



REPUBLIC OF KENYA



COUNTY GOVERNMENT OF NYERI

PERFORMANCE CONTRACTS EVALUATION REPORT FOR FINANCIAL YEAR 2024/25



NOVEMBER 2025

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

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Foreword



It is with pleasure and a deep sense of commitment that I present this Performance Contract Evaluation Report for the County Department in the County Government of Nyeri for the F/Y 2024/2025. This report reflects the collective efforts, strategic priorities, and unwavering dedication of our county staff, partners, and stakeholders towards fulfilling our development agenda for the people of Nyeri.

At the core of our governance philosophy is the unwavering belief that good governance, transparency, and accountability are the pillars upon which sustainable development is built. The performance contracts serve as a vital tool to operationalize this philosophy, fostering a results-oriented approach that aligns our resources and efforts with the aspirations and needs of our constituents.

Over the past year, Nyeri County has made significant strides in implementing key projects and programs aimed at transforming our socio-economic landscape. From advancing infrastructure development, enhancing healthcare and education services, to promoting agricultural productivity and environmental sustainability, our focus has been on tangible outcomes that improve the quality of life for our residents. This report provides a comprehensive assessment of our achievements, challenges, and the lessons learned.

The evaluation underscores our commitments to transparency and accountability. It offers a transparent account of our successes, highlights areas requiring improvement, and sets the stage for renewed focus and strategic interventions in the near future. Our goal remains evident, “to foster a responsive government that listens to and effectively addresses the needs of the people of Nyeri”.

It is important to acknowledge that this progress has been made possible through strong partnerships with national government agencies, development partners, the private sector, and most importantly, the resilient citizens of Nyeri. Their active participation and feedback are invaluable in shaping our policies and ensuring that our development initiatives are inclusive and sustainable.

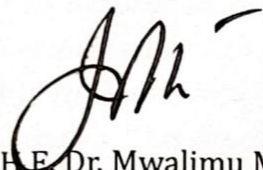
As we review the performance results documented in this report, I urge all county officers, staff, and stakeholders to reflect on our collective responsibilities. We must continue to sustain the highest standards of integrity, professionalism, and dedication. Our vision is to build a Nyeri County that is prosperous, equitable, and resilient one that provides opportunities for all its residents to thrive.

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Looking ahead, this report will serve as a road map for continuous improvement. It will inform our strategic planning, resource mobilization, and policy formulation, ensuring that we remain focused on delivering results that matter most to our people. I am confident that with sustained commitment and collaborative effort, Nyeri County will achieve its development objectives and set a benchmark for other counties to emulate.

In closing, let me quote at the outset according to Havel, “Vision is not enough, it must be combined with venture. It is not enough to stare up the steps; we must step up the stars” end of the quote.

Finally, I would like to express my sincere gratitude to all county officials, development partners, and residents for their unwavering support and dedication. I count on your continued partnership as we work together to realize our shared vision of a vibrant, prosperous Nyeri County. Let us move forward with determination, accountability, and a shared commitment to excellence in service delivery.



H.E. Dr. Mwalimu Mutahi Kahiga PhD, EGH

Governor Nyeri County

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Preface

On July 10th July 2024, twelve (12) departments within Nyeri County formally signed their Performance Contracts for the 2024/2025 Financial year with His Excellency the Governor. Notably, these agreements were retroactively effective from July 1st, 2024, to June 30th 2025, demonstrating Nyeri County's commitment to utilizing Performance Contracts as a vital institutional management tool. This initiative underscores our dedication to enhancing accountability, strategic alignment, and effective service delivery.

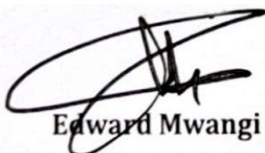
The departments utilized these Performance Contracts as strategic frameworks to guide their operations throughout the financial year. The targets set within these contracts are directly aligned with key development frameworks, including the County Integrated Development Plan (CIDP), Annual Development Plan (ADP), Annual Procurement Plan, and approved budgets. This integrated approach ensures that all developmental activities are cohesive, targeted, and focused on the sustainable growth and welfare of Nyeri County.

The evaluation process concentrated on several core aspects, including compliance with Performance Contract guidelines, financial accountability in project implementation, institutional transformation, and the continuous enhancement of service delivery to our citizens. The assessment was evidence-based, supported by comprehensive documentation from each department, facilitating thorough review and analysis.

The success of this evaluation exercise is a testament to the unwavering commitment of all stakeholders involved. Particular appreciation is extended to His Excellency the Governor and the entire County Executive Committee for their steadfast leadership and support, which have been instrumental in fostering a results-oriented culture within the county.

The adoption of the performance contracting process has initiated a significant cultural shift in Nyeri County's governance framework, promoting transparency, accountability, and a shared focus on achieving service excellence. I commend all County Executive Committee Members and staff members whose dedication has been crucial to this success. Together, we reaffirm our commitment to continuous improvement and the pursuit of excellence in public service delivery.

Lastly, I would like to send my gratitude to the Governor Service Delivery Unit that comprises of Dr. Nyoike Wamwea, Mr. Patrick Migwi, Ms. Nancy Maina, Mr. Patrick Maina and Ms. Catherin Mukami) for coordinating and carrying out the evaluation exercise seamlessly and professionally.



Edward Mwangi

County Secretary/ Head of the 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
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 County Government of Nyeri successfully evaluated the implementation of Performance Contracts for the Financial Year (FY) 2024/2025 across twelve (12) departments. The evaluation process applied the established grading system, where performance is assessed using raw scores multiplied by target weights to produce composite scores. These composite scores are then used to rank departments and determine overall performance grades.

Overall Performance Results

All the twelve (12) departments evaluated achieved a **“Very Good”** performance grade, reflecting a strong level of compliance and commitment to performance management principles. No department attained an Excellent, Good, Fair, or Poor grade during the period under review. This uniformity indicates notable consistency in service delivery and institutional adherence to performance expectations.

Departmental Ranking

Ranking based on composite scores revealed variations in achievement levels within the “Very Good” category. The top-performing department was **Gender, Youth, Sports and Social Services**, with a composite score of **2.5520**, translating to **122.40%** achievement. The departments of **Trade, Tourism & Cooperative Development** and **Lands, Physical Planning & Urban Development** followed closely with achievement equivalents of **116.05%** and **115.47%**, respectively.

S/No.	Department	FY 2024/2025	% Achievement Equivalent (2d.p)
Very Good			
1	Gender, Youth, Sports & Social Services	2.5520	122.40
2	Trade, Co-operative, Culture & Tourism	2.6791	116.05
3	Lands, Physical Planning and Urban Development	2.6907	115.47
4	Medical Services and Public Health	2.6936	115.32
5	Agriculture, Livestock and Aquaculture Development	2.7365	113.18
6	Office of The County Attorney	2.7535	112.32
7	Education, Training and Devolution	2.7656	111.72
8	Water, Environment and Climate Change	2.7776	111.12
9	Executive Office of the Governor and the Deputy Governor	2.7779	111.11
10	Roads, Transport, Public Works, Infrastructure & Energy	2.8036	109.82
11	County Public Service and Solid Waste Management	2.8887	105.56
12	Finance, Economic Planning & ICT	2.9310	103.45

Table 1 Performance Improvements

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Performance Improvements

A review of performance trends from FY 2023/2024 to FY 2024/2025 shows that **58%** of the departments recorded improvements. The Department of Medical Services and Public Health registered the highest improvement at 19.61%, followed by Lands, Physical Planning & Urban Development at 19.43%. However, the Department of Water, Environment and Climate Change recorded a performance decline of 12.31%, the highest drop among all departments.

S/No.	Department	FY 2023/2024	FY 2024/25	% Change
1	Medical Services and Public Health	2.8897	2.6936	19.61
2	Lands, Housing, Physical Planning & Urban Planning	2.885	2.6907	19.43
3	Trade, Co-operative, Culture & Tourism	2.7856	2.6791	10.65
4	Education, Training and Devolution	2.8665	2.7656	10.09
5	Agriculture, Livestock and Aquaculture Development	2.8278	2.7365	9.13
6	Office of the County Attorney	2.802	2.7535	4.85
7	County Public Service and Solid Waste Management	2.9094	2.8887	2.07
8	Roads, Transport Public Works, Infrastructure & Energy	2.7895	2.8036	-1.41
9	Gender, Youth, Sports & Social Services	2.5247	2.5520	-2.73
10	Finance, Economic Planning & ICT	2.9031	2.9310	-2.79
11	Executive Office of the Governor and the Deputy Governor	2.7283	2.7779	-4.96
12	Water, Environment and Climate Change	2.6545	2.7776	-12.31

Table 2 Performance Improvements

Three-Year Performance Trends

Trend analysis for FY 2022/2023, FY 2023/2024 and FY 2024/2025 indicates that Lands, Physical Planning & Urban Development has demonstrated consistent improvement over the three years, highlighting a sustained focus on enhancing service delivery and internal efficiency.

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Sector Performance Analysis

Departmental performance was further reviewed against the county's Sector Working Groups as outlined in the 3rd Generation CIDP. Sector averages show competitive performance across all clusters, with standout performance observed in:

- **Social Services Sector** – average composite score: **2.6704**
- **Infrastructure, Energy, Rural and Urban Development Sector** – average score: **2.74711**
- **Agriculture and Rural Development-** average score: **2.75705**
- **General Economic and Commerce Affairs Sector** – average score: **2.80507**
- **Public Administration and Governance Sector** – average score: **2.806705**

This sector-based evaluation underscores the value of interdepartmental collaboration and minimizes duplication of efforts within each cluster.

Performance by Criterion

The analysis of performance across core criteria revealed notable strengths:

- **Financial Stewardship and Discipline:**
The *Department of Water, Environment and Climate Change* recorded the best performance with a score of **0.2539**.
- **Service Delivery:**
The *Department of Medical Services and Public Health* emerged top with a score of **0.18**.
- **Institutional Transformation:**
Agriculture, Livestock and Aquaculture Development led this criterion with a composite score of **0.2760**.
- **Core Mandate Execution:**
Gender, Youth, Sports and Social Services posted the highest performance with **1.8**, reflecting strong delivery of its core functions.
- **Cross-Cutting Issues:**
The *Department of Finance, Economic Planning and ICT* scored highest at **0.26**, indicating effective integration of cross-cutting government policies.

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CHAPTER 1

1.0. Introduction

A Performance Contract is a mutually negotiated performance agreement between the government, as the owner of a public agency, and the agency's management. It delineates the shared obligations, objectives, and responsibilities of both parties, addressing economic, social, and other operational tasks necessary for achieving specific outcomes. The contract structures and clarifies these tasks to enable management to execute them systematically, purposefully, and with a reasonable likelihood of success.

As articulated by President Bill Clinton in 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." This underscores the importance of accountability, transparency, and continuous improvement principles central to performance management.

Performance contracting is an extension of the Results-Based Management (RBM) approach, defined as a management strategy ensuring that all actors involved in achieving results align their processes, products, and services toward desired outputs, outcomes, and impacts. Actors utilize evidence of actual results to inform decision-making, resource allocation, program design, and accountability.

Aligned with RBM principles, performance contracts aim to enhance service delivery, optimize resource utilization, institutionalize a results-oriented culture within the public service, facilitate performance measurement and evaluation, and promote accountability and fiscal discipline across all levels of government.

