



PERFORMANCE CONTRACT

BETWEEN

THE GOVERNMENT OF THE REPUBLIC OF
KENYA THROUGH THE CABINET SECRETARY -
MINISTRY OF EDUCATION

AND

COUNCIL - KIBABII UNIVERSITY

FOR THE PERIOD
1ST JULY 2025 - 30TH JUNE 2026

Preamble

This Performance Contract (hereinafter referred to as "Contract") is entered into between the Government of the Republic of Kenya (hereinafter referred to as "GoK") represented by Cabinet Secretary - Ministry of Education of (together with its assignees and successors) of the one part and Council-Kibabii University (hereinafter referred to as the Council), (together with its assignees and successors) of P.O. BOX 1699-50200 BUNGOMA of the other part.

WHEREAS;

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

The Government recognizes that MDAs hold a key role in the implementation of the national priorities in order to improve the quality of life of the citizens and make Kenya globally competitive;

The purpose of this Performance Contract is to establish the basis for ensuring that efficient and effective services are delivered to Kenyans in line with the provisions of the Constitution. MDAs are required to adopt systems that enable innovativeness and adaptability of public services to the needs of users through automation and on-boarding of services on the e-citizen platform.

This Performance Contract therefore represents the basis for continuous performance improvement that meets the needs and expectations of the Kenyan people.

Therefore, the parties hereto agree as follows:

Part I: Statement of Responsibility by the Council

The Mandate of Kibabii University is to:

1. Undertake teaching, training, research, innovations, consultancy and community service.
2. Provide transformative leadership in designing suitable plans and strategies that will contribute to high and sustainable socio- economic development.
3. Perform our responsibilities diligently and to the best of our abilities to support the achievement of the agreed performance targets.
4. To have a credible Strategic Plan and Performance Contract that will deliver the desired goals.

It is our responsibility to provide the required leadership in designing suitable plans and strategies that will contribute to high and sustainable socio- economic development. It is our undertaking to ensure that the Kibabii University has a credible Strategic Plan and Performance Contract that will deliver the desired goals.

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

Part II: Vision Statement, Mission Statement and Strategic Objectives

(a) Vision Statement

To be a global and dynamic University of excellence in Science, Technology and Innovation

(b) Mission Statement

To achieve excellence in generation, transmission and enhancement of new knowledge in Science, Technology and Innovation through quality Teaching, Research, Training, Scholarship, Consultancy and Outreach Programmes.

(c) Strategic Objectives

1. Promote and Maintain Excellence in Teaching and Learning;
2. Support and Sustain Advancement in Research, Innovation, Partnerships and Linkages;
3. Enhance Administrative, Financial and Human Resource Management Systems;
4. Invest in Strategic Marketing and Public Relations;

5. Expand, Maintain and Improve Physical Facilities and Infrastructure and
6. Provide Quality Health Care System.

Part III: Statement of Strategic Intent by the Council

In carrying out our duties, we intend to put all our efforts towards contributing effectively and efficiently to the achievement of the national development agenda as espoused in the Kenya Vision 2030 MTP IV, Bottom-up Economic Transformation Agenda (BETA), keeping in mind the specific priorities of the Kibabii University.

Bearing in mind the imperative of inclusivity, we will implement the following Strategic Intents during the Financial Year:

1. To produce quality manpower that meets demands of the local and international market.
2. To conduct research, disseminate research findings and commercialize innovations.
3. Build capacities and capabilities that address University Mandate within Kenya Vision 2030, Medium Term Plans IV, ‘‘BeTA’’ Initiatives, and other government priorities.

Part IV: Commitments and Obligations of the Government

- Acknowledgement of receipt of correspondences and approval of requests are made within the timelines stipulated in the Citizens’ Service Delivery Charter.

Part V: Reporting Requirements

Kibabii University will submit its Quarterly and Annual performance reports online in the prescribed format to the designated agencies as specified in the Performance Contracting Guidelines for the purpose of monitoring progress and annual performance evaluation.

Part VI: Duration of the Performance Contract

The Performance Contract will run for one financial year from 1st July 2025 - 30th June 2026.

Part VII: Signatories to the Performance Contract

For and on behalf of Kibabii University

Signature.....

Date.....

PROF. CHRIS MACOLOO

CHAIRPERSON - COUNCIL

Signature.....

Date.....

