100%	3
Prevention of HIV Infections and Non-Communicable Diseases	3.0763	2.9863	2.99	97.5%	100.5%	100.3%	3
Disability Mainstreaming	3.125	3.0167	3.025	96.0%	99.4%	99.2%	3
Gender Mainstreaming	3.2	3.0000	3.0208	93.8%	100%	99.3%	3
Environmental sustainability	3.1208	2.8187	1.9967	96.1%	106.4%	150.2%	3
Safety and Security Measures	3.2583	3.0167	3.0517	92.1%	99.4%	98.3%	3
Road Safety Mainstreaming	3	3.0417	3	100%	98.6%	100%	3
Corruption Prevention	3.1667	3.0833	3	94.7%	97.3%	100%	3

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Performance Indicators	Average Raw Score FY 2021/22	Average Raw Score FY 2022/23	Average Raw Score FY 2023/24	% Score FY 2021/22	% Score FY 2022/23	% Score FY 2023/24	Maximum Score
National Cohesion and Values	3.0417	3.0000	3	98.6%	100%	100%	3
Theoretical Mean Score	2.9082	2.6777	2.6548	84.6%	91.7%	92.9%	2.5

Table 13 Cross cutting theoretical mean

The Cross-cutting criterion indicators largely reflect on the implementation of the government policies. The evaluation of the criterion indicates an improved theoretical mean from 2.6777 to 2.6548 i.e. from 91.7% to 92.9% in the year under review.

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CHAPTER 3

3. Observation, Conclusions and Recommendations

3.1.1 Observations

The Evaluation process was seamless with all CECMs including the County Secretary/ Head of Public Service attending which is a testimony that there is a buy by the top management. This is a demonstration of an overarching change in the county performance delivery culture. Some of the observations noted during the evaluation are as follows:

3.1.2 Departmental Attendance

All county departments attended and were fully represented led by the CECMs and their Chief Officers/Accounting officers. This translated to 100% attendance which is a commendable commitment.

3.1.3 Departmental PC teams

The teams that represented the departments for evaluation were organized, orderly and availed tagged and well documented evidences as requested per criterion which made the evaluation and moderation seamless.

3.1.4 Cascading of PCs

It was noted all departments had fully cascaded the performance contracts to the staff below the directors who had also been placed on annual Performance Appraisals

3.1.5 Challenges.

Challenges observed in PC implementation includes;

- a) Late disbursement of funds from the National Treasurer affected in project implementation and as such their completion.
- b) The committee appointed to plan and ultimately clear the stock of idle/obsolete assets is yet to realize its mandate

3.1.1. Conclusions

It is a stark reality that Performance Contracting is a management strategy which is not a that should be fully institutionalized in the county public service and its implementation is not a choice. And when successfully embraced by all departments, tangible results will be realized in the service delivery to Nyeri citizenry.

The departments are encouraged to embed transformation strategies for a sustainable implementation of PC targets. The concept of transformation strategy implementation apparently requires more innovative methods of service delivery.

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A key ingredient for continuous improvement in the department's performance management and measurement, servant leadership that engages all staff in the departments is critical. Accordingly, strategic leadership should ensure that values and culture within an organization are appropriate for satisfying key success factors.

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 teamwork 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 skills" that form the basis of the good leadership. Such skills are crucial to performance improvement that include multi-tasking, adaptability in technological changes, conflict management and resolution mechanisms, setting challenging goals, customer service, recruiting and retention, succession planning, negotiating and managing stress.

3.1.4 Recommendations

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

1. Performance contracting is not static but a dynamic phenomenon and as such, the County departments are encouraged to undertake continuous training on PC and especially on recommended templates as contained in the 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 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 advised to embrace the culture of working together in their respective sectors to cut on duplication and misuse of the scarce resources. The sectors will improve synergies working relationship between the respective departments in a sector
4. 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
5. The departments are required to carry out midyear evaluations to fast-track deficiencies/successes in the annual implementation of the performance targets.

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6. Similarly, it is expected that the departments carry out self-evaluation at the departmental levels prior to submitting their reports to the evaluation team. This would minimize time during the annual evaluation process
7. The departments are encouraged to carry out midyear staff performance appraisals. And where changes emanating from the budgets that affect the procurement, the work plans should be adjusted accordingly
8. On safety and security for buildings, staff and documents, it is recommended that the county develop an urgent plan to install, firefighting equipment's, have the equipment audited /examined after 10 months, install smoke detectors, water sprinklers and alarms in the offices, procure heavy duty safes to secure documents in case of fire.
9. The departments to procure hand scanners for examining all visitors during entry to county offices and underbelly mirrors to inspect vehicles as a deterrent measure., the overhead scanners should be installed at the point of entry in the Governor's Office.
10. The county needs to establish and equip a valuation office. The county has no valuer.

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Annex 1: Department's Performance Evaluation matrices

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	96.14	-3.86	3.0772	0.092316	Good
A2	Development index	%	2	53.69	52.9	-1.47141	3.0294	0.060589	Good
A3	Asset management	%	3	100	100	0	3	0.09	Very Good
A4	Pending Bills	%	2	<u>1</u>	2.86	186	6.72	0.1344	Poor
	Sub Total		10					0.377305	
B	SERVICE DELIVERY								
B1	Implementation of Citizens' Service Delivery Charter	%	3	100	100	0	3	0.09	Very Good
B2	Business Process Re-engineering	%	2	100	100	0	3	0.06	Very Good
B3	Resolution of Public Complaints	%	3	100	100	0	3	0.09	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

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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
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								
D1	Disaster Management response	%	1	100	100	0	3	0.03	Very Good
D2	Public sensitization fora on disaster prevention	No	1	6	11	83.333333	1.3333	0.013333	Excellent
D3	Social Enquiries reports	%	1	100	100	0	3	0.03	Very Good
D4	Social responses	%	1	100	100	0	3	0.03	Very Good
D5	Sensitizations on social and economic activities	No	1	8	12	50	2	0.02	Excellent
D6	Organize awareness and reading promotion events through provision of library services	No	2	4	8	100	1	0.02	Excellent
D7	Customer interactive meetings for the libraries	No	1	4	8	100	1	0.01	Excellent
D8	Rebranding of libraries	No	1	2	4	100	1	0.01	Excellent

