



COUNTY GOVERNMENT OF NYERI

PERFORMANCE CONTRACT

BETWEEN

THE GOVERNOR

AND

COUNTY EXECUTIVE COMMITTEE MEMBER

DEPARTMENT OF EDUCATION, TRAINING & DEVOLUTION

FOR THE PERIOD
1ST JULY, 2025 to 30TH JUNE, 2026

PREAMBLE

This Performance Contract (hereinafter referred to as "Contract") is entered into between the County Government of Nyeri (hereinafter referred to as ("CG") represented by H.E. the Governor, EGH of P.O. Box 1112, Nyeri, (together with its assignees and successors) of the one part, and the County Executive Committee Member, County Department of Education, Training and Devolution (hereinafter referred to as the "the CECM), (together with its assignees and successors) of P.O. Box 1112 Nyeri of the other part.

WHEREAS:

The County Government is committed to ensuring that public offices are well managed and they are effective in delivering quality services to the public in line with provisions of the Constitution of Kenya;

The County Government recognizes that County Government Entities hold a key role in the implementation of the County priorities in order to improve the quality of life of the citizens and contribute to making Kenya globally competitive;

The purpose of this Performance Contract is to establish the basis for ensuring that efficient and effective services are delivered to the people of County in line with the provisions of the Constitution. County Government Entities are required to adopt systems that enable innovativeness and adaptability of public services to the needs of users through digitalization of services.

This Performance Contract therefore represents a basis for continuous performance improvement that meets the needs and expectations of the county residents

Therefore, the parties hereto agree as follows:

Part I: Statement of Responsibility by the CECM.

The Mandate of the Education, Training and Devolution is to;

- i. Coordinate and manage Pre-primary Education.
- ii. Promote Vocational Education and Training
- iii. Assist students from financially needy backgrounds to pursue their studies.
- iv. Provide strategic direction and policy on matters relating to devolution in the county.
- v. Coordinate implementation of Kenya Devolution Support Programme II (KDSP II)

It is my responsibility to provide the required leadership in designing suitable plans and strategies, that will deliver the desired goals and contribute to high and sustainable socio-economic development.

It is also my undertaking that I will perform my responsibilities diligently and to the best of my abilities to support the achievement of the agreed performance targets.

Part II: Vision Statement, Mission Statement and Strategic Objectives

Vision Statement

A globally competitive education and training system that is innovative, transformative, and focused on sustainable development.

Mission Statement

To provide, promote, and coordinate quality education, training, and innovation for sustainable socio-economic development.

Strategic Objectives

The strategic objectives of this department are to;

- i. Ensure effective and efficient departmental administration, policy development and implementation
- ii. Provide quality Early Childhood Development and Education (ECDE) through the provision of a conducive learning environment
- iii. Equip trainees of the Vocational Education and Training (VET) Centers with market driven skills and attitudes.
- iv. Improve access to education, retention, and completion of the full learning cycle.
- vi. Provide strategic direction and policy on matters relating to devolution in the County.

Part III: Statement of Strategic Intent by the CECM.

In carrying out my duties, I intend to put all my/our efforts towards contributing effectively and efficiently to the achievement of the county development agenda as espoused in the Kenya Vision 2030 and CIDP, keeping in mind the specific priorities of the department of Education, Training and Devolution.

Bearing in mind the imperative of inclusivity, I/we will implement the following Strategic Intents during the contract period:

- a. Increase enrolment, reduce dropout and improve on the quality of education and training offered.
- b. Provide a conducive learning environment in both ECDE and Vocational Training Centres.
- c. Enhance access, retention and completion by offering financial support to needy and vulnerable learners/trainees through scholarships.
- d. Coordinate the Kenya Devolution Support Programme II activities (KDSP II)

Part IV: Commitments and Obligations of the County Government

- i. Acknowledgement of receipt of correspondence to be made within 2 working days.
- ii. Provide feedback on requests for approval within seven (7) working days.
- iii. Release of budgetary allocation within ten (10) working days after ex-chequer release.
- iv. Build capacity of the departments on resource mobilization

Part V: Reporting Requirements

The department will submit quarterly reports fifteen (15) days after the end of the quarter and annual performance reports thirty (30) days after end year for the purpose of monitoring progress and annual performance evaluation.