MRS. SARAH N. RATEMO - KIZITO

INDEPENDENT COUNCIL MEMBER

Signature.....

Date.....

MR. JULIUS MIGOS OGAMBA, EBS

CABINET SECRETARY

For and on behalf of the Government of the Republic of Kenya

Countersigned by:

Signature.....

Date.....

HON. FCPA JOHN MBADI NG'ONGO E.G.H

CABINET SECRETARY

THE NATIONAL TREASURY AND ECONOMIC PLANNING

ANNEX I: PERFORMANCE CONTRACT MATRIX FOR KIBABII UNIVERSITY

S/no.	Performance Criteria	Unit of Measure	Weight (%)	Status Previous Year 2024/2025	Target (FY 2025/2026)
A	Financial Stewardship				
A1	Absorption of Allocated Funds (GoK)	%	2.00	91.00	100.0000
A2	Appropriation -In-Aid	Kshs.	2.00	473629603.00	411845736.0000
A3	Absorption of Externally Mobilized Funds	%	3.00	100.00	100.0000
A4	Pending Bills Ratio	%	3.00	0.00	1.0000
	Weight Sub-total		10.00		
B	Service Delivery				
B1	Implementation of Citizens' Service Delivery Charter	%	4.00	100.00	100.0000
B2	Digitalization of Government Services	%	7.00	100.00	100.0000
B3	Resolution of Public Complaints	%	4.00	100.00	100.0000
	Weight Sub-total		15.00		
C	Core Mandate				
C227_1	Laboratories Accredited	%	2.00	100.00	100.0000
C227_2	Community Outreach Programmes Undertaken	%	3.00	100.00	100.0000
C227_3	Compliance with Circulars	%	2.00	100.00	100.0000
C227_4	Research Outputs Disseminated	No.	5.00	123.00	130.0000
C227_5	University- Industry Linkages Established	%	2.00	100.00	100.0000
C227_6	Intellectual Property Management (IPM) Policy Implemented	%	2.00	100.00	100.0000
C227_7	Productivity Improvement	Index	3.00	2.98	3.0000
C227_8	Student Mentorship Conducted	No.	4.00	2000.00	2500.0000
C227_9	CBE Readiness Roadmap Implemented	%	2.00	100.00	100.0000

C227_10	Proportion of Academic Staff with PhD Degree Increased	%	2.00	68.75	70.3000
C227_11	Undergraduate student Completion Rate Improved	%	4.00	77.60	78.6000
C227_12	Kibabii University Cultural Event Undertaken	No.	2.00	1.00	1.0000
C227_13	Researchers Incentivized	No.	4.00	10.00	12.0000
C227_14	Innovative Financing Option Explored	%	2.00	100.00	100.0000
C227_15	Science, Technology and Innovation (STI) Mainstreaming	%	2.00	100.00	100.0000
C227_16	New Curriculum Developed	No.	4.00	13.00	11.0000
C227_17	Research and Development Promoted	No.	4.00	2.00	3.0000
C227_18	Research and Innovation Commercialized	%	2.00	100.00	100.0000
C227_19	ICT Integration to Learning Enhanced	%	3.00	100.00	100.0000
C227_20	Students and Staff Placed on Exchange Programmes	No.	4.00	N/A	6.0000
C227_21	Conferences/Workshop/Seminars Organized/Attended	%	3.00	100.00	100.0000
C227_22	Project Completion Rate	%	2.00	N/A	100.0000
C227_23	Postgraduate Student Completion Rate Improved	%	2.00	9.50	13.7000
	Weight Sub-total		65.00		
D	Implementation of Presidential Directives				
D1	Implementation of Presidential Directives	%	2.00	100.00	100.0000
	Weight Sub-total		2.00		
E	Affirmative Action in Procurement				
E1	Access to Government Procurement Opportunities	Kshs.	2.00	36326834.00	67271368.4900
E2	Promotion of Local Content in Procurement	Kshs.	2.00	48435780.40	89695157.9900
	Weight Sub-total		4.00		
F	Cross - Cutting				
F1	Asset Management	%	1.00	100.00	100.0000

F2	Youth Internships/ Industrial Attachments/ Apprenticeships	No.	1.00	248.00	250.0000
F3	Competence Development	%	1.00	100.00	100.0000
F4	National Values and Principles of Governance	%	1.00	100.00	100.0000
	Weight Sub-total		4.00		
	Total Weight		100.00		