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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
D9	Issuance of empowerment merchandise to youth women and persons with disability groups	No.	2	38	52	36.842105	2.2632	0.045263	Excellent
D10	Conduct empowerment program for boy child	No	2	2	4	100	1	0.02	Excellent
D11	Celebration of international days	No.	2	2	4	100	1	0.02	Excellent
D12	Launch of a policy	No	2	1	1	0	3	0.06	Very Good
D13	Launch of widows Sacco	No.	2	1	1	0	3	0.06	Very Good
D14	Sensitization and distribution of dignity kits to teenage girls and teenage mothers	No.	2	4	8	100	1	0.02	Excellent
D15	Organize County staff sports and wellness day	No	2	1	2	100	1	0.02	Excellent
D16	Organize a sports stakeholders engagement forum	No	2	1	2	100	1	0.02	Excellent
D17	Upgrading sporting infrastructure	No	1	1	2	100	1	0.01	Excellent
D18	Conduct sporting activities	No	2	2	3	50	2	0.04	Excellent

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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
D19	Hold one activity in support of the street families.	No.	2	1	2	100	1	0.02	Excellent
D20	Provision of basic needs in Karatina children home	%	1	100	100	0	3	0.03	Very Good
D21	Facilitate school fees for Karatina children home students	No	2	65	65	0	3	0.06	Very Good
D22	GBV technical working group meetings on quarterly basis	No	2	4	4	0	3	0.06	Very Good
D23	Advocacy against Sexual Gender Based Violence SGBV	No	2	4	8	100	1	0.02	Excellent
D24	Mobilize for resources for department activities from stakeholders/ development partners	No.	2	3	6	100	1	0.02	Excellent
D25	Procure business development merchandise	Ksh	1	57,973,731	57,973,731	0	3	0.03	Very Good
D26	Purchase of sporting equipment	Ksh	1	19,790,477	19,790,477	0	3	0.03	Very Good
D27	Renovation of Nyeri social hall(whispers)	%	2	100	100	0	3	0.06	Very Good
D29	Construction of Pit latrine at Karatina children home	%	2	100	0	-100	5	0.1	Poor

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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
D30	Construction of social hall at Mukurwe-ini (Phase 1)	%	3	100	100	0	3	0.09	Very Good
D31	Construction of staff houses at Karatina children home.	%	3	100	100	0	3	0.09	Very Good
D32	Revenue Collection	Ksh.	2	2,000,000	2,000,000	0	3	0.06	Very Good
D33	Ease of Doing Business	%	1	100	100	0	3	0.03	Very Good
D34	Automation	%	1	100	100	0	3	0.03	Very Good
D35	Customer satisfaction	%	1	100	100	0	3	0.03	Very Good
D36	Compliance with statutory obligations	%	1	100	100	0	3	0.03	Very Good
D37	Youth empowerment activity/initiatives	No	2	3	6	100	1	0.02	Excellent
D38	Project Completion Rate	%	1	100	97.4	-2.6	3.052	0.03052	Good
	Sub Total		60					1.319116	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/ Apprenticeships	No	1.5	22	44	100	1	0.015	Excellent

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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	38.200	49.390	29.293194	2.4141	0.048283	Very Good
E4	Promotion of Local Content in Procurement	Kshs	1.5	50.950	113.3	122.37488	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
E8	Sub Total		12					0.288283	

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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
Composite Score			100					2.524704	Very Good

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	98.29	-1.71	3.0342	0.091	Good
A2	Development index	%	3	79.76	77.40	-2.959	3.0592	0.0918	Good
A3	Asset management	%	2	100	100	0	3	0.06	Very Good
A4	Pending Bills	%	2	<u>1</u>	0.54	-46	2.08	0.0416	Excellent
	Sub Total		10					0.2844	
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

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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
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
C4	Work Environment	%	1	100	100	0	3	0.03	Very Good
C5	Cascading of Performance Contracts	%	2	100	100	0	3	0.06	Very Good
	Sub Total		10					0.3	
D	CORE MANDATE								
D1	Drilling / equipping of boreholes	No	3	3	6	100	1	0.03	Excellent
D2	Construction of a tank	No	2	1	1	0	3	0.06	Very Good
D4	Purchase and supply of pipes and fittings	%	9	100	100	0	3	0.27	Very Good
D5	Improvement of water supply through supporting WSP	%	8	100	100	0	3	0.24	Very Good

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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
D6	Dam construction/ rehabilitation	NO	2	1	1	0	3	0.06	Very Good
D7	Purchase of forestry safety harness, firefighting equipment and power saw	No	2	3	3	0	3	0.06	Very Good
D8	Supply and installation of energy saving jikos	No	5	10	29	190	1	0.05	Excellent
D9	Purchase and distribution of fruit tree seedlings	No	3	3,800	10,000	163.16	1	0.03	Excellent
D11	Environmental awareness days.	No	2	3	3	0	3	0.06	Very Good
D12	Procurement of forestry safety gears	%	2	100	100	0	3	0.06	Very Good
D16	Preparation of CEAP and SOE reports	Report	2	2	2	0	3	0.06	Very Good
D17	Environmental and forestry management stakeholder trainings	No	2	2	2	0	3	0.06	Very Good
D18	forest value addition	No.	2	1	1	0	3	0.06	Very Good
D20	Revenue Collection	Ksh.	3	107,637	758,500	604.68	1	0.03	Excellent
D21	Ease of Doing Business	%	2	100	100	0	3	0.06	Very Good
D22	Disaster management	%	1	100	100	0	3	0.03	Very Good