Part VI: Duration of the Performance Contract

This Performance Contract will run for one Financial Year from 1st July 2025 to 30th June 2026 or as per the specified contract period.

Part VII: Signatories to the Performance Contract

For and on behalf of the County Department

Signature..... Date.....

Hon. Margaret Wangechi Macharia

CECM, Department of Education, Training & Devolution

Witnessed by;

Signature..... Date

Dr. Lucy Ndumba Kiogora, PhD

Chief Officer, Department of Education, Training & Devolution

For and on behalf of the County Government

Signature..... Date.....

H.E. Dr. Mwalimu Mutahi Kahiga (PhD) E.G.H.

Governor, Nyeri County

Witnessed by;

SignatureDate.....

H.E. Hon. David Waroe Kinanire

Deputy Governor Nyeri County

Annex IIB: Performance Contract Matrix

S/No.	Performance Criteria and Indicators	Unit of Measure	Weight (%)	Baseline/ Status FY 2024/25	Annual Target FY 2025/26
A	Financial Stewardship				
	Absorption of Allocated Funds (GoK)	%	2		100
	Absorption of Externally Mobilized Resources	%	2		100
	Absorption of Development funds	%	2		100
	Cost Reduction/ saving	%	2		100
	Pending Bills Ratio	%	2		≤ 1
	Weight SubTotal		10		
B	Service Delivery				
	Implementation of Citizens' Service Delivery Charter	%	3		100
	Digitalization of Government Services	%	3		100
	Resolution of Public Complaints	%	2		100
	Weight SubTotal		8		
C	Institutional Transformation				
	Development of County Planning Framework	%	3		100
	Competence Development	%	3		100
	Knowledge Management	%	2		100
	Cascading of Performance Contracts	%	2		100
	Weight SubTotal		10		
D	Core Mandate				
	ECDE	%	15		100
	VTC	%	10		100
	Elimu fund	NO.	15		150
	Devolution	%	8		100

S/No.	Performance Indicators	Criteria and	Unit of Measure	Weight (%)	Baseline/ Status FY 2024/25	Annual Target FY 2025/26
	Revenue Collection		Kshs	4		650,000
	Ease of Doing Business		%	2		100
	Disaster Management		%	2		100
	Customer Satisfaction		Report	2		1
	Youth Empowerment Initiatives		%	2		100
	Project Completion Rate		%	2		100
	Weight SubTotal			62		
F	Affirmative Action in Government Procurement					
	Access to Government Procurement Opportunities (30%)		Kshs (000)	2		54,693
	Promotion of Local Content in Procurement (40%)		Kshs (000)	2		72,924
	Weight SubTotal			4		
G	Cross-Cutting Issues					
	Youth Internships/ Industrial Attachments/ Apprenticeships		No.	1		25
	Work Environment		%	1		100
	Compliance with Statutory Obligations		%	1		100
	Asset Management		%	2		100
	Environmental sustainability		No.	1		5,000
	Weight SubTotal			6		
	Overall Total Weight			100		

Annex III: Description of Performance Indicators

A. FINANCIAL STEWARDSHIP AND DISCIPLINE

Absorption of Allocated Funds (GOK)

The department commits to absorb 100% of the entire GOK budget allocation of Ksh 669,193,413 out of this total, Ksh 522,543,413 is the recurrent budget while Ksh 145,650,000 is the development budget.

Absorption of Externally Mobilized Resources

The department commits to absorb 100% of Externally Mobilized Resources approved budget allocation of Ksh 390,000,000 out of this total ksh. 352,500,000 is development budget and ksh. 37,500,000 is recurrent budget.

Absorption of Development funds

The department will absorb 100% of all development funds

Cost Savings

The department commits to establish fuel cards for departmental vehicles and making use of instructional materials provided to VTCs for IGAs (100%).

Pending Bills Ratio

In FY 2025/2026, the department commits to reduce the pending bill and maintain it at less or equal to 1% ($\leq 1\%$) of the actual budgetary allocation for the financial year.