ANNEX II: PERFORMANCE CONTRACT EXPLANATORY NOTES

A. Financial Stewardship

A1 - Absorption of Allocated Funds(GoK)

During the FY 2025/2026, the Council commits to utilize 100% of the allocated funds on programmes, projects and activities for which they were appropriated and planned. The approved budget for the FY 2025/2026 amounts to Kshs. 833,945,797.00 comprising the following:

	Source of Funds	Unit of Measure	Target	Completion Date
1.	Recurrent Budget	Kshs.	767945797.00	6/30/2026
2.	Development Budget	Kshs.	66000000.00	6/30/2026

A2 - Appropriation -In-Aid

In the FY 2025/2026, the Council commits to raise A-in-A amounting to Kshs. 411,845,736.00. from the following sources:

	Source of Funds	Unit of Measure	Target	Completion Date
1.	Students Administrative Charges	Kshs.	112389275.00	6/30/2026
2.	Income Generating Units (Student Hostels, Staff houses)	Kshs.	16369331.00	6/30/2026
3.	Tuition fees	Kshs.	283087130.00	6/30/2026

A4 - Pending Bills Ratio

During the FY 2024/25, the Council did not incur any pending bills. During the FY 2025/26, the Council commits to settle all its financial obligations and ensure that pending bills incurred, if any, do not exceed 1% (Kshs. 8,339,457.97) of the FY 2025/26 approved budget of Ksh. 833,945,797.

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Ceiling of the Pending Bills as a percentage of the approved budget.	%	1.00	6/30/2026

A3 - Absorption of Externally Mobilized Funds

During the FY 2025/2026, the Council commits to utilize 100% of the externally mobilized funds on programmes, projects and activities for which they were appropriated and planned for. Funds mobilized for the FY 2025/2026 amounts to Kshs. 11,593,180.00 comprising the following:

	Source of Funds	Unit of Measure	Target	Completion Date
1.	ECO - ACT Grants	Kshs.	3293180.00	6/30/2026
2.	SITIMS - IDRC	Kshs.	3000000.00	6/30/2026
3.	SMEAHAS	Kshs.	300000.00	6/30/2026
4.	UNIHUBS	Kshs.	5000000.00	6/30/2026

B. Service Delivery

B1 - Implementation of Citizens' Service Delivery Charter

To communicate the services offered by the University to the public, the Council in FY 2025/2026, commits to implement Citizens' Service Delivery Charter by undertaking the following:

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Display the Citizens' Service Delivery Charter prominently at the Library in both English and Kiswahili Using the prescribed format. The size of the Charter will be 3'X 4', with clearly visible font (Times New Roman) size of the contents.	%	10.00	6/30/2026
2.	Customize the Citizens' Service Delivery Charter to unique needs and convenient access of the customers by providing audio recording, video recording of Kenya sign language and uploading the recorded Charter on the website.	%	20.00	6/30/2026
3.	Sensitize all staff on the Citizens' Service Delivery Charter.	%	20.00	6/30/2026

4.	Ensure conformity with commitments and standards in the Citizens' Service Delivery Charter by establishing compliance to the commitments stipulated in the Charter through undertaking quarterly monitoring, analyzing and compiling compliance quarterly reports.	%	50.00	6/30/2026
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B2 - Digitalization of Government Services

To make the University Service Delivery to be more effective and efficient, the Council in FY 2025/2026 commits to undertake the following:

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Core services in E- Procurement service and Medical Scheme Management service identified and prioritized for BPR.	%	10.00	9/30/2025
2.	E- Procurement service and Medical Scheme Management service re-engineered end-to-end.	%	35.00	6/30/2026
3.	Re-engineered service processes digitalized.	%	35.00	6/30/2026
4.	All digitalized customer facing services onboarded onto the e-citizen platform.	%	20.00	6/30/2026

B3 - Resolution of Public Complaints

To promptly address and resolve public complaints referred to the University directly or channeled through the Commission on Administrative Justice (CAJ), the Council in the FY 2025/2026 commits to undertake the following:

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Resolution of all complaints received.	%	70.00	6/30/2026
2.	Requests on access to information received processed.	%	30.00	6/30/2026