In Nyeri County, the County Government has embedded a Performance-Based Management and Measurement culture through the use of Performance Contracts, fostering continuous improvement in public service delivery. These contracts link key priorities from the County Integrated Development Plan (CIDP), Annual Development Plan (ADP), departmental strategic plans, Kenya Vision 2030 Medium Term Plans (MTPs), and Sustainable Development Goals (SDGs), spanning short, medium, and long-term horizons.

The FY 2024/2025 marks the 21st cycle of ongoing Performance Contracting implementation within the public service, a key reform initiative aimed at enhancing service quality. The broad outcomes include increased efficiency in service delivery, improved resource management, strengthened accountability at all levels, and the cultivation of a results-driven management culture.

The Governors' Service Delivery Unit/Performance Management Unit oversees the administration and coordination of the process, including capacity building, performance monitoring, quarterly and mid-year evaluations, and the compilation of the Annual Performance Evaluation Report.

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The report is structured into three chapters:

- **Chapter One** provides an introduction to performance management and an overview of the process in Nyeri County.
- **Chapter Two** presents the results of the 2023/24 performance contracting cycle, highlighting county-wide achievements and departmental performance.
- **Chapter Three** summarizes observations, conclusions, recommendations, and outlines the way forward.

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CHAPTER 2

2.0. Process of performance contracting, evaluation methodology and results

This report represents the culmination of the annual Performance Contracting evaluation process, that was conducted objectively to uphold its credibility and integrity of the results. The evaluations was also conducted in strict adherence to established procedures and evaluation frameworks as outlined in the guidelines. The process involved assessing actual achievements against the vetted and signed performance targets set at the beginning of the contractual period. The evaluation was carried out on the five key criteria: Finance Stewardship and Discipline, Service Delivery, Institutional Transformation, Core Mandate, and Cross-Cutting Issues, in that order respectively.

The evaluation formulae that is applied according to the guidelines converts performance data into raw scores, which are then weighted and aggregated into a composite score for each agency. This composite score is derived from the sum of the subtotal weighted scores across the five criteria. The final evaluation score ranges from 1, indicating the best performance, to 5, representing the lowest.

The annual performance assessment for the departments' Performance Contracts for FY 2024/2025 was conducted in accordance with the 21st Cycle Performance Contracting Guidelines. The process was carried out objectively, following the prescribed procedures requiring departments to provide verifiable, documented evidence of achievement against the agreed performance targets. To ensure objectivity, the Governor's Delivery Unit/Performance Management Unit validates this evidence to confirm its alignment with reported achievements. After validation/moderation of the evidence the score is keyed in the formulae for all the criterion and composite score determined. After moderation, the parties involved endorse copies of the final evaluation matrix along with detailed notes.

Following the methodology outlined in the performance evaluation framework, achievement levels are classified into five performance grades, as detailed 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

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Table 4 Performance Grades and Raw/Composite scores

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 2024/2025	% Achievement Equivalent (2d.p)
Very Good			
1	Gender, Youth, Sports & Social Services	2.5520	122.40
2	Trade, Co-Operative, Culture & Tourism	2.6791	116.05
3	Lands, Housing, Physical Planning & Urban Planning	2.6907	115.47
4	Medical Services and Public Health	2.6936	115.32

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S/No.	Department	FY 2024/2025	% Achievement Equivalent (2d.p)
5	Agriculture, Livestock and Aquaculture Development	2.7365	113.18
6	Office of The County Attorney	2.7535	112.32
7	Education, Training and Devolution	2.7656	111.72
8	Water, Environment and Climate Change	2.7776	111.12
9	Executive Office of the Governor and the Deputy Governor	2.7779	111.11
10	Roads, Transport Public Works, Infrastructure & Energy	2.8036	109.82
11	County Public Service and Solid Waste Management	2.8887	105.56
12	Finance, Economic Planning & ICT	2.9310	103.45

Table 6 Departmental Ranking by Composite Score and equivalent percentage

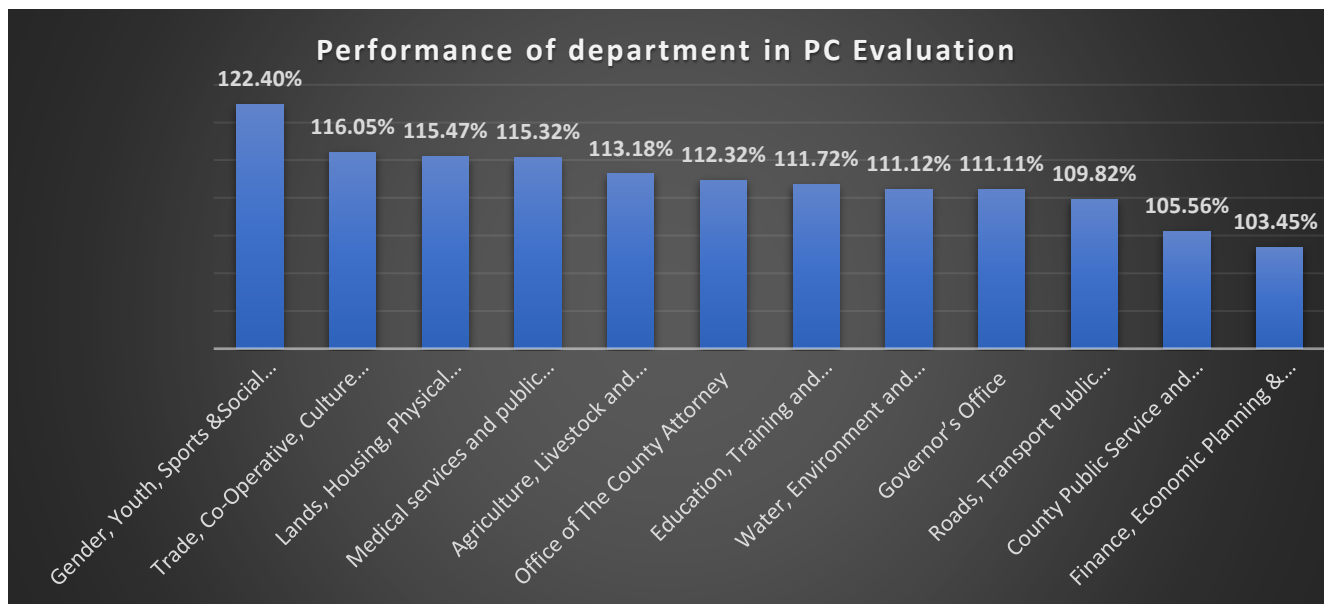


Figure 1 Performance of department in PC Evaluation

2.2.2 Improvement in performance

In FY 2024/25, 58% of departments registered improvements from the previous FY 2023/24 performance, as illustrated by the pie chart below.

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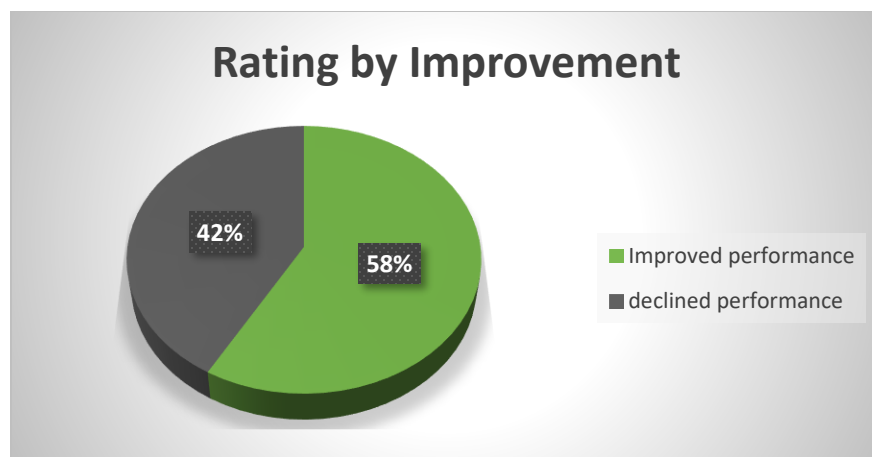


Figure 2 Ranking by improvement

The Department of Medical Services and Public Health recorded the highest improvement of 19.61% followed closely by department Lands, Housing, Physical Planning & Urban Planning with a 19.43%. Conversely, the Department of Water, Environment and Climate Change recorded a highest decline in performance from the previous year by (12.31%) followed by Governors Office (4.96) in the that order respectively.

S/No.	Department	FY 2023/2024	FY 2024/25	% Change
1	Medical Services and Public Health	2.8897	2.6936	19.61
2	Lands, Housing, Physical Planning & Urban Development	2.885	2.6907	19.43
3	Trade, Co-Operative, Culture & Tourism	2.7856	2.6791	10.65
4	Education, Training and Devolution	2.8665	2.7656	10.09
5	Agriculture, Livestock and Aquaculture Development	2.8278	2.7365	9.13
6	Office of The County Attorney	2.802	2.7535	4.85
7	County Public Service and Solid Waste Management	2.9094	2.8887	2.07
8	Roads, Transport Public Works, Infrastructure & Energy	2.7895	2.8036	-1.41
9	Gender, Youth, Sports & Social Services	2.5247	2.5520	-2.73
10	Finance, Economic Planning & ICT	2.9031	2.9310	-2.79
11	Executive Office of the Governor and the Deputy Governor	2.7283	2.7779	-4.96
12	Water, Environment and Climate Change	2.6545	2.7776	-12.31

Table 7 Ranking by improvement/decline

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2.2.3 Departmental performance trend analysis for three years: FY 2024/25, FY 2023/24, and FY 2022/23

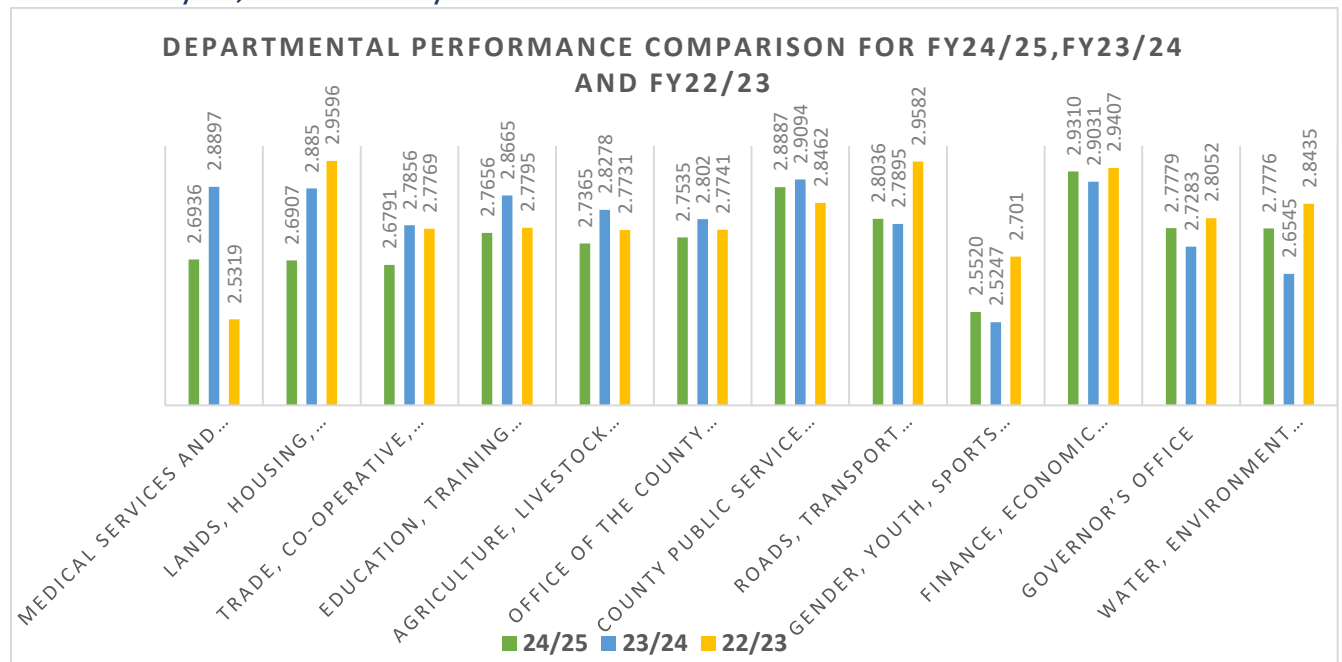


Figure 3 Departmental performance trend analysis for FY 2024/25, 2023/24 and 2022/23

The trend analysis above attests that, in the last three years, the Department of Lands, Physical Planning & Urban Development had a steady performance improvement

Sectors' performance

Performance evaluation has considered the sector performance clusters as anchored in the 3rd Generation County Integrated Development Plan (3rd Generation CIDP). The Sector is a comprises of departments and county agencies that have similar thematic service delivery and products that they provide. All departments were further analyzed in Sector Working Groups.