B. SERVICE DELIVERY

Implementation of Citizens' Service Delivery Charter

The department commits to:

- a) Display 80 ECDEs and 8 VTCs citizens' service delivery charter prominently at the point of entry in English and Kiswahili (40%)
- b) Continuous sensitization of all staff on the contents of the Citizen's service delivery charter (35%)
- c) Monitor on a quarterly basis the compliance of the commitment in the service charter (25%)

Digitalization of Government Services

The department commits to;

- i) Collect data from VTCs in county and upload into the MIS. (40%);
- ii) Implement VTC MIS in County (20%);
- iii) Develop an interactive dashboard with citizen interface (40%)

Resolution of Public Complaints

The department commits to;

- a) Register and resolve all received complaints (50%)
- b) Requests on access to information received processed (10%)
- c) Prepare quarterly reports on all complaints and submit them to the Office of the County Secretary. (40%)

C. INSTITUTIONAL TRANSFORMATION

Development of County Planning Framework

The department commits to;

- a) Prepare a departmental annual work plan (40%).
- b) Prepare the departmental annual procurement plan. (40%)
- c) Finalize the development of a 5-year departmental strategic plan (20%)

Competence Development

The department commits to:

- a) Prepare action plan for skills gap survey recommendations (50%)

- b) Implement recommendations as per the action plan developed (30%)
- c) Undertake capacity building on leadership and management for staff and members of VTC's BOM (20%)

Knowledge Management

The department commits to;

- i) Participate in the development of knowledge management policy (40%).
- ii) Participate in the undertaking the survey on knowledge management (30%)
- iii) Appoint knowledge management champion in the department (30%);

Cascading of Performance Contracts

The department commits to cascade the first level performance contract between the Governor and CECM to the following levels:

- a) CECM and County Chief Officer(s) (20%);
- b) County Chief Officer and Directors (30%);
- c) County Director and Heads of Section/Unit (10%)
- d) Section heads will sign appraisals with other staff 40%

D. CORE MANDATE

Improve service delivery in ECDE- The department commits to-

- a) Provide 15,000 exercise books to ECDE pupils. 50%
- b) Provide 800 teachers with teaching/learning materials (50%)

Improve service delivery in VTCs

The department commits to Train 1,350 youth on technical and vocational skills (100%)

Elimu Fund

The department commits to ensure enhanced retention and completion of needy students' in learning institutions by granting bursary to 150 full scholarship beneficiaries.

Devolution-

The department commits to;

- a) Prepare the KDSP II's work plan, Cash plan and the budget (25%)
- b) Prepare and submit KDSP II quarterly reports (25%)
- c) Undertake stocktaking of all projects (25%)

- d) Ensure relevant KDSP II documents are uploaded on the County website (25%)

Revenue Collection

The department commits to collect revenue amounting to Ksh. 1,100,000 from the departments' revenue streams.

Ease of Doing Business

The department commits to;

Develop an online applications and placements of new trainees in VTCs (100%).

Disaster Management

The department commits to participate in undertaking a survey on disaster management (100%)

Customer Satisfaction

The department commits to;

- a) Prepare an action plan for Customer satisfaction survey recommendations (50%)
- b) Implement of recommendations from the action plan. (50%)

Youth Empowerment Initiatives

The department commits to;

- a) Enroll 25 youth to be trained on value addition in dairy. (50%)
- b) Train 300 VTC trainees on Business Development Support Services (BDS). (50%)

Project Completion Rate

The department commits to complete projects/programmes/activities as planned in the FY 2025/2026

D. AFFIRMATIVE ACTION IN GOVERNMENT PROCUREMENT:

Access to Government Procurement Opportunities

The department commits to allocate at least 30% of the total value of the procurement budget for goods and services totaling to kshs 54,693,000 to youth, women and persons living with disabilities.

Promotion of Local Content in Procurement

The department commits to allocate and award at least 40% of the total value of the procurement budget totaling to (kshs 72,924,000) for goods and services produced locally as provided in the annual procurement plan.

E. CROSS CUTTING ISSUES

Youth Internships/Industrial Attachments/Apprenticeships

The department commits to:

- a) Engage 15 graduate youths from colleges and universities for one-year internship program.
- b) Give mentorship opportunities to 10 attaches undergoing studies in colleges/universities.