C. Core Mandate

C227_1 - Laboratories Accredited

In FY 2024/25 the council started the accreditation process of laboratories by submitting accreditation request to Kenya National Accreditation Service (KENAS). In FY 2025/2026, the Council commits to continue the accreditation process of the laboratories to support the “Bottom up Economic Transformation Agenda:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Accreditation for Chemistry laboratory by the Kenya National Accreditation Service (KENAS) undertaken.	%	100.00	6/30/2026

C227_2 - Community Outreach Programmes Undertaken

To build capacity and improve the livelihood of the neighboring community, the Council in FY 2025/2026, commits to undertake the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Free medical camp at Mukuyuni centre - Bungoma North undertaken.	%	15.00	6/30/2026
2.	Two (2) farmer field days in Kanduyi held.	%	15.00	6/30/2026
3.	Training for forty five (45) librarians from Bungoma County Schools conducted.	%	15.00	6/30/2026
4.	Twenty six thousand (26,000) books to schools and community libraries within Bungoma County donated.	%	15.00	6/30/2026
5.	One (1) workshop on mental health to Kibabii community conducted.	%	20.00	6/30/2026
6.	Train at least fifty (50) girls from a local primary school in martial arts to effectively combat Gender-Based Violence (GBV) and bullying.	%	20.00	6/30/2026

C227_3 - Compliance with Circulars

To ensure compliance with circulars and advisories issued by Government, in FY 2025/2026, the Council commits to:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Undertake Compliance audit of all Public Service Circulars and Advisory.	%	70.00	6/30/2026
2.	Submit the Audit Compliance Report to the Cabinet Secretary, Ministry of Education.	%	30.00	6/30/2026

C227_4 - Research Outputs Disseminated

To disseminate research outputs, in FY 2025/2026, the Council commits to undertake the following activities:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Publish one (1) book and two (2) book chapters.	No.	3.00	6/30/2026
2.	Publish one hundred and twenty-seven (127) new journal articles in refereed journals.	No.	127.00	6/30/2026

C227_5 - University- Industry Linkages Established

By the end of FY 2024/2025, the Council had established nine (9) Linkages. The Council commits to improve on University visibility, internationalization and marketing of its programmes, products and services in FY 2025/2026, by undertaking the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Establish linkages and collaborations by signing six (6) new MoUs in the following areas; i) Education, ii) Health, iii) Environment and iv) Business.	%	60.00	6/30/2026
2.	Implement four (4) MoUs. i) KNUT ii) Bukura Agricultural College iii) NLA University v) EA Grain Council.	%	40.00	6/30/2026

C227_6 - Intellectual Property Management (IPM) Policy Implemented

To support and promote innovative ideas that can be transformed into useful products for the public good and also protect Intellectual Property Rights for staff and students, in FY 2025/2026, the Council commits to continue implementing the Intellectual Property Management (IPM) Policy by undertaking the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Train eighty (80) staff from each school and faculty on Intellectual Property Rights, Research to Commercialization and Institutional Support.	%	50.00	6/30/2026
2.	Train eighty (80) students' from each school and faculty on Intellectual Property Rights.	%	50.00	6/30/2026

C227_7 - Productivity Improvement

To develop, implement and adopt strategies and interventions that will enable the University to measure, manage and Improve productivity. In FY 2024/2025 the Council achieved a Productivity index of 2.98, in FY 2025/2026 the Council commits to:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Productivity Index improved.	Index	3.00	6/30/2026

C227_8 - Student Mentorship Conducted

In FY 2025/2026, the Council commits to enhance academic performance through undertaking the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Mentorship programmes to student provided.	No.	2500.00	6/30/2026

C227_9 - CBE Readiness Roadmap Implemented

To ensure the University is prepared for the Competence Based Education (CBE) Curriculum the Council commits to undertake the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	One (1) academic programme (Bachelor of science in Agriculture Education and Extension) reviewed.	%	30.00	6/30/2026
2.	Train at least one hundred (100) teaching staff on CBE	%	35.00	6/30/2026
3.	Self-assessment on CBE Pathways carried out and report developed	%	35.00	6/30/2026

C227_10 - Proportion of Academic Staff with PhD Degree Increased

In FY 2024/2025, 88 out of 128 (68.75%) staff had earned PhDs. In FY 2025/2026, the Council commits to raise the number of PhD-qualified lecturers by 2%, increasing from 88 to 90 (70.3%), in order to enhance teaching and research quality.