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.

2.2.4 Analysis of departments' performance on sector clusters

Sectors	Departments	Departments' Composite scores	Sectors' average composite score
Social Services Sector	Gender, Youth, Sports & Social Services	2.5520	2.6704

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Sectors	Departments	Departments' Composite scores	Sectors' average composite score
	Education and Training	2.7656	
	Medical Services and Public Health	2.6936	
Infrastructure, Energy, Rural and Urban Development	Roads, Transport, Public Works, Infrastructure and Energy	2.8036	2.74711
	Land, Housing, Physical Planning & Urbanization	2.6907	
Agriculture and Rural Development	Water, Environment, Natural Resources & Sanitation	2.7776	2.75705
	Agriculture, Livestock & Fisheries	2.7365	
General Economic and Commerce Affairs	Finance, Economic Planning and ICT	2.9310	2.80507
	Trade, Tourism and Cooperative Development	2.6791	
Public Administration and Governance	County Public Service and Solid Waste Management	2.8887	2.806705
	Office of the County Attorney	2.7535	
	Executive Office of the Governor and the Deputy Governor	2.7779	
	Trade, Tourism and Cooperative Development	2.6791	

Table 8 Analysis of departments' performance on sector clusters

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2.3 Departmental performance by criterion analysis

2.3.1 Performance in Financial Stewardship and Discipline

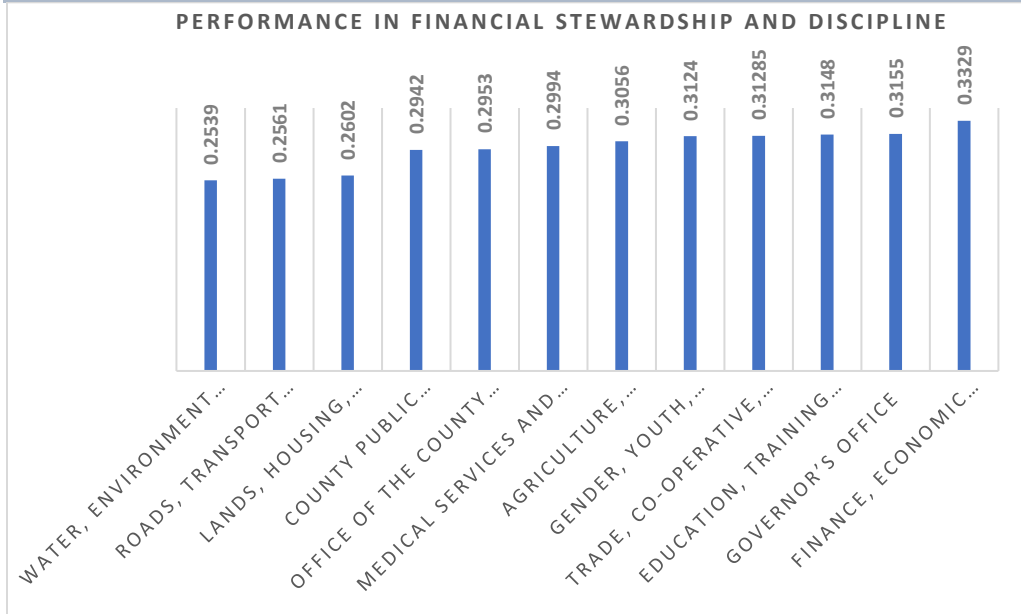
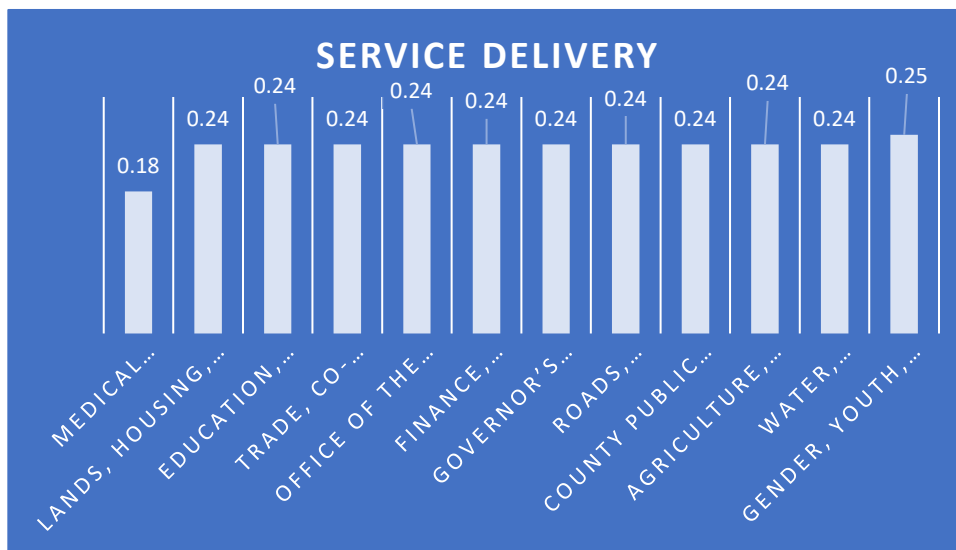


Figure 4 Departmental Performance Financial Stewardship and Discipline

This criterion comprises 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. Department of Water, Environment and Climate Change performed the best with a composite score of 0.2539 in this criterion.

2.3.2

Service Delivery Criterion Analysis



The analysis of the service delivery criterion shows that the Department of Medical Services and Public Health emerged the best with a score of 0.18, while the Gender, Youth, Sports and Social Services performed least with a score of 0.25 in that order respectively.

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Figure 5 Departmental Performance in Service Delivery

2.3.3 Institutional Transformation criterion analysis

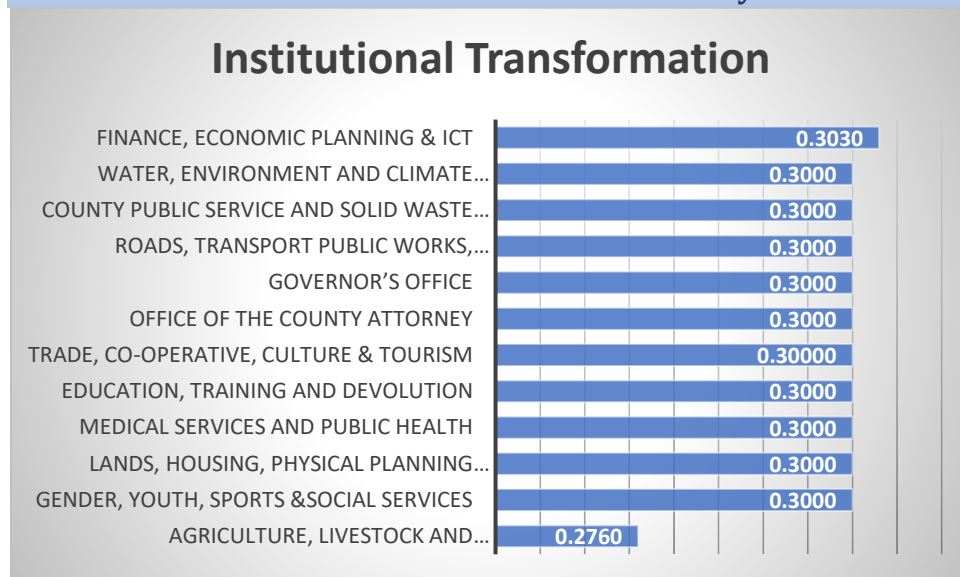


Figure 6 Departmental Performance in Institutional Transformation

The criterion comprises 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 Aquaculture Development emerged the best with a score of 0.2760.

2.3.4 Core Mandate Criterion analysis

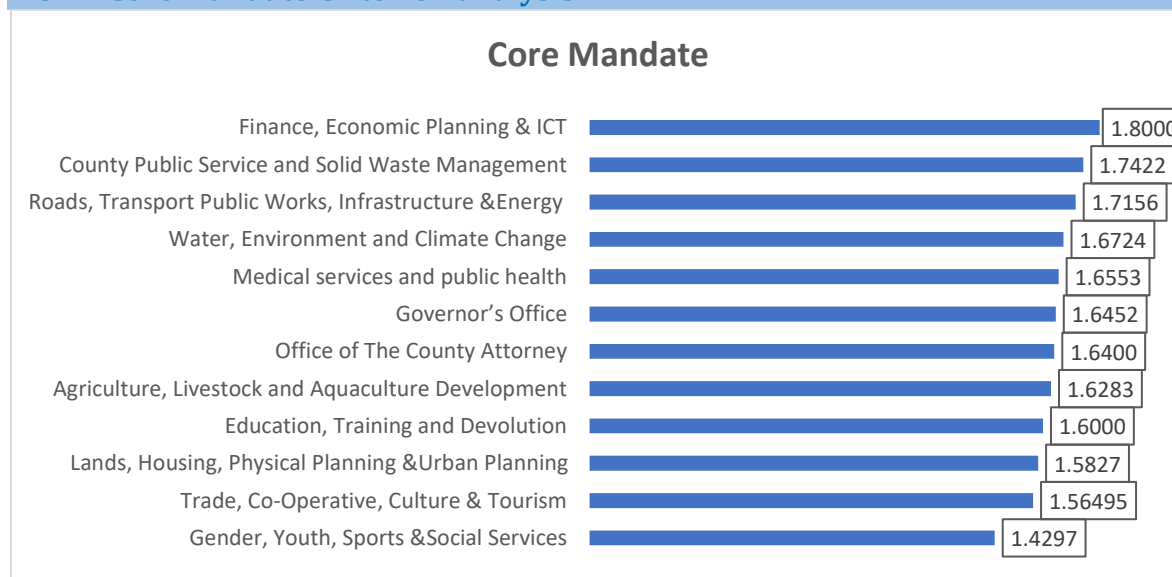


Figure 7 Departmental Performance in Core Mandate Criterion

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

This criterion comprise of the 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 1.42