Work Environment

The department will;

- a) Develop an action plan to implement the work environment survey recommendations (40%); and
- b) implement the work environment survey recommendations as per the action plan (40%).
- c) Sensitize staff on mental wellness (20%)

Compliance with Statutory Obligations

The department commits to:

- a) Follow up to ensure remittance of statutory deductions by the lead department. (50%)
- b) Adhering to Public Procurement and Disposal Act, 2015. (50%)

Asset Management

The department commits to undertake the following:

- a) Update and maintain the department asset register (60%)
- b) Prepare a list of unserviceable/obsolete items and forward it to the directorate of procurement for disposal in accordance with the law. (40%)

Environmental sustainability

The department commits to plant 5,000 trees to enhance forest cover and help combat the effects of climate change.

S/N o.	Project Name	Project Description	Location	Total Estimated Cost (Kshs.)	Current Status (Status of physical completion in % and description)	Allocation for FY 2025/2 6 (Kshs.)	Expected Deliverables (Outputs) for FY 2025/2 6
1.	Ruring'u ECDE Phase 2	Ruring'u ECDE Phase 2	Ruring'u	3,500,000	New	3,500,000	New ecde centre Constructed
2.	ECDE	Construction of four double ECDE Classrooms	Iria-ini Othaya	12,000,000	New	12,000,000	Constructed new classrooms
3	Chinga ECDEs	Chinga ECDE Classrooms	Chinga	9,000,000	New	9,000,000	Constructed new classrooms
4	Kiangengi ECDE	Toilet at Kiangengi ECDE	Magutu	500,000	New	500,000	New toilet constructed
5	Kagochi ECDE	Toilet at Kagochi ECDE	Magutu	500,000	New	500,000	New toilet constructed
6	Karemeno ECDE	Construction of Karemeno ECDE classroom	Mugunda	1,500,000	New	1,500,000	Constructed new classroom
7	Nairutia ECDE	Construction of toilet	Mugunda	1,000,000	New	1,000,000	New toilet constructed
8	Kirichwa ECDE	Construction of Kirichwa ECDE classroom	Gakawa	2,000,000	New	2,000,000	Constructed new classroom
9	ECDE	Construction of ECDE classroom	Rware	3,000,000	New	3,000,000	Constructed new classroom
10	Gatugi ECDE	Construction of a toilet and floor renovation	Karima	1,000,000	New	1,000,000	renovated classroom and new toilet

		at Gatugi ECDE					constructed
11	ECDE	Constructio n of ECDE Classrooms	Mahiga	4,000,000	New	4,000,000	Constructed new classrooms
12	ECDE	Constructio n of two ECDE classrooms	Naromor Kiamatha ga	3,000,000	New	3,000,000	Constructed new classrooms
13	ECDEs	Constructio n of a toilet	Wamaga na	1,600,000	New	1,600,000	Constructed new toilet
14	Kirigu ECDE	Constructio n of a toilet at Kirigu ECDE	Karatina Town	650,000	New	650,000	Constructed new toilet
15	Kiangur we ECDE	Constructio n of a toilet at Kiangurwe ECDE	Karatina Town	650,000	New	650,000	Constructed new toilet
16	ECDE Centres	Constructio n/ Renovation in various ECDE Centres	Kirimuku yu	2,000,000	New	2,000,000	Constructed and renovated ecde centres
17	Muringat o ECDE	Constructio n of Muringato ECDE	Kiganjo Mathari	3,000,000	New	3,000,000	Constructed new classrooms
18	Ngoni ECDE (Phase 2)	Constructio n of classrooms at Ngoni ECDE (Phase 2)	Mukurwe -ini Central	1,500,000	New	1,500,000	Constructed new classrooms
19	ECDE	Constructio n	Iria-ini Mathira	2,000,000	New	2,000,000	Constructed new classroom
20	Watuka ECDE	Constructio n of 1 ECDE classrooms at Watuka	Gatarakw Ea	1,800,000	New	1,800,000	Constructed new classrooms
21	Watuka ECDE	Constructio n of two toilets at	Gatarakw	750,000	New	750,000	Constructed new toilets