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Proportion of lecturers with PhDs increased.	%	70.30	6/30/2026

C227_11 - Undergraduate student Completion Rate Improved

In FY 2024/2025, the transition rate for undergraduate students was 77.6%. In FY 2025/2026, the Council commits to achieving a 78.6% graduation rate for eligible undergraduate students to improve the transition rate within the University.

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Undergraduate student completion rate improved.	%	78.60	6/30/2026

C227_12 - Kibabii University Cultural Event Undertaken

To embrace culture and appreciate cultural diversity through music, dance, traditional attire and food, the Council in FY 2025/2026, commits to undertake the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Hold one(1) Cultural week for students, staff and other stakeholders.	No.	1.00	6/30/2026

C227_13 - Researchers Incentivized

In the Financial Year 2025/2026, the Council commits to strengthening initiatives aimed at incentivizing researchers in order to enhance research activities that contribute to the socio-economic development of the country:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Award Certificate of Recognition to the top twelve (12) researchers of the year.	No.	12.00	6/30/2026

C227_14 - Innovative Financing Option Explored

In order to reduce dependence on Ex-chequer funding and move towards financial sustainability, in FY 2025/2026, the Council commits to put in place the following measures:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Submit six (6) fundable research proposals	%	30.00	6/30/2026
2.	Promote internationalization of the University through partnerships and linkages.	%	10.00	6/30/2026
3.	Four (4) market-driven programmes developed: i. Bachelor of Science in Cyber Security and Digital Forensics; ii. Bachelor of Data Science and Analytics; iii. Bachelor of Science in Business Information Technology; and iv. Bachelor of Science in Forensic Accounting.	%	20.00	6/30/2026
4.	Offer one (1) consultancy in entrepreneurship	%	20.00	6/30/2026
5.	Train sixty (60) staff on writing fundable research proposals and Grant Fund Management.	%	20.00	6/30/2026

C227_15 - Science, Technology and Innovation (STI) Mainstreaming

In the FY 2024/2025, the Institutional STI Mainstreaming Strategy was developed. For the FY 2025/2026, the Council commits to invest in STI with the objective of enhancing national security and accelerating inclusive socio-economic by undertaking the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Establish two (2) Collaboration and Partnership in RSTI.	%	45.00	6/30/2026
2.	Transfer one (1) Technology and/or innovation.	%	55.00	6/30/2026

C227_23 - Postgraduate Student Completion Rate Improved

In FY 2024/2025, the postgraduate students' transition rate stood at 9.5%. To enhance this performance, the Council commits to achieve a 13.7% graduation rate for eligible postgraduate students in FY 2025/2026 by undertaking the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Postgraduate student completion rate improved.	%	13.70	6/30/2026

C227_16 - New Curriculum Developed

To align with the Educational Reforms and address market/industry demands, the Council in FY 2025/2026 commits to develop and submit the following academic programmes to Senate for approval:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Doctor of Philosophy in Microbiology to Senate	No.	1.00	6/30/2026
2.	Doctor of Philosophy in Chemistry to Senate	No.	1.00	6/30/2026
3.	Doctor of Philosophy in Crop Protection to Senate	No.	1.00	6/30/2026
4.	Master of Science in Agriculture Education and Extension to Senate	No.	1.00	6/30/2026
5.	Bachelor of Science to Senate	No.	1.00	6/30/2026

6.	Doctor of philosophy in Nursing to Senate.	No.	1.00	6/30/2026
7.	Master of Science in Advanced Midwifery Practice to Senate.	No.	1.00	6/30/2026
8.	Bachelor of Science in Midwifery to Senate	No.	1.00	6/30/2026
9.	Bachelor of Radiography to Senate.	No.	1.00	6/30/2026
10.	Master of Arts in Linguistics to Senate.	No.	1.00	6/30/2026
11.	Bachelor of Arts in Geography and Environmental Studies to Senate.	No.	1.00	6/30/2026

C227_17 - Research and Development Promoted

In the Financial Year 2025/2026, the Council commits to enhance University resource mobilization as one of the key revenue streams to support academic programmes by undertaking the following initiatives:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Implement three (3) research projects: i) Strengthening In-service Teachers Training and Mentorship (SITMS) through teacher mentorship in 35 schools in Kenya. ii) UK -East Africa Research Capacity strengthening across the life cycle, iii) European East Africa Virtual Mobility Environmental Conservation and Climate Action (ECO-ACT).	No.	3.00	6/30/2026

C227_18 - Research and Innovation Commercialized

In pursuit of achieving commercialization, the Council commits to undertake the following in the FY 2025/2026 period to initiate the commercialization of innovation by developing a joint commercialization business model to transfer one innovation technology to the market with one Company in the industry.