2.3.5 Cross-Cutting Criterion analysis

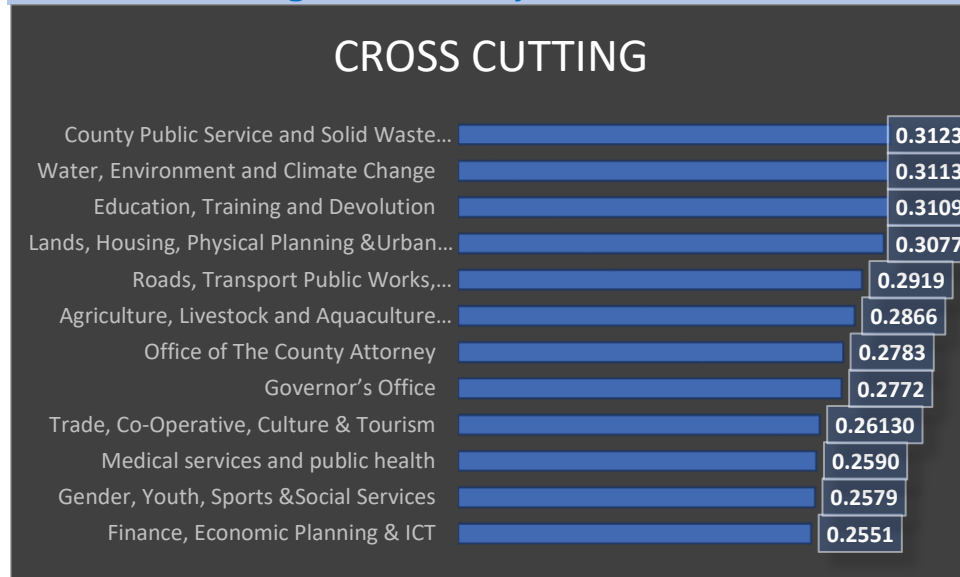


Figure 8 Departmental Performance in the Cross-Cutting Criterion

The analysis indicates that the Department of Finance, Economic Planning and ICT reported the highest performance in this indicator with a composite score of 0.2551. The criterion comprises cross-cutting government policies that are enablers of efficient and effective service delivery.

2.4 Rationale of theoretical means analysis on performance contracts

The theoretical mean is the expected average value of a variable on a predefined targets to determine the probability of a specific event occurring. in the performance evaluation process, it is used to estimate the likelihood that an indicator will attain the highest possible level in comparison to its actual achievement. This probability ranges between 0 (represented by 5) and 1. A probability closer to 0 indicates that the indicator was poorly implemented or may have been influenced by external factors, while a probability closer to 1 signifies successful implementation of the event.

Established practice suggests that frequent performance reporting enhances decision-making by improving the timeliness and relevance of information. Regular reporting fosters a positive correlation between departmental outcomes and the identification of areas requiring policy interventions. Theoretical means, therefore, imply that organizations should strike a balance between the informational value and the psychological costs of frequent reporting when designing performance reporting frameworks. Additionally, frequent reporting supports the development of knowledge management solutions.

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

Through target setting, managers articulate the department’s intentions regarding the attainment of core functions and key performance indicators. These targets can vary substantially in difficulty, specificity, and clarity. The theoretical mean can further reflect the overall alignment between departmental performance and its vision, mission, and strategic objectives, cascading down to operational milestones against which employees can be held accountable. Managers may also establish operational policies and procedures to guide and standardize work processes. In this regard, the theoretical mean supports the development of checklists, procedures, and codes of conduct that define expectations and accountability boundaries for employees.

The design and application of performance contract measures offer a basis for assessing whether set targets have been achieved and the trajectory of performance growth. While financial performance measures are essential for evaluating bottom-line outcomes, they are generally lagging indicators that reflect past actions. Conversely, non-financial indicators such as service delivery, institutional transformation, and cross-cutting issues serve as leading indicators that influence behaviors contributing to improved financial performance. These metrics provide real-time insights into sectoral and service delivery operations. Consequently, the extent to which managers conduct performance evaluations objectively or subjectively reflect departmental priorities, the reliance on the apparent objectivity of performance data, and the ability of managers to dissect departmental performance strategies or define a critical path for timely attainment of key results areas.

Presented below is the departmental analysis of theoretical means.

2.4.1 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	Average Raw score FY 2024/25	% Score FY 2021/22	% Score FY 2022/23	% Score FY 2023/24	% Score FY 2024/25	Maximum raw Score per indicator
Absorption of Allocated Funds (GoK)	3.2878	3.1142	3.0534	3.1042	91.20%	96.30%	98.30%	96.53%	3
Absorption of Externally mobilized resources	3.0925	3.0111	3.0033	3	97.00%	99.60%	99.90%	100.00%	3

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

Performance Indicators	Average Raw score FY 2021/22	Average Raw score FY 2022/23	Average Raw score FY 2023/24	Average Raw score FY 2024/25	% Score FY 2021/22	% Score FY 2022/23	% Score FY 2023/24	% Score FY 2024/25	Maximum raw Score per indicator
Development Index	3.4458	3.0745	3.0838	3.170627	87.10%	97.60%	97.30%	94.31%	3
A-in-A	2.26096	2.6486	2.4724	2.9488	132.70%	113.30%	121.30%	101.71%	3
Asset management	3.1545	3.0417	3.0583	3	95.10%	98.60%	98.10%	100.00%	3
Pending Bills	3.36	1.2795	2.3467	2.72	99.46%	190.32%	149.20%	109.33%	1
Theoretical Mean Score	3.1003	2.6949	2.8363	2.9906	100.43%	115.95%	110.68%	100.31%	2.6667

Table 9 Financial Stewardship and Discipline theoretical mean

The overall performance in Financial Stewardship and Discipline recorded a theoretical mean score of 2.9906, equivalent to 100.31%, representing a decline compared to the previous year's mean score of 2.8363, which corresponded to 110.68%.

Similarly, departmental performance on the absorption of allocated funds (GoK) decreased, with the average mean score shifting from 3.0534 to 3.1042, translating to a drop from 98.3% to 96.53%. Conversely, absorption of externally mobilized resources improved slightly, moving from a mean score of 3.0033 to 3.0000, equivalent to an increase from 99.9% to 100%.

The indicator on the reduction of pending bills also recorded a decline in performance, with the mean score falling from 2.3467 to 2.9906.

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

2.4.2 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	Average Raw score FY 2023/24	% Score FY 2021/22	% Score FY 2022/23	% Score FY 2023/24	% Score FY 2024/25	Maximum raw Score per indicator
Implementation of Citizens' Service Delivery Charter	3.2167	3.0500	3.0333	3.0000	93.3%	98.4%	98.9%	100.00%	3
Business Process Re-engineering	3.500	3.1917	3.0417	2.8333	85.7%	94.0%	98.6%	105.56%	3
Resolution of Public Complaints	3.3333	3.0833	3.0083	3.0000	90.0%	97.3%	99.7%	100.00%	3
Theoretical Mean Score	3.3500	3.1083	3.0278	2.9444	89.7%	96.6%	99.1%	101.85%	3

Table 10 Service Delivery theoretical mean

The overall Service Delivery criterion achieved a theoretical mean score of 2.9444, reflecting an improvement from 99.1% to 101.85% compared to the previous year. All three indicators under the Service Delivery criterion showed better performance than in the preceding financial year.

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

2.4.3 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	Average Raw score FY 2024/25	% Score FY 2021/22	% Score FY 2022/23	% Score FY 2023/24	% Score FY 2024/25	Maximum raw Score per indicator
Development of County Planning Framework	3.0833	3.0417	2.9783	2.9417	97.3%	98.6%	100.7%	101.94%	3
Competence development	3.3	3.0500	3	3.0000	90.9%	98.4%	100%	100%	3
Knowledge management	3.3417	3.0500	3	3.0000	89.8%	98.4%	100%	100%	3
Work Environment	3.4167	3.0333	3	3.0000	87.8%	98.9%	100%	100%	3
Cascading of Performance Contracts	3.1583	3.0542	3	3.0000	95.0%	98.2%	100%	100%	3
Theoretical Mean Score	3.2600	3.0458	2.9957	2.9883	92.2%	98.5%	100.14%	100.38%	3

Table 11 Institutional transformation theoretical mean

The overall performance in Institutional Transformation recorded a theoretical mean score of 100.38%, reflecting an improvement from 100.14% in the previous year.

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

2.4.4 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	Average Raw Score FY 2024/25	% Score FY 2021/22	% Score FY 2022/23	% Score FY 2023/24	% Score FY 2024/25	Maximum raw Score per indicator
Ease of doing business	3.1037	3.0182	3	2.8000	96.7%	99.4%	100%	106.67%	3
Disaster management	3.4691	3.2083	3.0364	3.0182	86.5%	93.5%	98.8%	99.39%	3
Automation	3.3	3	3	3.0833	90.9%	100%	100%	97.22%	3
Customer satisfaction	3.9167	3	3	3.0000	76.6%	100%	100%	100%	3
Compliance with statutory obligations	3	3	3	3.0000	100%	100%	100%	100%	3
Youth empowerment initiatives	3.0833	2.8667	2.725	2.8722	97.3%	104%	110.1%	104.26%	3
Project Completion Rate	3.1856	3.1265	3.1632	3.0762	94.2%	96%	94.8%	97.46%	3
Theoretical Mean Score	3.2941	3.0313	2.9892	2.9786	91.70%	98.99%	100.5%	100.71%	3

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Table 12 Core mandate theoretical mean

In the year under review, the overall core mandate theoretical mean increased from 2.9892 to 2.9786, corresponding to an improvement from 100.5% to 100.71%.

2.4.5 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	Average Raw Score FY 2024/25	% Score FY 2021/22	% Score FY 2022/23	% Score FY 2023/24	% Score FY 2024/25	Maximum Score
Youth Internships /Industrial Attachments	1.6641	1.5109	1.8888	1.77261	60.1%	66.2%	52.9%	140.91%	1
Access to Government Procurement Opportunities (AGPO)	3.4971	2.5960	2.5742	2.14908	28.6%	38.5%	38.5%	128.36%	1
Promotion of Local Content in Procurement	1.6061	1.0622	1.3108	1.20080	62.3%	94.1%	76.2%	159.97%	1
Prevention of Alcohol and Drug Abuse	3.1417	3.0000	3	2.95833	95.5%	100%	100%	101.39%	3
Prevention of HIV Infections and Non-	3.0763	2.9863	2.99	2.87788	97.5%	100.5%	100.3%	104.07%	3

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

Performance Indicators	Average Raw Score FY 2021/22	Average Raw Score FY 2022/23	Average Raw Score FY 2023/24	Average Raw Score FY 2024/25	% Score FY 2021/22	% Score FY 2022/23	% Score FY 2023/24	% Score FY 2024/25	Maximum Score
Communicable Diseases									
Disability Mainstreaming	3.125	3.0167	3.025	3.00000	96.0%	99.4%	99.2%	100.00%	3
Gender Mainstreaming	3.2	3.0000	3.0208	3.00000	93.8%	100%	99.3%	100.00%	3
Environmental sustainability	3.1208	2.8187	1.9967	2.11982	96.1%	106.4%	150.2%	129.34%	3
Safety and Security Measures	3.2583	3.0167	3.0517	3.00000	92.1%	99.4%	98.3%	100.00%	3
Road Safety Mainstreaming	3	3.0417	3	2.97102	100%	98.6%	100%	100.97%	3
Corruption Prevention	3.1667	3.0833	3	3.00000	94.7%	97.3%	100%	100.00%	3
National Cohesion and Values	3.0417	3.0000	3	3.00000	98.6%	100%	100%	100.00%	3
Theoretical Mean Score	2.9082	2.6777	2.6548	2.58746	84.6%	91.7%	92.9%	113.75%	2.5

Table 13 Cross cutting theoretical mean

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The Cross-cutting criterion indicators primarily assess the implementation of government policies. The evaluation shows that the theoretical mean improved from 92.9% to 113.75% in the year under review.