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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
D23	Automation	%	2	100	100	0	3	0.06	Very Good
D24	Customer satisfaction	%	2	100	100	0	3	0.06	Very Good
D25	Compliance with statutory obligations	%	2	100	100	0	3	0.06	Very Good
D26	Youth empowerment Initiatives	%	2	100	100	0	3	0.06	Very Good
D27	Project Completion Rate	%	2	100	81	-19	3.38	0.0676	Good
	Sub Total		60					1.5276	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments	No	1.5	30	35	16.667	2.6667	0.04	Very Good
E2	Access to Government Procurement Opportunities (AGPO)	Kshs	2	51.60	41.88	-18.84	3.3768	0.0675	Good
E4	Promotion of Local Content in Procurement	Kshs	1.5	68.80	189	175.15	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

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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
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	200	100	1	0.015	Excellent
E11	Safety and Security Measures	%	0.5	100	100	0	3	0.015	Very Good
E12	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E13	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good
E14	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
E8	Sub Total		12					0.3025	
Compo site Score			100					2.6545	VERY GOOD

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COUNTY GOVERNMENT OF NYERI

GOVERNORS OFFICE

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	95.6	-4.4	3.088	0.0618	Good
A2	Development index	%	2	16.1	15.2	-5.5901	3.1118	0.0622	Good
A3	Asset management	%	3	100	100	0	3	0.09	Very Good
A4	Pending Bills	%	3	1	0.24	-76	1.48	0.0444	Excellent
	Sub Total		10					0.2584	
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

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COUNTY GOVERNMENT OF NYERI

GOVERNORS OFFICE

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	Improve working environment	%	7	100	100	0	3	0.21	Very Good
D2	Public Participation	%	6	100	200	100	1	0.06	Excellent
D3	Civic Education	%	5	100	134	34	2.32	0.116	Excellent
D4	Information desk	%	5	100	100	0	3	0.15	Very Good
D5	Institutionalization of performance management	%	5	100	100	0	3	0.15	Very Good
D6	Dissemination of information and publicity of government projects and activities	%	5	100	125	25	2.5	0.125	Very Good
D7	Management and control of alcoholic drinks-	%	6	100	100	0	3	0.18	Very Good
D8	Enforcement	%	6	100	100	0	3	0.18	Very Good
D9	Revenue Collection	Ksh. (M)	2	55	55	0	3	0.06	Very Good
D10	Ease of Doing Business	%	2	100	100	0	3	0.06	Very Good

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COUNTY GOVERNMENT OF NYERI

GOVERNORS OFFICE

Performance contracts Evaluation Report

	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
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	%	2	100	100	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
D16	Project Completion Rate	%	2	100	85	-15	3.3	0.066	Good
	Sub Total		60					1.627	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/ Apprenticeships	No	1.5	80	90	12.5	2.75	0.0413	Very Good
E2	Access to Government Procurement Opportunities (AGPO)	Ksh. (M)	2	20.1	18.29	-9.005	3.1801	0.0636	Good
E4	Promotion of Local Content in Procurement	%	1.5	55.26	114.58	107.35	1	0.015	Excellent
E6	Prevention of Alcohol and Drug Abuse	%	0.5	100	100	0	3	0.015	Very Good

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COUNTY GOVERNMENT OF NYERI

GOVERNORS OFFICE

Performance contracts Evaluation Report

	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
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	200	100	1	0.015	Excellent
E11	Safety and Security Measures	%	0.5	100	70	-30	3.6	0.018	Good
E12	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E13	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good
E14	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
E8	Sub Total		12					0.3029	
Composite Score			100					2.7282	VERY GOOD

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County Government of Nyeri									
Department of Trade, Tourism, Culture and Cooperative Development									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
A	Financial & Stewardship								
A1	Absorption of Allocated Funds (GoK)	%	3	100	90.27	-9.73	3.1946	0.096	Good
A2	Development index	%	2	71.9	69.28	-3.644	3.0729	0.061	Good
A3	Asset management	%	3	100	85	-15	3.3	0.099	Good
A4	Pending Bills	%	2	<u>1</u>	0.42	-58	1.84	0.037	Excellent
	Sub Total		10					0.293	
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	100	0	3	0.06	Very Good
	Sub Total		8					0.252	
C	INSTITUTIONAL TRANSFORMATION								
C1	Development of County Planning framework	%	3	100	100	0	3	0.09	Very Good

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County Government of Nyeri									
Department of Trade, Tourism, Culture and Cooperative Development									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
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								
D2	Survey of three (3) markets and develop Bills of quantity	%	2	100	105	5	2.9	0.058	Very Good
D3	Handover three (3) market sites to the contractor	%	1	100	100	0	3	0.03	Very Good
D4	Complete renovation of three (3) markets	%	1	100	100	0	3	0.03	Very Good
D5	construction of one (1) specialized market	No	2	1	2	100	1	0.02	Excellent

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County Government of Nyeri

Department of Trade, Tourism, Culture and Cooperative Development

Performance contracts Evaluation Report

	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D7	Enterprise Development Fund disbursement of loans to MSEs	%	3	100	100	0	3	0.09	Very Good
D8	Trade promotion	%	1	100	130	30	2.4	0.024	Excellent
D10	Verification of weighing and measuring equipment	No	2	10966	10966	0	3	0.06	Very Good
D11	Issuance of compliance certificates to the premises	No	1	1600	2942	83.875	1.3225	0.013	Excellent
D12	Publish a notice on schedule of stamping stations visits	%	1	100	100	0	3	0.03	Very Good
D13	Conduct impromptu visits and inspect 200 trading equipment's	No	1	200	219	9.5	2.81	0.028	Very Good
D14	Create awareness 5 forums on fair trade practices	No	1	5	8	60	1.8	0.018	Excellent
D16	Allocation of Markets to traders	No	2	2	2	0	3	0.06	Very Good