		Watuka ECDE					
22	Mwihoko ECDE	Construction of a classroom at Mwihoko ECDE	Endarasha	2,000,000	New	2,000,000	Constructed new classrooms
23	Endarasha ECDE	Construction of a classroom at Endarasha ECDE	Endarasha	2,000,000	New	2,000,000	Constructed new classrooms
24	ECDE	Construction of Classrooms	Mweiga	1,500,000	New	1,500,000	Constructed new classrooms
25	Ititu ECDE	Construction of ECDE classrooms at Ititu ECDE	Rugi	1,500,000	New	1,500,000	Constructed new classrooms
26	Education	Construction of ECDE classroom	Dedan Kimathi	1,600,000	New	1,600,000	Constructed new classrooms
27	ECDE	Renovation of Kahara, Gathugu, Kiamabara and Gatina ECDEs	Konyu	3,000,000	New	3,000,000	Renovated ECDE classrooms
28	Kiamuiru ECDE	Water connection and fencing of Kiamuiru ECDE	Gatitu/Muruguru	700,000	New	700,000	Connected water and fenced ECDE
29	Giakaibei ECDE	Renovation of Giakaibei ECDE	Magutu	1,000,000	New	1,000,000	Renovated classrooms
30	Kanjuri ECDE	Renovation of Kanjuri ECDE	Magutu	1,000,000	New	1,000,000	Constructed new classrooms
31	Karura ECDE	Installation of Swings at Karura ECDE	Magutu	500,000	New	500,000	Installed swings
32	Kiamigwi	Installation	Magutu	500,000	New	500,000	Constructed

	ECDE	of at Kiamigwi Swings					new classrooms
33	Mutitu ECDE	Renovation of Mutitu ECDE Classrooms	Karima	1,000,000	New	1,000,000	Constructed new classrooms
34	For renovation of the dilapidated departmental stores	For renovation of the dilapidated departmental stores	Countywide	1,500,000	New	1,500,000	Renovated stores.
35	Ongoing Works	Ongoing Works	Countywide	8,000,000	Ongoing	8,000,000	Ongoing
36	All ECDEs	Purchase of tables for all ECDEs	Karima	1,000,000	New	1,000,000	Tables procured
37	ECDE	Purchase of Learning Equipment's	Gikondi	7,000,000	New	7,000,000	Learning equipment procured.
38	ECDEs	Purchase of shoes	Wamagana	400,000	New	400,000	Shoes procured
39	ECDE	Purchase of one pair of shoes and a school bag for all ECDE pupils	Kamakwani/Mukaro	1,000,000	New	1,000,000	Shoes and bags procured .
40	Purchase of education aid	Purchase of Educational Aid and related equipment	Countywide	6,000,000	Ongoing	6,000,000	Education aids procured.
41	Digital learning;	Purchase of Educational Aid and related equipment	Countywide	2,000,000	New	2,000,000	Digitized learning
42	Youth empowerment programme	Purchase of Workshop Tools, Spares and Small	Countywide	10,000,000	New	10,000,000	Youth empowered

		Equipment					
43	Empowerment	Other capital grants and trans	Kiganjo Mathari	1,000,000	New	1,000,000	Youth empowered
44	Grant to support training in VTCs	Other capital grants and transfer	Countywide	15,000,000	New	15,000,000	Trained youth
45	Ongoing Works	Other capital grants and transfer	Countywide (Various wards)	4,500,000	Ongoing	4,500,000	Ongoing
46	Gathungururu polytechnic	Construction of Buildings - Ot	Mukurwe-ini West	1,500,000	New	1,500,000	Constructed workshop
47	Ndimaini VTC	Other infrastructure and civil works	Konyu	3,000,000	New	3,000,000	Constructed VTC
48	Fencing Kihuyo polytechnic	Other infrastructure and civil works	Kiganjo Mathari	500,000	New	500,000	Fenced VTC
49	For Removal of Asbestos Sheets in affected VTCs	Other infrastructure and civil works	Countywide	3,000,000	New	3,000,000	Renovated VTC
50	Gatumbiro polytechnic	Purchase of Educational Aids and related equipment	Dedan Kimathi	1,000,000	New	1,000,000	Equipped VTC
51	For purchase of VTC equipment's Exam materials	Purchase of Educational Aid and related equipment	Countywide	8,000,000	New	8,000,000	Equipped VTC
52	Investment grant	Construction of	Countywide	352,500,000	New	352,500,000	Improved service

	(Level 2 Grant) to finance investments to support service delivery	Buildings - Others					delivery
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