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CHAPTER 3

3. Observation, Conclusions and Recommendations

3.1.1. Key findings during evaluation process

Gender, Culture, and Social Services

- i. The Department of Roads, Transport, Infrastructure and Public Works is responsible for determining the causes of fire incidents within the county while the Department of gender conducts sensitization campaigns on disaster preparedness and prevention to enhance public awareness.
- ii. Most achievement under core mandate were contributed by collaboration stakeholders e.g. the Kenya Volleyball Federation (KVF) and Athletics Kenya to promote sporting activities and talent development, partnered with the Kenya Girl Guides Association to distribute dignity kits to girls, supporting menstrual hygiene management and empowerment initiatives.

Trade, Tourism, and Cooperatives

- i. Successfully digitized the registration of cultural practitioners and artists, with the data uploaded on the county website, enhancing access and transparency.

Finance, Economic Planning, and ICT

- i. Revenue collection targets were set without full involvement and discussions with departments. Similarly, lack of the departments supervision in revenue collection contributed to coordination challenges. Revenue targets were not circulated to departments either.

Agriculture, Livestock, and Fisheries

- i. The department collaborated with various organizations to enhance agricultural productivity e.g. National Government
- ii. Experienced a shortage of liquid nitrogen plants, which affected artificial insemination services.

Medical Services, Public Health, and Sanitation

Conducted more breast cancer screening after undertaking the following measures.

1. Appointed a Cancer Coordinator to oversee breast cancer screening initiatives.
2. Collaborated with AMREF Health Africa, which conducted breast cancer outreach programs across the county.

Lands, Housing, and Urban Development

- i. The department reported zero pending bills, reflecting effective financial management and timely project implementation.

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Office of the County Attorney

- i. The office exceeded its target in the preparation of legislation, demonstrating enhanced legal and legislative support to county operations.

3.1.2 Observations

The Evaluation process was seamless where CECMs and chief officers led the departments in evaluation which is a testimony that there is a buy in by the top management. This is a demonstration of an overarching change in the county performance management culture. Some of the observations noted during the evaluation are as follows:

3.1.3 Departmental Attendance

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

3.1.4 Departmental PC teams

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

3.1.5 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

3.1.6 Challenges.

Challenges observed in PC implementation includes;

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

3.1.1. Conclusions

Performance Contracting is a management strategy that must be fully institutionalized within the county public service; its implementation is not optional. When effectively

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embraced by all departments, it delivers tangible improvements in service delivery to the citizens of Nyeri.

Departments are encouraged to embed transformation strategies to ensure the sustainable achievement of PC targets. Implementing such transformation strategies requires the adoption of innovative approaches to service delivery.

A key factor for continuous improvement in departmental performance management is servant leadership that actively engages all staff. Strategic leadership should foster organizational values and culture that align with the achievement of key success factors.

This approach consolidates the fundamentals of management and leadership within the organization while enhancing the capabilities of staff, increasing both the breadth and effectiveness of their performance. Teamwork is essential for sustained high performance, as it relies on complementary efforts across all levels.

For middle-level supervisors, the organization's greatest competitive advantage lies in their proficiency in "soft skills," which underpin effective leadership. These skills are critical for performance improvement and include multitasking, adaptability to technological changes, conflict management and resolution, goal setting, customer service, recruitment and retention, succession planning, negotiation, and stress management.

3.1.4 Recommendations

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

1. Performance contracting is a dynamic process; therefore, county departments are encouraged to undertake continuous training on PC, particularly on the recommended templates provided in the performance contracting guidelines.
2. The county should harmonize the fire inspection and firefighting functions.
3. Departments are encouraged to continuously train staff on performance appraisal processes.
4. Departments should conduct mid-year staff performance appraisals, and where budget changes affect procurement, corresponding adjustments should be made in the annual work plans.
5. Departments are advised to develop annual work plans for performance contract implementation and ensure they are aligned with the budget.
6. Departments should monitor PC activities and prepare quarterly reports to be submitted electronically to the Governor's Delivery Unit using standardized reporting formats. This will reduce the use of stationery and ease data collation.
7. Departments are encouraged to foster collaboration within their respective sectors to reduce duplication of efforts and misuse of scarce resources, thereby strengthening sectoral synergies.

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8. Departments are expected to conduct internal self-evaluations before submitting their fourth-quarter reports to the evaluation team to enhance efficiency during the annual evaluation process.
9. To enhance the safety and security of buildings, staff, and documents, the county should urgently install firefighting equipment, conduct audits or examinations of the equipment every 10 months, and install smoke detectors, water sprinklers, and alarms. Additionally, heavy-duty safes should be procured to secure documents in the event of a fire.
10. Departments should procure hand scanners for screening visitors entering county offices and underbelly mirrors for vehicle inspections. Overhead scanners should also be installed at entry points in the Executive Office of the Governor and the Deputy Governor.
11. The county should establish and adequately equip a valuation office, as this function is currently lacking due to the absence of a valuer.

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Annexes

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	92	-8.11	3.1622	0.0949	Good
A2	Development index	%	2	51.82	52	1.0807	2.9784	0.0596	Very Good
A3	Asset management	%	3	100	100	0	3	0.09	Very Good
A4	Pending Bills	%	2	<u>1</u>	1.2	20	3.4	0.068	Good
	Sub Total		10					0.3124	
B	SERVICE DELIVERY								
B1	Implementation of Citizens' Service Delivery Charter	%	3	100	80	-20	3.4	0.102	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					0.252	
C	INSTITUTIONAL TRANSFORMATION								

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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
C1	Development of County Planning framework	%	3	100	100	0	3	0.09	Very Good
C2	Competence development	%	2	100	100	0	3	0.06	Very Good
C3	Knowledge management	%	1	100	100	0	3	0.03	Very Good
C4	Work Environment	%	2	100	100	0	3	0.06	Very Good
C5	Cascading of Performance Contracts	%	2	100	100	0	3	0.06	Very Good
	Sub Total		10					0.3	
D	CORE MANDATE								
D1	Disaster Management response	%	1	100	100	0	3	0.03	Very Good
D2	Public sensitization fora on disaster prevention	No	1	8	12	50	2	0.02	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

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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
D5	Sensitizations on social and economic activities	No	1	9	12	33.333	2.3333	0.0233	Excellent
D6	Organize awareness and reading promotion events through provision of library services	No	2	5	8	60	1.8	0.036	Excellent
D7	Customer interactive meetings for the libraries	No	2	5	15	200	1	0.02	Excellent
D8	Rebranding of libraries	No	2	2	2	0	3	0.06	Very Good
D9	Issuance of empowerment merchandise to youth women and persons with disability groups	No.	2	66	66	0	3	0.06	Very Good
D10	Conduct empowerment program for boy child	No	2	2	3	50	2	0.04	Excellent
D11	Celebration of international days	No	2	2	5	150	1	0.02	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
D12	Launch of a policy	No	2	1	1	0	3	0.06	Very Good
D13	Disaster Risk Management policy	%	2	100	100	0	3	0.06	Very Good
D14	Sensitization and distribution of dignity kits to teenage girls and teenage mothers	No.	2	8	11	37.5	2.25	0.045	Excellent
D15	Organize County staff sports and wellness day	No	3	1	1	0	3	0.09	Very Good
D16	Organize a sports stakeholders engagement forum	No	2	1	3	200	1	0.02	Excellent
D17	Conduct sporting activities	No	2	3	5	66.667	1.6667	0.0333	Excellent
D18	Hold one activity in support of the street families.	No	2	1	2	100	1	0.02	Excellent
D19	Provision of basic needs in Karatina children home	%	3	100	100	0	3	0.09	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
D20	Facilitate school fees for Karatina children home students	%	2	100	100	0	3	0.06	Very Good
D21	GBV technical working group meetings on quarterly basis	No	2	4	4	0	3	0.06	Very Good
D22	Advocacy against Sexual	No	2	5	8	60	1.8	0.036	Excellent
D23	Mobilize for resources for department activities from stakeholders/development	No	2	5	8	60	1.8	0.036	Excellent
D25	Purchase of education materials for libraries and Karatina children home.	%	2	100	100	0	3	0.06	Very Good
D26	Hold 2 training's on business management skills	No	2	2	4	100	1	0.02	Excellent
D27	Purchase of sporting equipment	%	1	100	100	0	3	0.03	Very Good
D32	Revenue Collection	Ksh.	2	2561000	2,324,700	-9.2269	3.1845	0.0637	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
D33	Ease of Doing Business	%	2	100	100	0	3	0.06	Very Good
D34	Automation	%	1	100	100	0	3	0.03	Very Good
D35	Customer satisfaction	No	2	1	1	0	3	0.06	Very Good
D36	Compliance with statutory obligations	%	2	100	100	0	3	0.06	Very Good
D37	Youth empowerment activity/initiatives	No	2	3	5	66.667	1.6667	0.0333	Excellent
D38	Project Completion Rate	%	1	100	85	-15	3.3	0.033	Good
	Sub Total		60					1.4297	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/Apprenticeships	No	1.5	23	78	239.13	1	0.015	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Kshs	2	30,192,000	73,606,264	143.79	1	0.02	Excellent
E4	Promotion of Local Content in Procurement	Kshs	1.5	40,256,000	109,934,823	173.09	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
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	107	7	2.86	0.0429	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					0.2579	

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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					2.55202	Very Good

County Government of Nyeri									
Department of Trade, Cooperative, Culture and Tourism									
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	90.66	-9.34	3.1868	0.0956	Good
A2	Development index	%	2	61.89	58.11	-6.108	3.1222	0.0624	Good
A3	Asset management	%	3	100	100	0	3	0.09	Very Good
A4	Pending Bills	%	2	1	1.12	12	3.24	0.0648	Good
	Sub Total		10					0.3128	
B	SERVICE DELIVERY								
B1	Implementation of Citizens' Service Delivery Charter	%	3	100	100	0	3	0.09	Very Good

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County Government of Nyeri									
Department of Trade, Cooperative, Culture and Tourism									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
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	Trade promotion	%	1	100	100	0	3	0.03	Very Good
D2	Enterprise Development Fund- Disbursed to SMEs	%	1	100	100	0	3	0.03	Very Good
D3	Verification of weighing and measuring equipment	%	1	100	100	0	3	0.03	Very Good