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County Government of Nyeri

Department of Trade, Tourism, Culture and Cooperative Development

Performance contracts Evaluation Report

	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D17	Market management committees' elections	%	1	100	100	0	3	0.03	Very Good
D18	Conduct market meetings	%	1	100	100	0	3	0.03	Very Good
D19	Installation of solar, meter separation and water harvesting	%	1	100	100	0	3	0.03	Very Good
D20	Trade-related legal and regulatory framework	%	2	100	100	0	3	0.06	Very Good
D21	Industrial Park Development in the County	%	2	100	100	0	3	0.06	Very Good
D22	Tourism related legal and regulatory framework	%	2	100	100	0	3	0.06	Very Good
D24	Survey four (4) tourism sites and develop Bills of quantity	%	2	100	100	0	3	0.06	Very Good
D25	Handover three (3) tourism sites	%	1	100	100	0	3	0.03	Very Good

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County Government of Nyeri									
Department of Trade, Tourism, Culture and Cooperative Development									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D26	Complete Construction of three (3) tourism sites	%	1	100	100	0	3	0.03	Very Good
D27	County Tourism Capacity Building for the artists	%	2	100	130	30	2.4	0.048	Excellent
D28	Tourism and cultural promotion activities	%	2	100	103	3	2.94	0.059	Very Good
D29	Compliance with Cooperative Societies laws and regulations	%	4	100	106	6	2.88	0.115	Very Good
D30	Enhanced legal and legislative regulatory framework for co-operative societies	%	4	100	130	30	2.4	0.096	Excellent
D31	Good Governance in Co-operative movement enhanced	%	4	100	108	8	2.84	0.114	Very Good
D32	Registration of New Societies	No	3	10	8	-20	3.4	0.102	Good
D33	Revenue Collection	Ksh. (M)	3	51.1	52	1.7613	2.9648	0.089	Very Good

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County Government of Nyeri									
Department of Trade, Tourism, Culture and Cooperative Development									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D34	Ease of Doing Business	%	1	100	100	0	3	0.03	Very Good
D35	Disaster management	%	1	100	100	0	3	0.03	Very Good
D36	Automation	%	1	100	100	0	3	0.03	Very Good
D37	Customer satisfaction	Report	1	1	1	0	3	0.03	Very Good
D38	Compliance with statutory obligations	%	1	100	100	0	3	0.03	Very Good
D39	Youth empowerment initiatives	%	1	100	130	30	2.4	0.024	Excellent
D40	Project Completion Rate	%	1	100	85.66	-14.34	3.2868	0.033	Good
	Totals		60					1.681	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/ Apprenticeships	No	1.5	48	82	70.833	1.5833	0.024	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Kshs	2	11.4	32.04	181.05	1	0.02	Excellent

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County Government of Nyeri									
Department of Trade, Tourism, Culture and Cooperative Development									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E3	Promotion of Local Content in Procurement	Kshs	1.5	55.26	117.9	113.36	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	130	30	2.4	0.036	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
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

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County Government of Nyeri									
Department of Trade, Tourism, Culture and Cooperative Development									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E8	Sub Total		12					0.26	
Composite Score			100					2.7856	VERY GOOD

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)	%	2	100	98.3	-1.7	3.034	0.06068	Good
A2	Development Index	%	3	86.4	86.2	-0.23148	3.00463	0.090139	Good
A3	Asset management	%	3	100	80	-20	3.4	0.102	Good
A4	Pending Bills	%	2	1	1	0	3	0.06	Very Good
	Sub Total		10					0.312819	

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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
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
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	

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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
D	CORE MANDATE								
D1	Opening of new roads	KM	8	100	140.415	40.415	2.1917	0.175336	Excellent
D2	Construction of bridges.	%	6	4	4	0	3	0.18	Very Good
D3	Street lighting Installation/ standalone maintenance	No.	5	200	368	84	1.32	0.066	Excellent
D4	Street lights/standalone maintenance	%	5	100	100	0	3	0.15	Very Good
D5	New transformers installation	No.	7	4	4	0	3	0.21	Very Good
D6	Biogas installation	No	7	17	17	0	3	0.21	Very Good
D7	Office Blocks and other public buildings constructed	%	7	100	100	0	3	0.21	Very Good
D8	Revenue Collection	Ksh.	2	145,602,029	139081419	-4.47838	3.089568	0.061791	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	Automation	%	2	100	100	0	3	0.06	Very Good

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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
D12	Customer satisfaction	Report	2	100	100	0	3	0.06	Very Good
D13	Compliance with statutory obligations	%	2	100	100	0	3	0.06	Very Good
D14	Youth empowerment initiatives	%	2	100	100	0	3	0.06	Very Good
D15	Project Completion Rate	%	2	100	96	-4	3.08	0.0616	Good
	Sub Total		60					1.654727	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/Apprenticeships	No	1.5	214	280	30.84112	2.383178	0.035748	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Kshs	2	142,527,535.00	173,968,520	22.05959	2.558808	0.051176	Very Good
E4	Promotion of Local Content in Procurement	Kshs	1.5	190,036,714.00	444,646,370	133.9792	1	0.015	Excellent
E6	Prevention of Alcohol and Drug Abuse	%	0.5	100	100	0	3	0.015	Very Good

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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
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	5000	23875	377.5	1	0.015	Excellent
E11	Safety and Security Measures	%	0.5	100	100	0	3	0.015	Very Good
E12	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E13	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good
E14	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
E8	Sub Total		12					0.281924	
Compo site Score			100					2.78947	VERY GOOD

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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	99.7	-0.3	3.006	0.1202	Good
A2	Asset management	%	2	100	100	0	3	0.06	Very Good
A3	Pending Bills	%	4	1	0	-100	1	0.04	Excellent
	Sub Total		10					0.2202	
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
C4	Work Environment	%	1	100	100	0	3	0.03	Very Good