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Hold one (1) innovation competition designed for students.	%	30.00	6/30/2026
2.	Register one (1) innovation and start-ups.	%	20.00	6/30/2026
3.	Commercialize the Bargasse Dryer Innovation	%	50.00	6/30/2026

C227_19 - ICT Integration to Learning Enhanced

In FY 2025/2026, the Council commits to enhance content and skills delivery through ICT Integration into learning by undertaking the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Train sixty (60) Faculty on digital content development and management	%	30.00	6/30/2026
2.	Roll out six (6) Postgraduate courses on an e-learning platform.	%	20.00	6/30/2026
3.	Roll out the five (5) undergraduate University wide common courses content on an e-learning platform.	%	20.00	6/30/2026
4.	Orient all new students on using blended mode of learning.	%	30.00	6/30/2026

C227_20 - Students and Staff Placed on Exchange Programmes

In FY 2024/2025, the University supported two (2) staff members and two (2) students to participate in exchange programmes as part of its internationalization strategy. In FY 2025/2026, the Council commits to:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Number of students placed on exchange Programme.	No.	4.00	6/30/2026
2.	Number of staff placed on exchange Programme.	No.	2.00	6/30/2026

C227_21 - Conferences/Workshop/Seminars Organized/Attended

To enhance Knowledge sharing among researchers and experts, the Council in FY 2024/2026 commits to undertake the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Support ten (10) staff to attend International Conferences/workshops	%	60.00	6/30/2026
2.	Hold one (1) conference for Chama cha Kisawhili cha Dunia (CHAUKIDU)	%	40.00	6/30/2026

C227_22 - Project Completion Rate

In FY 2025/2026, the Council commits to implement one (1) project as provided in the Project Implementation Matrix (Annex III).

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Project Completion Rate.	%	100.00	6/30/2026

D. Implementation of Presidential Directives

D1 - Implementation of Presidential Directives

In FY 2025/2026, the Council commits to implement Presidential Directives as provided in the Presidential Directive Matrix.

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Implementation of Presidential Directives	%	100.00	6/30/2026

E. Affirmative Action in Procurement

E1 - Access to Government Procurement Opportunities

During the FY 2025/26, the Council commits to allocate and award at least 30% of the total value (Kshs. 224,237,894.98) of the procurement budget for goods and services as provided in the annual procurement plan to youth, women and PWDs. At least 2% of the 30% of the budget for procurement of goods and services will be reserved for PWDs. In addition, the Council also commits to:

- i) Build the capacity of the three target groups through training on government procurement procedures, requirements for accessing government procurement opportunities and on the specific opportunities available.
- ii) Pre-qualify the registered groups as (an affirmative action) and submit to PPRA a summary of the procurement opportunities allocated to the target groups in the format provided in the PPRA website, www.tenders.go.ke/egbkenya.go.ke
- iii) Submit a summary of the procurement opportunities allocated to PWDs to NCPWD, via dmd@ncpwd.go.ke.

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	30% of the total procurement budget allocated and awarded to Youth, Women and Persons with Disabilities	Kshs.	67271368.49	6/30/2026
2.	A minimum of 2% of the 30% procurement budget reserved for Persons with Disabilities (PWDs)	Kshs.	1345427.38	6/30/2026

E2 - Promotion of Local Content in Procurement

During the FY 2025/26, the Council commits to allocate and award at least 40% of the total value (Kshs. 224,237,894.98) of the procurement budget for goods and services produced locally as provided in the annual procurement plan. This is aimed at promoting consumption of locally produced goods and services that will contribute to among other things, employment creation and growth of local industries. In addition, the Council also commits to prepare and submit quarterly progress reports on the implementation of this indicator to the Ministry of Investments, Trade and Industry in the prescribed format.