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County Government of Nyeri									
Department of Trade, Cooperative, Culture and Tourism									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D4	Issuance of compliance certificates to the premises	No	1	2000	3340	67	1.66	0.0166	Excellent
D5	Publish a notice on schedule of stamping stations visits	%	1	100	100	0	3	0.03	Very Good
D6	Conduct impromptu visits and inspect 200 trading equipment's	No	1	200	214	7	2.86	0.0286	Very Good
D7	Conduct 8 fair trade practices awareness forums	No	1	8	9	12.5	2.75	0.0275	Very Good
D8	Allocation of Markets to traders	No	1	100	100	0	3	0.03	Very Good
D9	Conduct elections for three (3) market management committees in markets	No	1	3	6	100	1	0.01	Excellent
D10	Conduct training for (3)marketmanagement committeeongovernance	No	1	3	3	0	3	0.03	Very Good
D11	Trade related legal and regulatory Framework	%	1	100	100	0	3	0.03	Very Good
D12	Tourism related legal and regulatory framework	%	1	100	100	0	3	0.03	Very Good
D13	Organize World Tourism Day awareness creation event	%	2	100	100	0	3	0.06	Very Good

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County Government of Nyeri									
Department of Trade, Cooperative, Culture and Tourism									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D14	Offer technical and advisory support to two tourism community based (CBTO's) in Ecotourism	No.	1	2	4	100	1	0.01	Excellent
D15	Conduct a baseline survey for county tourism data	%	1	100	100	0	3	0.03	Very Good
D16	Market and promote county tourism locally and internationally	%	2	100	100	0	3	0.06	Very Good
D17	Participate in exhibitions/Annual events	%	2	100	100	0	3	0.06	Very Good
D18	Organize one Nyeri Miss Tourism Beauty Pageant event	%	4	100	100	0	3	0.12	Very Good
D19	Organize one annual tourism and cultural festival event	%	4	100	100	0	3	0.12	Very Good
D20	Hold cultural activities competitions countywide	%	2	100	100	0	3	0.06	Very Good
D21	Carry out an audit of 60 co-operatives societies'	No	4	60	79	31.667	2.3667	0.0947	Excellent
D22	Support 10 co-operatives societies in developing/amending bylaws	No	3	8	16	100	1	0.03	Excellent

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County Government of Nyeri									
Department of Trade, Cooperative, Culture and Tourism									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D23	Undertake a countywide baseline survey on the cooperative sector in the County	Report	2	1	2	100	1	0.02	Excellent
D24	Undertake stakeholder engagement and sensitization on the proposed cooperative bill 2024.	%	2	100	100	0	3	0.06	Very Good
D25	Develop 3 model policies for adoption by cooperative societies informed by the baseline survey	No.	2	3	5	66.667	1.6667	0.0333	Excellent
D26	Participate in the development of the national cooperative development regulations	%	2	100	100	0	3	0.06	Very Good
D27	Conduct 100 general meetings	No.	1	100	105	5	2.9	0.029	Very Good
D28	Conduct Training for 50 Cooperative societies' management committees	No	1	50	61	22	2.56	0.0256	Very Good
D29	Hold co-operative alliance day celebrations	%	1	100	100	0	3	0.03	Very Good
D30	Organize two trade fairs and exhibitions for cooperative movement	No	1	2	3	50	2	0.02	Excellent

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County Government of Nyeri									
Department of Trade, Cooperative, Culture and Tourism									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D31	New societies Registered and promoted	No	1	10	16	60	1.8	0.018	Excellent
D32	Revenue Collection	Ksh.(M)	3	51.00	51.30	0.5882	2.9882	0.0896	Very Good
D33	Ease of Doing Business	%	1	100	100	0	3	0.03	Very Good
D34	Disaster management	%	1	100	100	0	3	0.03	Very Good
D35	Automation	%	1	100	100	0	3	0.03	Very Good
D36	Customer satisfaction	Report	1	1	1	0	3	0.03	Very Good
D37	Compliance with statutory obligations	%	1	100	100	0	3	0.03	Very Good
D38	Youth empowerment initiatives	%	1	100	100	0	3	0.03	Very Good
D39	Project Completion Rate	%	1	100	90	-10	3.2	0.032	Good
	Totals		60					1.5649	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/ Apprenticeships	No	1.5	48	99	106.25	1	0.015	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Kshs	2	27.6	47	70.29	1.5942	0.0319	Excellent

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County Government of Nyeri									
Department of Trade, Cooperative, Culture and Tourism									
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	36.8	80.6	119.02	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	135.4	35.4	2.29 2	0.0344	Excellent
E9	Safety and Security Measures	%	0.5	100	100	0	3	0.015	Very Good
E11	Road Safety Mainstreaming	%	1	100	100	0	3	0.03	Very Good
E12	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good
E13	National cohesion	%	1	100	100	0	3	0.03	Very Good
E8	Sub Total		12					0.2613	
Composite Score			100					2.6791	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
A	Financial & Stewardship								
A1	Absorption of Allocated Funds (GoK)	%	2	100	99.43	-0.57	3.0114	0.060228	Good
A2	Absorption of Externally mobilized resources	%	2	100	100	0	3	0.06	Very Good
A3	Development Index	%	2	79.52	79.52	0	3	0.06	Very Good
A5	Asset management	%	2	100	100	0	3	0.06	Very Good
A6	Pending Bills	%	2	1	0	-100	1	0.02	Excellent
	Sub Total		10					0.26023	
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									
Department of lands, Housing, Physical Planning and Urbanization									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
C5	Cascading of Performance Contracts	%	2	100	100	0	3	0.06	Very Good
	Sub Total		10					0.3	
D	CORE MANDATE								
D1	Opening of Encroached Access Roads	%	4	100	100	0	3	0.12	Very Good
D2	Validation of public land	No.	3	6	10	66.666667	1.666667	0.05	Excellent
D3	Vetting of development applications	%	4	100	100	0	3	0.12	Very Good
D5	Initiate Preparation of 3 draft Local Physical and Land Use Plans.	No.	4	3	6	100	1	0.04	Excellent
D6	Kenya Informal Settlement Improvement Project Phase II	No.	4	5	5	0	3	0.12	Very Good
D7	Maintenance of county residential estates	No.	3	5	7	40	2.2	0.066	Excellent
D8	Affordable housing program	No.	4	2	4	100	1	0.04	Excellent
D11	Solid waste Management	%	4	100	100	0	3	0.12	Very Good
D12	Upgrading and maintenance of municipal access roads	%	4	100	100	0	3	0.12	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
	Conduct quarterly citizen fora	No.	3	4	4	0	3	0.09	Very Good
	Revenue Collection	Kshs.	2	200,551,652	166848436.3	-16.80525	3.336105	0.066722	Good
	Ease of Doing Business	%	3	100	100	0	3	0.09	Very Good
	Disaster management	%	2	100	100	0	3	0.06	Very Good
	Automation	%	3	100	100	0	3	0.09	Very Good
	Customer satisfaction	Report	3	1	1	0	3	0.09	Very Good
	Compliance with statutory obligations	%	4	100	100	0	3	0.12	Very Good
D13	Youth empowerment initiatives	%	3	100	100	0	3	0.09	Very Good
D14	Project Completion Rate	%	3	100	100	0	3	0.09	Very Good
	Sub Total		60					1.582722	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/Apprenticeships	No	1.5	35	47	34.285714	2.314286	0.034714	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Kshs(M)	2	4	5	25	2.5	0.05	Very Good
E4	Promotion of Local Content in Procurement	Kshs(M)	1.5	5	11	120	1	0.015	Excellent
E5	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 lands, Housing, Physical Planning and Urbanization									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E6	Prevention of Alcohol and Drug Abuse	%	0.5	100	100	0	3	0.015	Very Good
E7	Disability Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E8	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E9	Environmental sustainability	%	1.5	100	106.67	6.67	2.8666	0.042999	Very Good
E10	Safety and Security Measures	%	0.5	100	100	0	3	0.015	Very Good
E11	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E12	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good
E13	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
E8	Sub Total		12					0.30771	
Composite Score			100					2.69066	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	94.53	-5.47	3.1094	0.062188	Good
A2	Absorption of Externally mobilized resources	%	2	100	100	0	3	0.06	Very Good
A3	Development index	%	2	16.49	11.71	-28.9873	3.579745	0.071595	Good
A4	A-in-A (Health Fund)	Ksh (M)	2	750	769.2	2.56	2.9488	0.058976	Very Good
A5	Asset management	%	1	100	100	0	3	0.03	Very Good
A6	Pending Bills	%	1	1	0.33	-67	1.66	0.0166	Excellent
	Sub Total		10					0.29936	
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	200	100	1	0.03	Excellent
B3	Resolution of Public Complaints	%	2	100	100	0	3	0.06	Very Good
	Sub Total		8					0.18	
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 Health Services									
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	Facility Maternal Mortality	%	2	85	161	89.41176	4.788235	0.095765	Poor
D2	Maternal Death Audits	%	2	100	100	0	3	0.06	Very Good
D3	Fully Immunized	%	4	81.5	94.5	15.95092	2.680982	0.107239	Very Good
D4	TB treatment success rate	%	4	81	81.63	0.777778	2.984444	0.119378	Very Good
D5	Breast cancer screening (men and women)	No	4	19775	65626	231.8635	1	0.04	Excellent
D6	Vitamin A supplementation	%	3	82	82.2	0.243902	2.995122	0.089854	Very Good
D7	Training on IPC	%	4	100	100	0	3	0.12	Very Good
D8	Quarterly Support Supervision	No	3	4	4	0	3	0.09	Very Good
D9	Sensitize county Staff on Mental health and self-care	%	4	100	100	0	3	0.12	Very Good
D10	Procure Medical supplies	Kshs (M)	4	200	529.8	164.9	1	0.04	Excellent
D11	Active Medicines and Therapeutic Committees and Antimicrobial Stewardship Programs	No	3	6	7	16.66667	2.666667	0.08	Very Good
D12	Revenue Collection	Ksh.(M)	3	14.52	15.24	4.958678	2.900826	0.087025	Very Good
D13	Ease of Doing Business	%	3	100	100	0	3	0.09	Very Good
D14	Disaster management	%	3	100	90	-10	3.2	0.096	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
D15	Automation	%	3	100	100	0	3	0.09	Very Good
D16	Customer satisfaction	%	3	100	100	0	3	0.09	Very Good
D17	Compliance with statutory obligations	%	2	100	100	0	3	0.06	Very Good
D18	Youth empowerment initiatives	%	3	100	100	0	3	0.09	Very Good
D19	Project Completion Rate	%	3	100	100	0	3	0.09	Very Good
	Sub Total		60					1.65526	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/ Apprenticeships	No	1.5	350	526	50.28571	1.994286	0.029914	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Ksh(M)	2	50.94	106.7	109.4621	1	0.02	Excellent
E4	Promotion of Local Content in Procurement	Ksh(M)	1.5	67.92	142.7	110.1001	1	0.015	Excellent
E6	Prevention of Alcohol and Drug Abuse	%	0.5	100	125	25	2.5	0.0125	Very Good
E7	Prevention of HIV Infections and Non-Communicable Diseases	%	0.5	100	173.27	73.27	1.5346	0.007673	Excellent
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	114.6	14.6	2.708	0.04062	Very Good
E11	Safety and Security Measures (Fire Safety)	%	0.5	100	100	0	3	0.015	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
E12	Road Safety Mainstreaming	%	0.5	100	117.39	17.39	2.6522	0.013261	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					0.258968	
Composite Score			100					2.69359	VERY GOOD