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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
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	Drafting contracts, MoUs	%	8	100	130	30	2.4	0.192	Excellent
D3	Liaison between Governments	%	8	100	100	0	3	0.24	Very Good
D4	Representation of county representation in court	%	8	100	100	0	3	0.24	Very Good
D5	Review county laws	%	8	100	100	0	3	0.24	Very Good
D6	Preparation of Legislation	%	8	100	100	0	3	0.24	Very Good
D7	Ease of Doing Business 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
D10	Customer satisfaction	%	2	100	100	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					1.752	
E	CROSS CUTTING								

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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
E1	Access to Government Procurement Opportunities (AGPO)	Kshs	2	533,400	669,300	25.478	2.4904	0.0498	Very Good
E2	Promotion of Local Content in Procurement	Kshs (M)	1.5	711200	20721600	2813.6	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
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	200	100	1	0.015	Excellent
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
E8	Sub Total		12					0.2898	
Composite Score			100					2.802	VERY GOOD

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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	97.2	-2.8	3.056	0.0611	Good
A2	Absorption of Externally mobilized resources	%	2	100	99.5	-0.5	3.01	0.0602	Good
A3	Development index	%	2	59.5	58.8	-1.176	3.0235	0.0605	Good
A4	Asset management	%	2	100	100	0	3	0.06	Very Good
A5	Pending Bills	%	2	<u>1</u>	0.65	-35	2.3	0.046	Excellent
	Sub Total		10					0.2878	
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	

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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
C	INSTITUTIONAL TRANSFORMATION								
C1	Development of County Planning framework	%	3	100	113	13	2.74	0.0822	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					0.2922	
D	CORE MANDATE								
D1	Provision of farm inputs and equipment to coffee farmers	No. of beneficiaries	1	200	200	0	3	0.03	Very Good
D2	Provision of mineral rich beans and fruit tree seedlings	No. of packets	1	3,000	3000	0	3	0.03	Very Good
D3		No. of seedlings	1	15,000	38794	158.63	1	0.01	Excellent
D4	Provision of Irish potato seeds	No. of tons	1	46	46	0	3	0.03	Very Good

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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
D5	Laying Soil and Water conservation structures	No. of farms	1	300	592	97.333	1.0533	0.0105	Excellent
D6	Participate Central Kenya ASK show	No.	1	1	1	0	3	0.03	Very Good
D7	Purchase of improved indigenous chicken to be issued to farmer groups	No.	2	84	84	0	3	0.06	Very Good
D8	Procure, install and commission one (1000kg) feed mixer and hammer mill and starter raw materials for Island Farmers Dairy Cooperative	No.	2	1	1	0	3	0.06	Very Good
D9	Purchase of dairy goats to be issued to dairy goat groups	No.	2	379	379	0	3	0.06	Very Good
D10	Procurement of fish feeds, seing net and cover nets	No	3	390	392	0.5128	2.9897	0.0897	Very Good
D11	Procurement and distribution of mono sex and mixed sex fingerlings	No.	3	60,000	60000	0	3	0.09	Very Good
D12	Provision of Artificial Insemination services	No.	1	16,000	16000	0	3	0.03	Very Good

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County Government of Nyeri
Department of Agriculture, Livestock and Fisheries
Performance contracts Evaluation Report

	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D13	Animal Disease control	No. animal vaccinated	0.5	70,000	77000	10	2.8	0.014	Very Good
D14		No. of disease surveillance	0.5	52	52	0	3	0.015	Very Good
D15		No. of vector control entities	0.5	23	23	0	3	0.015	Very Good
D16	Enhance Veterinary Public Health	%	1	100	100	0	3	0.03	Very Good
D17	Promote veterinary quality assurance	No. of route inspections carried out	1	48	48	0	3	0.03	Very Good

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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
D18		No. of referral system	1	1	1	0	3	0.03	Very Good
D19	Promote leather development	%	1	100	100	0	3	0.03	Very Good
D20		No. of flayers trained	0.5	150	220	46.667	2.0667	0.0103	Excellent
D21		No. of traders trained	1.5	33	35	6.0606	2.8788	0.0432	Very Good
D22		No. of flayers licensed	1.5	170	183	7.6471	2.8471	0.0427	Very Good
D24	Promote conservation tillage by farmers	No.	2	80	103	28.75	2.425	0.0485	Very Good
D25	Drill and equip one borehole	No.	1.5	1	1	0	3	0.045	Very Good
D26	Construct one aqua park fish pond	No.	1.5	1	1	0	3	0.045	Very Good
D27	Establish 5 new acres of fodder grass for hay and maintain the 2.5 acres in existence.	Acres	1	7.5	7.5	0	3	0.03	Very Good

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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
D28	Establish and produce 10 acres of fodder maize	Acres	2	10	10	0	3	0.06	Very Good
D29	Support construction/ rehabilitation of community irrigation water pan/ earth dam projects.	No.	4	2	2	0	3	0.12	Very Good
D32	Preparation of weather advisory	No.	1	1	2	100	1	0.01	Excellent
D33	Linkage of value chain organizations to market	No.	1	30	36	20	2.6	0.026	Very Good
D34	Document success stories for ASDSP II	No.	1	1	1	0	3	0.03	Very Good
D35	Hold 2 CASSCOM meetings	No.	1	2	3	50	2	0.02	Excellent
D36	Preparation of end of ASDSPII programme report	No.	1	1	1	0	3	0.03	Very Good
D37	Revenue Collection	Kshs (M)	2	17.26	13.06	-24.33	3.4867	0.0697	Good
D38	Ease of Doing Business	%	2	100	100	0	3	0.06	Very Good
D39	Disaster management	%	1	100	100	0	3	0.03	Very Good
D40	Automation	%	2	100	100	0	3	0.06	Very Good
D41	Customer satisfaction	%	2	100	100	0	3	0.06	Very Good

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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
D42	Compliance with statutory obligations	%	2	100	100	0	3	0.06	Very Good
D43	Youth empowerment initiatives	%	2	100	100	0	3	0.06	Very Good
D44	Project Completion Rate	%	2	100	95	-5	3.1	0.062	Good
	Sub Total		60					1.7167	
E	CROSS CUTTING								
E1	Youth Internships / Industrial Attachments/Apprenticeships;	No	1.5	175	240	37.143	2.2571	0.0339	Excellent
E4	Access to Government Procurement Opportunities (AGPO);	Kshs.(M)	2	22.57	31	38.458	2.2308	0.0446	Excellent
E7	Promotion of Local Content in Procurement;	Kshs(M)	1.5	111.49	157.4	41.179	2.1764	0.0326	Excellent
E8	Prevention of Alcohol and Drug Abuse;	%	0.5	100	100	0	3	0.015	Very Good
E9	Prevention of Infectious and Non-Communicable Diseases;	%	0.5	100	100	0	3	0.015	Very Good
E10	Disability Mainstreaming;	%	0.5	100	100	0	3	0.015	Very Good
E11	Gender Mainstreaming;	%	0.5	100	100	0	3	0.015	Very Good

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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	Environmental sustainability;	%	1.5	100	200	100	1	0.015	Excellent
E13	Safety and Security Measures;	%	0.5	100	100	0	3	0.015	Very Good
E14	Road Safety Mainstreaming;	%	0.5	100	100	0	3	0.015	Very Good
E15	Corruption Prevention;	%	1	100	100	0	3	0.03	Very Good
E16	National Cohesion and Values;	%	1.5	100	100	0	3	0.045	Very Good
E8	Sub Total		12					0.2911	
Composite Score			100					2.8278	VERY GOOD

County Government of Nyeri									
Department of Education and Training									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
A	Financial & Stewardship								

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County Government of Nyeri

Department of Education and Training

Performance contracts Evaluation Report

	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
A1	Absorption of Allocated Funds (GoK)	%	3	100	98.9	-1.1	3.022	0.0907	Good
A2	Development index	%	3	17.95	17.63	-1.783	3.0357	0.0911	Good
A3	Asset management	%	3	100	100	0	3	0.09	Very Good
A4	Pending Bills	%	1	<u>1</u>	0.59	-41	2.18	0.0218	Excellent
	Sub Total		10					0.2935	
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

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County Government of Nyeri

Department of Education and Training

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	ECDE: Improve service delivery	%	10	100	100	0	3	0.3	Very Good
D2	VTC: Improve service delivery	%	13	100	100	0	3	0.39	Very Good
D3	EF: Enhanced retention and completion of needy students in learning institutions	No.	20	15000	17585	17.233	2.6553	0.5311	Very Good
D4	Revenue Collection	Ksh.	4	737,140	737,140	0	3	0.12	Very Good
D5	Disaster Management	%	3	100	100	0	3	0.09	Very Good
D6	Customer satisfaction	%	2	100	100	0	3	0.06	Very Good
D7	Compliance with statutory obligations	%	3	100	100	0	3	0.09	Very Good
D8	Youth empowerment initiatives	%	3	100	135	35	2.3	0.069	Excellent
D9	Projects Completion rate	%	2	100	90	-10	3.2	0.064	Good
	Sub Total		60					1.7141	

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County Government of Nyeri

Department of Education and Training

Performance contracts Evaluation Report

	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/ Apprenticeships	No.	1.5	15	34	126.67	1	0.015	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Ksh. (M)	2	33.8	18.79	-44.41	3.8882	0.0778	Fair
E4	Promotion of Local Content in Procurement	Ksh. (M)	1.5	45.11	69.5	54.068	1.9186	0.0288	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	142	42	2.16	0.0324	Excellent
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

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County Government of Nyeri

Department of Education and Training

Performance contracts Evaluation Report

	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E13	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good
E14	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
E8	Sub Total		12					0.3189	
Composite Score			100					2.8665	VERY GOOD

County Government of Nyeri

Department of lands, Housing, Physical Planning and Urbanization

	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
A	Financial & Stewardship								
A1	Absorption of Allocated Funds (GoK)	%	2	100.0	99.2	-0.8	3.016	0.06032	Good
A2	Absorption of Externally mobilized resources	%	2	100.0	100	0	3	0.06	Very Good
A3	Development index	%	2	75.6	75.6	0	3	0.06	Very Good

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County Government of Nyeri									
Department of lands, Housing, Physical Planning and Urbanization									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
A4	A-in-A	Kshs (M)	1	135.6	135.6	0	3	0.03	Very Good
A5	Asset management	%	1	100.0	100	0	3	0.03	Very Good
A6	Pending Bills	%	2	1.0	0.89	-11	2.78	0.0556	Very Good
	Sub Total		10					0.2959	
B	SERVICE DELIVERY								
B1	Implementation of Citizens' Service Delivery Charter	%	3	100.0	100	0	3	0.09	Very Good
B2	Business Process Re-engineering	%	2	100.0	100	0	3	0.06	Very Good
B3	Resolution of Public Complaints	%	3	100.0	100	0	3	0.09	Very Good
	Sub Total		8					0.24	
C	INSTITUTIONAL TRANSFORMATION								
C1	Development of County Planning framework	%	3	100.0	100	0	3	0.09	Very Good
C2	Competence development	%	2	100.0	100	0	3	0.06	Very Good
C3	Knowledge management	%	2	100.0	100	0	3	0.06	Very Good
C4	Work Environment	%	1	100.0	100	0	3	0.03	Very Good
C5	Cascading of Performance Contracts	%	2	100.0	100	0	3	0.06	Very Good