County Government of Nyeri									
Department of Agriculture, Livestock and Aquaculture 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)	%	2	100	95	-5	3.1	0.062	Good
A2	Absorption of Externally mobilized resources	%	2	100	100	0	3	0.06	Very Good
A3	Development index	%	2	30	27	-10	3.2	0.064	Good
A4	Asset management	%	2	100	100	0	3	0.06	Very Good
A5	Pending Bills	%	2	1	0.99	-1	2.98	0.0596	Very Good
	Sub Total		10					0.3056	
B	SERVICE DELIVERY								

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County Government of Nyeri									
Department of Agriculture, Livestock and Aquaculture Development									
Performance contracts Evaluation Report									
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	140	40	2.2	0.066	Excellent
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					0.276	
D	CORE MANDATE								
D1	Distribution of sunflower seeds	Kgs	3	4,200	6185	47.2619	2.05476 2	0.061643	Excellent
D2	Procure and distribute seedlings	No	3	20,000	38000	90	1.2	0.036	Excellent
D3	Participate in ASK Show	No	3	1	1	0	3	0.09	Very Good

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County Government of Nyeri									
Department of Agriculture, Livestock and Aquaculture Development									
Performance contracts Evaluation Report									
D5	Purchase and support 100 farmer groups with improved poultry and dairy goat breeding stock	No.	3	271	271	0	3	0.09	Very Good
D6	Provision of artificial insemination services	No.	2	9,900	9900	0	3	0.06	Very Good
D7	Animal Disease control	No. animal vaccinated	2	40,921	40921	0	3	0.06	Very Good
D8		Disease surveillance	2	100	100	0	3	0.06	Very Good
D9		Vector control entities	1	100	100	0	3	0.03	Very Good
D10	Enhance Veterinary Public Health	%	2	100	100	0	3	0.06	Very Good

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County Government of Nyeri									
Department of Agriculture, Livestock and Aquaculture Development									
Performance contracts Evaluation Report									
D11	Promote veterinary quality assurance	Inspections for veterinary service outlets%	1	100	100	0	3	0.03	Very Good
D12		Referral system developed %	1	100	100	0	3	0.03	Very Good
D13	Promote development leather	Licensin	2	100	100	0	3	0.06	Very Good
D14		No. of traders trained	2	60	60	0	3	0.06	Very Good
D15		No. of flayers licensed	2	153	153	0	3	0.06	Very Good
D17	Maintenance of farm tractors and bulldozer	No.	2	3	3	0	3	0.06	Very Good

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County Government of Nyeri									
Department of Agriculture, Livestock and Aquaculture Development									
Performance contracts Evaluation Report									
D18	Establish water ponds for the aqua park	%	2	100	100	0	3	0.06	Very Good
D20	Support implementation of Inclusion Grant to eligible Savings and Credit Cooperative Organizations (SACCOs)	No.	3	5	10	100	1	0.03	Excellent
D21	Support implementation of Matching Grants to Savings and Credit Cooperative Organizations (SACCOs)	No.	3	2	2	0	3	0.09	Very Good
D22	Support implementation of Agripreneur Model	No.	2	42	210	400	1	0.02	Excellent
D25	Revenue Collection	Ksh (M)	4	17.76 6	15.743776	-11.3826	3.22765 1	0.129106	Good
D26	Ease of Doing Business	%	2	100	100	0	3	0.06	Very Good
D27	Disaster management	%	2	100	100	0	3	0.06	Very Good
D28	Automation	%	3	100	100	0	3	0.09	Very Good
D29	Customer satisfaction	Report	2	1	1	0	3	0.06	Very Good
D30	Compliance with statutory obligations	%	2	100	100	0	3	0.06	Very Good
D31	Youth empowerment initiatives	%	2	100	100	0	3	0.06	Very Good

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County Government of Nyeri									
Department of Agriculture, Livestock and Aquaculture Development									
Performance contracts Evaluation Report									
D32	Project Completion Rate	%	2	100	96.11	-3.89	3.0778	0.061556	Good
	Sub Total		60					1.6283	
E	CROSS CUTTING								
E1	Youth Internships / Industrial Attachments/Apprenticeships;	No	1.5	225	355	57.778	1.8444	0.0277	Excellent
E4	Access to Government Procurement Opportunities (AGPO);	Kshs.	2	12.7	20	59.055	1.8189	0.0364	Excellent
E7	Promotion of Local Content in Procurement;	Kshs	1.5	16.90	42	148.52	1	0.015	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	108	8	2.84	0.0426	Very Good
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

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County Government of Nyeri									
Department of Agriculture, Livestock and Aquaculture Development									
Performance contracts Evaluation Report									
E16	National Cohesion and Values;	%	1.5	100	100	0	3	0.045	Very Good
E8	Sub Total		12					0.2866	
Composite Score			100					2.7365	

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	99.9	-0.1	3.002	0.12008	Good
A2	Asset management	%	2	100	100	0	3	0.06	Very Good
A3	Pending Bills	%	4	1	0.94	-6	2.88	0.1152	Very Good
	Sub Total		10					0.29528	
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								

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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
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	Legal advisory services	%	9	100	100	0	3	0.27	Very Good
D2	Representation of County Executive in Court	%	6	100	100	0	3	0.18	Very Good
D3	Drafting contracts, MoUs	%	7	100	100	0	3	0.21	Very Good
D4	Liaison between Governments	%	6	100	100	0	3	0.18	Very Good
D5	Review county laws	%	7	100	100	0	3	0.21	Very Good
D6	Preparation of Legislation	No	8	2	5	150	1	0.08	Excellent
D7	Ease of Doing Business	%	3	100	100	0	3	0.09	Very Good
D8	Disaster management	%	3	100	100	0	3	0.09	Very Good
D9	Automation	%	2	100	100	0	3	0.06	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
D10	Customer satisfaction	%	2	100	100	0	3	0.06	Very Good
D11	Compliance with statutory obligations	%	5	100	100	0	3	0.15	Very Good
D12	Youth empowerment initiatives	%	2	100	100	0	3	0.06	Very Good
	Sub Total		60					1.64	
E	CROSS CUTTING								
E1	Youth Internships / Industrial Attachments/ pupillage	N0.	1	1	2	100	1	0.01	Excellent
E2	Access to Government Procurement Opportunities	Kshs (M)	1	10.43	11.34	8.724832	2.825503	0.028255	Very Good
E3	Promotion of Local Content in Procurement	Kshs (M)	1.5	14	32	128.5714	1	0.015	Excellent
E4	Prevention of Alcohol and Drug Abuse	%	1	100	100	0	3	0.03	Very Good
E5	Prevention of HIV Infections and Non-Communicable Diseases	%	1	100	100	0	3	0.03	Very Good
E6	Disability Mainstreaming	%	1	100	100	0	3	0.03	Very Good
E7	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E8	Environmental sustainability	%	1.5	100	200	100	1	0.015	Excellent
E9	Safety and Security Measures	%	0.5	100	100	0	3	0.015	Very Good
E10	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good

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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
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
E8	Sub Total		12					0.27826	
Composite Score			100					2.75354	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								
A1	Absorption of Allocated Funds (GoK)	%	3	100	93.11	-6.89	3.1378	0.0941	Good
A2	Development index	%	3	20.06	14.29	-28.76	3.5753	0.1073	Good
A3	Asset management	%	3	100	100	0	3	0.09	Very Good
A4	Pending Bills	%	1	<u>1</u>	0.67	-33	2.34	0.0234	Excellent

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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
	Sub Total		10					0.3148	
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 Education and Training									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D	CORE MANDATE								
D1	ECDE: Improve service delivery	%	10	100	139	39	2.22	0.222	Excellent
D2	VTC: Improve service delivery	%	10	100	160	60	1.8	0.18	Excellent
D3	EF: Enhanced access, retention and completion of needy students in learning institutions	No.	20	240	240	0	3	0.6	Very Good
D4	Implementation of KDSP II	%	5	100	100	0	3	0.15	Very Good
D5	Revenue Collection	Ksh.	2	668,950	668,950	0	3	0.06	Very Good
D6	Disaster Management	%	1	100	100	0	3	0.03	Very Good
D7	Automation	%	2	100	100	0	3	0.06	Very Good
D8	Customer satisfaction	%	2	100	100	0	3	0.06	Very Good
D9	Compliance with statutory	%	3	100	100	0	3	0.09	Very Good
D10	Youth empowerment initiatives	%	3	100	110	10	2.8	0.084	Very Good
D11	Projects Completion rate	%	2	100	90	-10	3.2	0.064	Good
	Sub Total		60					1.6	

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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	35	46	31.429	2.3714	0.0356	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Ksh. (M)	2	30.2	30.2	0	3	0.06	Very Good
E3	Promotion of Local Content in Procurement	Ksh. (M)	1.5	41.4	90.1	117.63	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	132.4	32.4	2.352	0.0353	Excellent
E9	Safety and Security Measures	%	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
E10	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E11	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good
E12	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
	Sub Total		12					0.3109	
Composite Score			100					2.7656	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								

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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
A1	Absorption of Allocated Funds (GoK)	%	3	100	84.63	-15.37	3.3074	0.0992	Good
A3	Development index	%	3	67	61.77	-7.806	3.1561	0.0947	Good
A4	Asset management	%	2	100	100.00	0	3	0.06	Very Good
A5	Pending Bills	%	2	1	1.22	22	3.44	0.0688	Good
	Sub Total		10					0.2539	
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

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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
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	Construction of a masonry tank	No	9	1	1	0	3	0.27	Very Good
D2	Purchase and supply of plastic water tanks	No	9	45	71	57.778	1.8444	0.166	Excellent
D3	Purchase and supply water pipes for community projects	No	9	3	3	0	3	0.27	Very Good
D4	Procure a borehole camera	No	9	1	1	0	3	0.27	Very Good
D6	Procure agroforestry equipment	%	9	100	100	0	3	0.27	Very Good
D9	Revenue Collection	Ksh.	2	200,000	1,231,750	515.88	1	0.02	Excellent
D10	Ease of Doing Business	%	2	100	100	0	3	0.06	Very Good
D11	Disaster management	%	1	100	50	-50	4	0.04	Fair
D12	Automation	%	2	100	100	0	3	0.06	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
D13	Customer satisfaction	Report	2	1	1	0	3	0.06	Very Good
D14	Compliance with statutory obligations	%	2	100	100	0	3	0.06	Very Good
D15	Youth empowerment Initiatives	%	2	100	100	0	3	0.06	Very Good
D16	Project Completion Rate	%	2	100	84	-16	3.32	0.0664	Good
	Sub Total		60					1.6724	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments	No	1.5	30	30	0	3	0.045	Very Good
E2	Access to Government Procurement Opportunities (AGPO)	Kshs	2	42,431,976.40	82,037,255.75	93.338	1.1332	0.0227	Excellent
E3	Promotion of Local Content in Procurement	Kshs	1.5	56,575,968.20	82,037,255.75	45.004	2.0999	0.0315	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