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County Government of Nyeri									
Department of lands, Housing, Physical Planning and Urbanization									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
	Sub Total		10					0.3	
D	CORE MANDATE								
D1	Survey and registration.	No	4	14.0	23	64.2857	1.71429	0.06857	Excellent
D3	Preparation of draft Local Physical and Land Use Plans	No.	3	7.0	7	0	3	0.09	Very Good
D5	Opening of Encroached Access Roads	%	4	100.0	100	0	3	0.12	Very Good
D6	Processing development applications	%	4	100.0	100	0	3	0.12	Very Good
D7	KISIP Phase II	No.	4	5.0	5	0	3	0.12	Very Good
D11	Refurbishment of county housing	No.	3	5.0	5	0	3	0.09	Very Good
D12	Valuation court	No.	3	1.0	1	0	3	0.09	Very Good
D13	Solid waste Management	%	4	100.0	100	0	3	0.12	Very Good
D14	Upgrading and maintenance of municipal access roads	%	3	100.0	100	0	3	0.09	Very Good
D15	Maintenance of Nyeri Main Transport Termini	No.	3	1.0	1	0	3	0.09	Very Good

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County Government of Nyeri									
Department of lands, Housing, Physical Planning and Urbanization									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D16	Conduct quarterly citizen fora	No.	3	4.0	4	0	3	0.09	Very Good
D17	Revenue Collection	Kshs.	2	203016716.0	175,162,776	-13.72	3.2744	0.06549	Good
D18	Ease of Doing Business	%	3	100.0	100	0	3	0.09	Very Good
D19	Disaster management	%	2	100.0	100	0	3	0.06	Very Good
D20	Automation	%	3	100.0	100	0	3	0.09	Very Good
D21	Customer satisfaction	No.	3	100.0	100	0	3	0.09	Very Good
D22	Compliance with statutory obligations	%	3	100.0	100	0	3	0.09	Very Good
D23	Youth empowerment initiatives	%	3	100.0	100	0	3	0.09	Very Good
D24	Project Completion Rate	%	3	100.0	96.66	-3.34	3.0668	0.092	Good
	Sub Total		60					1.75606	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/ Apprenticeships	No	1.5	35.0	67	91.4286	1.17143	0.01757	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Kshs	2	43.0	66.4	54.4186	1.91163	0.03823	Excellent
E4	Promotion of Local Content in Procurement	Kshs(M)	1.5	57.0	90.8	59.2982	1.81404	0.02721	Excellent

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County Government of Nyeri									
Department of lands, Housing, Physical Planning and Urbanization									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E5	Prevention of HIV Infections and Non-Communicable Diseases	%	0.5	100.0	100	0	3	0.015	Very Good
E6	Prevention of Alcohol and Drug Abuse	%	0.5	100.0	100	0	3	0.015	Very Good
E7	Disability Mainstreaming	%	0.5	100.0	100	0	3	0.015	Very Good
E8	Gender Mainstreaming	%	0.5	100.0	100	0	3	0.015	Very Good
E9	Environmental sustainability	%	1	100.0	100	0	3	0.03	Very Good
E10	Safety and Security Measures	%	1	100.0	100	0	3	0.03	Very Good
E11	Road Safety Mainstreaming	%	0.5	100.0	100	0	3	0.015	Very Good
E12	Corruption Prevention	%	1	100.0	100	0	3	0.03	Very Good
E13	National Cohesion and Values	%	1.5	100.0	100	0	3	0.045	Very Good
E8	Sub Total		12					0.293	
Composite Score			100					2.8850	VERY GOOD

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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	96.15	-3.85	3.077	0.0615	Good
A2	Absorption of Externally mobilized resources	%	2	100	100	0	3	0.06	Very Good
A3	Development index	%	2	15.9	12.6	-20.75	3.4151	0.0683	Good
A4	A-in-A (Health Fund)	Ksh (M)	2	490	748.5	52.755	1.9449	0.0389	Excellent
A5	Asset management	%	1	100	100	0	3	0.03	Very Good
A6	Pending Bills	%	1	1	0.58	-42	2.16	0.0216	Excellent
	Sub Total		10					0.2803	
B	SERVICE DELIVERY								
B1	Implementation of Citizens' Service Delivery Charter	%	3	100	100	0	3	0.09	Very Good
B2	Business Process Re-engineering	%	3	100	75	-25	3.5	0.105	Good
B3	Resolution of Public Complaints	%	2	100	100	0	3	0.06	Very Good
	Sub Total		8					0.255	
C	INSTITUTIONAL TRANSFORMATION								
C1	Development of County Planning framework	%	3	100	100	0	3	0.09	Very Good

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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
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	%	4	88.5	84.4	-4.633	3.0927	0.1237	Good
D2	Fully Immunized	%	4	85	80.65	-5.118	3.1024	0.1241	Good
D3	TB treatment success rate	%	4	85	81.54	-4.071	3.0814	0.1233	Good
D4	HPV Vaccination	%	3	72	89.9	24.861	2.5028	0.0751	Very Good
D5	Breast cancer screening (men and women)	No	4	11,500	20008	73.983	1.5203	0.0608	Excellent
D6	Sustain Covid-19 Prevention program	No	4	8	8	0	3	0.12	Very Good
D7	Vitamin A supplementation	%	3	92	90	-2.174	3.0435	0.0913	Good
D8	Training on IPC	No	4	200	320	60	1.8	0.072	Excellent
D9	Quarterly Support Supervision	No	3	4	4	0	3	0.09	Very Good

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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
D10	Sensitize county Staff on mental health and self-care	No	4	500	570	14	2.72	0.1088	Very Good
D11	Procure Medical supplies	Kshs (M)	4	243	221	-9.066	3.1813	0.1273	Good
D12	Active Medicines and Therapeutic Committees and Antimicrobial Stewardship Programs	No	3	5	5	0	3	0.09	Very Good
D13	Revenue Collection	Ksh.	3	17.13	13.2	-22.94	3.4588	0.1038	Good
D14	Ease of Doing Business	%	2	100	100	0	3	0.06	Very Good
D15	Disaster management	%	1	100	80	-20	3.4	0.034	Good
D16	Automation	%	2	100	100	0	3	0.06	Very Good
D17	Customer satisfaction	%	2	100	100	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	86.7	-13.3	3.266	0.0653	Good
	Sub Total		60					1.7094	
E	CROSS CUTTING								

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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	200	228	14	2.72	0.0408	Very Good
E2	Access to Government Procurement Opportunities (AGPO)	Kshs(m)	2	56.97	32.18	-43.51	3.8703	0.0774	Fair
E4	Promotion of Local Content in Procurement	Kshs	1.5	75.96	179	135.69	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	106	6	2.88	0.0144	Very Good
E8	Disability Mainstreaming	%	0.5	100	85	-15	3.3	0.0165	Good
E9	Gender Mainstreaming	%	0.5	100	87.5	-12.5	3.25	0.0163	Good
E10	Environmental sustainability	%	1.5	100	100	0	3	0.045	Very Good
E11	Safety and Security Measures	%	0.5	100	104	4	2.92	0.0146	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

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County Government of Nyeri

Department of Health Services

Performance Contracts Evaluation Report

	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E14	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
E8	Sub Total		12					0.345	
Composite Score			100					2.8897	VERY GOOD

County Government of Nyeri

Department of Finance and Economic Planning

Performance contracts Evaluation Report

	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
A	Financial & Stewardship								
A1	Absorption of Allocated Funds (GoK)	%	4	100	98.7	-1.3	3.026	0.121	Good
A2	Development index	%	2	7.05	6.64	-5.8156	3.1163	0.0623	Good
A3	Asset management	%	2	100	100	0	3	0.06	Very Good
A4	Pending Bills	%	2	<u>1</u>	0.01	-99	1.02	0.0204	Excellent
	Sub Total		10					0.2638	
B	SERVICE DELIVERY								

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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
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
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	Development of County Planning Framework	%	8	100	100	0	3	0.24	Very Good

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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
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	%	8	100	100	0	3	0.24	Very Good
D6	Procurement and Supplies Management	%	3	100	100	0	3	0.09	Very Good
D7	Internal Audit Services	%	2	100	100	0	3	0.06	Very Good
D8	Revenue Collection	%	4	100	100	0	3	0.12	Very Good
D9	upgrading ICT infrastructure	%	2	100	100	0	3	0.06	Very Good
D10	Automation	Report	1	1	1	0	3	0.03	Very Good
D11	Ease of doing business	%	2	100	100	0	3	0.06	Very Good
D12	Disaster management	%	1	100	100	0	3	0.03	Very Good
D13	Customer satisfaction		2	100	100	0	3	0.06	Very Good

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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
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
D16	Project Completion Rate	%	2	100	100	0	3	0.06	Very Good
	Sub Total		60					1.8	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/ Apprenticeships	No	1.5	98	255	160.2041	1	0.015	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	%	2	30.6	31.080	1.568627	2.9686	0.0594	Very Good
E4	Promotion of Local Content in Procurement	Kshs	1.5	40.8	135	230.8824	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

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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
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	100	100	0	3	0.03	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	%	2	100	100	0	3	0.06	Very Good
E8	Sub Total		12					0.2994	
Composite Score			100					2.9031	VERY GOOD

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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	99.5	-0.5	3.01	0.0903	Good
A2	Development index	%	2	11.2	10.9	-2.678571	3.053571	0.061071	Good
A3	Asset Management	%	3	100	100	0	3	0.09	Very Good
A4	Pending Bills	%	2	<u>1</u>	0.3	-70	1.6	0.032	Excellent
	Sub Total		10					0.273371	
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	95	-5	3.1	0.062	Good
	Sub Total		8					0.242	
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

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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
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	%	4	100	100	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	4	0	3	0.12	Very Good
D5	Management of Human Resource Records;	%	3	100	100	0	3	0.09	Very Good
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

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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
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
D12	Procurement of skips	No	5	10	10	0	3	0.15	Very Good
D13	quarterly clean-up sensitization	No	4	4	4	0	3	0.12	Very Good
D14	Revenue Collection	Ksh. (M)	4	50	44	-12.826	3.25652	0.130261	Good
D15	Disaster management	%	2	100	100	0	3	0.06	Very Good
D16	Automation	%	2	100	100	0	3	0.06	Very Good
D17	Customer satisfaction	%	2	100	100	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	97	-3.18	3.0636	0.061272	Good
	Sub Total		60					1.811533	
E	CROSS CUTTING								

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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
E1	Youth Internships / Industrial Attachments/Apprenticeships;	No	1.5	45	62	37.77778	2.244444	0.033667	Excellent
E4	Access to Government Procurement Opportunities (AGPO);	Kshs.(M)	2	3.18	10.00	214.4654	1	0.02	Excellent
E7	Promotion of Local Content in Procurement;	Kshs (M)	1.5	25.10	39.9	58.96414	1.820717	0.027311	Excellent
E8	Prevention of Alcohol and Drug Abuse;	%	0.5	100	100	0	3	0.015	Very Good
E9	Prevention of Infectious and Non-Communicable Diseases;	%	0.5	100	100	0	3	0.015	Very Good
E10	Disability Mainstreaming;	%	0.5	100	100	0	3	0.015	Very Good
E11	Gender Mainstreaming;	%	0.5	100	100	0	3	0.015	Very Good
E12	Environmental sustainability;	%	1.5	100	130	30	2.4	0.036	Excellent
E13	Safety and Security Measures;	%	0.5	100	95	-5	3.1	0.0155	Good
E14	Road Safety Mainstreaming;	%	0.5	100	100	0	3	0.015	Very Good
E15	Corruption Prevention;	%	1	100	100	0	3	0.03	Very Good
E16	National Cohesion and Values;	%	1.5	100	100	0	3	0.045	Very Good
E8	Sub Total		12					0.282477	

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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
Composite Score			100					2.909382	VERY GOOD

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PERFORMANCE CONTRACTS EVALUATION REPORT FOR FINANCIAL YEAR 2023/24



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