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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
E7	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E8	Environmental Sustainability	%	1.5	100	93.0	-7	3.14	0.0471	Good
E9	Safety and Security Measures	%	0.5	100	100	0	3	0.015	Very Good
E10	Road Safety Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E11	Corruption Prevention	%	1	100	100	0	3	0.03	Very Good
E12	National Cohesion and Values	%	1.5	100	100	0	3	0.045	Very Good
E8	Sub Total		12					0.3113	
Composite Score			100					2.7776	VERY GOOD

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COUNTY GOVERNMENT OF NYERI									
EXECUTIVE OFFICE OF THE GOVERNOR AND DEPUTY GOVERNOR									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
A	Financial & Stewardship								
A1	Absorption of Allocated Funds (GoK)	%	2	100	98	-2	3.04	0.0608	Good
A2	Development index	%	3	9.00	8.6	-4.4444	3.0889	0.0927	Good
A3	Asset management	%	2	100	100	0	3	0.06	Very Good
A4	Pending Bills	%	3	1	1.2	20	3.4	0.102	Good
	Sub Total		10					0.3155	
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									
EXECUTIVE OFFICE OF THE GOVERNOR AND DEPUTY GOVERNOR									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
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	118	18	2.64	0.1848	Very Good
D3	Public Participation	%	6	100	137.5	37.5	2.25	0.135	Excellent
D4	Civic Education	%	6	100	170	70	1.6	0.096	Excellent
D5	Project Management	%	7	100	100	0	3	0.21	Very Good
D6	Dissemination of information and publicity of government projects and activities	%	7	100	100	0	3	0.21	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	51	51.73	1.4314	2.9714	0.0594	Very Good
D10	Ease of Doing Business	%	2	100	100	0	3	0.06	Very Good
D11	Disaster management	%	1	100	100	0	3	0.03	Very Good
D13	Automation	%	2	100	100	0	3	0.06	Very Good
D14	Customer satisfaction	Report	2	1	1	0	3	0.06	Very Good

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COUNTY GOVERNMENT OF NYERI									
EXECUTIVE OFFICE OF THE GOVERNOR AND DEPUTY GOVERNOR									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D15	Compliance with statutory obligations	%	2	100	100	0	3	0.06	Very Good
D16	Youth empowerment initiatives	%	2	100	100	0	3	0.06	Very Good
D17	Project Completion Rate	%	2	100	100	0	3	0.06	Very Good
	Sub Total		60					1.6452	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/ Apprenticeships	No	1.5	45	107	137.78	1	0.015	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Ksh(M)	2	36.7	37.00	0.8174	2.9837	0.0597	Very Good
E4	Promotion of Local Content in Procurement	Ksh(M)	1.5	48.9	98	100.41	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

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COUNTY GOVERNMENT OF NYERI									
EXECUTIVE OFFICE OF THE GOVERNOR AND DEPUTY GOVERNOR									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
E9	Gender Mainstreaming	%	0.5	100	100	0	3	0.015	Very Good
E10	Environmental sustainability	%	1.5	100	175	75	1.5	0.0225	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					0.2772	
Composite Score			100					2.7779	VERY GOOD

County Government of Nyeri									
Department of Roads, Transport, Public Works, Infrastructure and Energy									
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	97.33	-2.67	3.0534	0.061068	Good
A4	Development index	%	2	83.77	83.77	0	3	0.06	Very Good
A5	Asset management	%	3	100	100	0	3	0.09	Very Good

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County Government of Nyeri									
Department of Roads, Transport, Public Works, Infrastructure and Energy									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
A6	Pending Bills	%	3	1	0.25	-75	1.5	0.045	Excellent
	Sub Total		10					0.256068	
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	%	2	100	100	0	3	0.06	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	%	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	Opening of new roads	%	7	100	143.7	43.7	2.126	0.14882	Excellent
D2	Construction of bridges.	No.	7	3	3	0	3	0.21	Very Good

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County Government of Nyeri									
Department of Roads, Transport, Public Works, Infrastructure and Energy									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
D3	Street lighting Installation	No.	7	305	350	14.75409836	2.704918033	0.189344262	Very Good
D4	Street lighting/standalone maintenance	%	7	100	100	0	3	0.21	Very Good
D5	New transformers installation	No.	7	3	3	0	3	0.21	Very Good
D7	Office Blocks and other public buildings constructed	%	5	100	100	0	3	0.15	Very Good
D8	Revenue Collection	Ksh(M)	4	190	196.2	3.263157895	2.934736842	0.117389474	Very Good
D9	Ease of Doing Business	%	2	100	100	0	3	0.06	Very Good
D10	Disaster management	%	4	100	100	0	3	0.12	Very Good
D11	Automation	%	2	100	100	0	3	0.06	Very Good
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	100	0	3	0.06	Very Good
	Sub Total		60					1.715553736	
E	CROSS CUTTING								
E1	Youth Internships/Industri	No	1.5	214	272	27.10280374	2.457943925	0.036869159	Very Good

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County Government of Nyeri									
Department of Roads, Transport, Public Works, Infrastructure and Energy									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
	al Attachments/ Apprenticeships								
E2	Access to Government Procurement Opportunities (AGPO)	%	2	123.66	126	2.199579492	2.95600841	0.059120168	Very Good
E4	Promotion of Local Content in Procurement	%	1.5	164.88	412	150.006065	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	196.84	96.84	1.0632	0.015948	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					0.2919373	

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County Government of Nyeri									
Department of Roads, Transport, Public Works, Infrastructure and Energy									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
Composite Score			100					2.8035591	VERY GOOD

County Government of Nyeri									
Department of County Public Service and Solid Waste Management									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
A	Financial & Stewardship								
A1	Absorption of Allocated Funds (GoK)	%	3	100	97	-3	3.06	0.0918	Good
A2	Development index	%	2	22	20	-9.090909	3.181818	0.063636	Good
A3	Asset Management	%	3	100	100	0	3	0.09	Very Good
A4	Pending Bills	%	2	1	0.72	-28	2.44	0.0488	Very Good
	Sub Total		10					0.294236	
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 County Public Service and Solid Waste Management									
Performance contracts Evaluation Report									
	Indicator Name	Unit	Weight	Target	Achievement	Percentage Change	Raw Score	Weighted Score	Grade
C	INSTITUTIONAL TRANSFORMATION								
C1	Development of County Planning Framework	%	3	100	100	0	3	0.09	Very Good
C2	Competence development	%	2	100	100	0	3	0.06	Very Good
C3	Knowledge management	%	2	100	100	0	3	0.06	Very Good
C4	Work Environment	%	1	100	100	0	3	0.03	Very Good
C5	Cascading of Performance Contracts	%	2	100	100	0	3	0.06	Very Good
	Sub Total		10					0.3	
D	CORE MANDATE								
D1	Capacity building of the HR Officers	%	3	100	100	0	3	0.09	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

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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
D7	Coordination of County Internship program;	Report	3	1	1	0	3	0.09	Very Good
D8	Coordination of County Staff Welfare through the Medical Cover and insurance Covers;	Report	3	1	1	0	3	0.09	Very Good
D9	County Staff Audit	Report	2	1	1	0	3	0.06	Very Good
D10	Workload Analysis	Report	2	1	1	0	3	0.06	Very Good
D11	Staff Establishment	Report	2	1	1	0	3	0.06	Very Good
D12	Solid waste and Dumpsite management;	%	4	100	150	50	2	0.08	Excellent
D13	Maintenance of Trucks and Plants	%	3	100	100	0	3	0.09	Very Good
D14	Procurement of skip Bins	No	4	10	11	10	2.8	0.112	Very Good
D15	Quarterly clean-up sensitization	Report	3	4	4	0	3	0.09	Very Good
D16	Revenue Collection	Ksh. (M)	3	50.149	59.34	18.33529	2.633294	0.078999	Very Good
D17	Disaster management	%	2	100	100	0	3	0.06	Very Good
D18	Automation	%	2	100	100	0	3	0.06	Very Good
D19	Customer satisfaction	%	2	10000%	100	0	3	0.06	Very Good
D20	Compliance with statutory obligations	%	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
D21	Youth empowerment initiatives	%	2	100	100	0	3	0.06	Very Good
D22	Project Completion Rate	%	2	100	97	-3	3.06	0.0612	Good
	Sub Total		60					1.742199	
E	CROSS CUTTING								
E1	Youth Internships / Industrial Attachments/Apprenticeships;	No	1.5	45	61	35.55556	2.288889	0.034333	Excellent
E4	Access to Government Procurement Opportunities (AGPO);	Kshs. (M)	2	20.7	26	24.63768	2.507246	0.050145	Very Good
E7	Promotion of Local Content in Procurement;	Kshs. (M)	1.5	27,670,523.20	44,243,697.25	59.89469	1.802106	0.027032	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	130.8	30.8	2.384	0.03576	Excellent
E13	Safety and Security Measures;	%	0.5	100	100	0	3	0.015	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
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					0.31227	
Composite Score			100					2.888705	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)	%	3	100	96	-4	3.08	0.0924	Good
A2	Absorption of externally Allocated Funds	%	2	100	100	0	3	0.06	Very Good
A3	Development index	%	2	1.09	1	8.25688073	3.165138	0.063303	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
A4	Asset management	%	1	100	100	0	3	0.03	Very Good
A5	Pending Bills	%	2	1	1.68	68	4.36	0.0872	Poor
	Sub Total		10					0.3329	
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	95	-5	3.1	0.093	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					0.303	
D	CORE MANDATE								

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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	Development of County Planning Framework	%	8	100	100	0	3	0.24	Very Good
D15	Providing technical backstopping	%	5	100	100	0	3	0.15	Very Good
D16	Financial Management & Reporting	%	8	100	100	0	3	0.24	Very Good
D17	County Planning & Statistics	%	8	100	100	0	3	0.24	Very Good
D18	County Budget	%	9	100	100	0	3	0.27	Very Good
D19	Procurement and Supplies Management	%	3	100	100	0	3	0.09	Very Good
	Internal Audit Services	%	2	100	100	0	3	0.06	Very Good
	Revenue Collection	%	4	100	100	0	3	0.12	Very Good
	Maintained ICT infrastructure	%	2	100	100	0	3	0.06	Very Good
	Automation	%		100	100	0	3	0	Very Good
	Ease of doing business	%	2	100	100	0	3	0.06	Very Good
	Disaster management	%	1	100	100	0	3	0.03	Very Good
	Customer satisfaction	report	2	100	100	0	3	0.06	Very Good
	Compliance with statutory obligations	%	2	100	100	0	3	0.06	Very Good
	Youth empowerment initiatives	%	2	100	100	0	3	0.06	Very Good
	Project Completion Rate	%	2	100	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
	Sub Total		60					1.8	
E	CROSS CUTTING								
E1	Youth Internships/Industrial Attachments/ Apprenticeships	No	1.5	100	221	121	1	0.015	Excellent
E2	Access to Government Procurement Opportunities (AGPO)	Kshs(M)	2	25.8	40.300	56.2015504	1.875969	0.037519	Excellent
E4	Promotion of Local Content in Procurement	Kshs(M)	1.5	85.9	150	74.6216531	1.507567	0.022614	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	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

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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
	Sub Total		12					0.25513	
Composite Score			100					2.93104	VERY GOOD

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PERFORMANCE CONTRACTS EVALUATION REPORT FOR FINANCIAL YEAR 2024/25



REPUBLIC OF KENYA



OFFICE OF THE GOVERNOR

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