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	40% of the total procurement budget reserved and awarded for procurement of locally produced goods and services	Kshs.	89695157.99	6/30/2026

F. Cross - Cutting

F1 - Asset Management

In the FY 2025/2026, the Council commits to undertake the following to ensure effective prudent management of public assets for optimum economic and social benefit to the public:

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Verified and updated Assets Register maintained .	%	30.00	6/30/2026
2.	Assets ownership document acquired.	%	30.00	6/30/2026
3.	Idle Assets Disposed.	%	40.00	6/30/2026

F2 - Youth Internships/ Industrial Attachments/ Apprenticeships

In FY 2025/2026, the Council commits to engage two hundred and fifty (250) youth in internship and industrial attachment translating to 14.62% of the University staff strength of four hundred and ten (410) in post. The following is the breakdown of the target by category:

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Industrial Attachés Engaged	No.	247.00	6/30/2026
2.	Youth Interns Engaged	No.	3.00	6/30/2026

F3 - Competence Development

The Council undertook institutional Skills Gap Analysis and Training Needs Assessment during FY 2023/2024 to systematically enhance the skills and proficiencies of staff in order to address career progression of individual employees and improve institutional performance. The Council commits to undertake the following in FY 2025/2026:

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Address the identified skills gaps and training needs through: i. Recruitment; ii. Outsourcing; iii. Capacity building; iv. Training; and v. Mentoring.	%	50.00	6/30/2026

2.	Undertake Employee Performance Management by carrying out the following: i) Set individual employees annual performance targets for FY 2025/26 using the prescribed format by 31st July, 2025(10%) ii) Undertake Staff Performance Appraisal for all employees and compile the appraisal report for the FY 2024/25 by 31st August, 2025(20%). and iii) Develop an action plan and implement the recommendations emanating from the staff appraisal reports.(20%)	%	50.00	6/30/2026
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F4 - National Values and Principles of Governance

In order to make national values and principles of governance a central rallying ingredient and theme in the planning and execution of national policies, programs, projects and activities for improved service delivery, the Council commits to implement the following during the contract period:

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	i. Enhance the capacity of institutions and stakeholders in the promotion of national values and principles of governance; ii. Adopt/upscale innovative and creative measures to transform public service delivery; iii. Implement measures to improve accountability and openness in the management of public institutions; iv. Enhance collaboration and partnership between the two (2) levels of Government to strengthen devolution; v. Upscale gender and disability mainstreaming in service delivery; and vi. Implement measures to enhance nationhood and national identity.	%	40.00	6/30/2026
2.	Submit in the prescribed format the Annual Report on measures taken and progress achieved in the realization of National Values and Principles of Governance to the Directorate of National Cohesion and Values.	%	60.00	6/30/2026

ANNEX III: PROJECT IMPLEMENTATION MATRIX

SNo	Project Name	Project Description	Location	Total Estimate Cost	Current Status (status of physical completion)	Allocation for FY 2025/2026	Expected Deliverables (Outputs) for FY 2025/2026
1.	Laboratory Equipment	Equipping Laboratories	Kibabii University main Campus	41000000.00	0	41000000.00	Installation of Lab equipment.

ANNEX IV: PRESIDENTIAL DIRECTIVES MATRIX

SNo	Directive	Description	Date Issued	Timeline	Total Estimated cost	Allocation for FY 2025/2026	Key Deliverables for FY 2025/2026
1.	National Tree Growing Restoration Campaign	Grow 15 billion trees for restoration of 10.6 million hectares by 2032	12/21/2022	30-06-2026	100000.00	100000.00	Minimum allocated trees grown(70%) ii. Key stakeholders mobilized to grow trees, in liaison with the State Department for Forestry (30%).

2.	Quality assurance for higher education	a) All Public Universities to pay attention to maintaining the quality and integrity of University examinations and dissertations; b) The appointment of all Academic and other staff be undertaken competitively , based on merit; c) Develop and implement comprehensive criteria to ensure all those admitted to institution of higher learning meet the established minimum qualifications for entry and undertake the set teaching hours to attain certification before graduation.	6/30/2025	30-06-2026	800000.00	800000.00	a) Two (2) internal academic quality assurance audit undertaken (40%); b) Number of academic and other staff competitively appointment (30%); c) Compliance with the University admission criteria. (30%);
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3.	Corruption Prevention	The directive is in line with provisions of section 9(1) of the Anti-Bribery Act Cap 79B and Anti-Bribery Regulations and Guidelines 2022 for the purpose of prevention of bribery and corruption in public and private entities	6/30/2025	30-06-2026	150000.00	150000.00	a) Anti-bribery and corruption mitigation plan and procedures developed (40%); b) Mitigation plan and procedures implemented; (40%) c) Capacity building on corruption prevention undertaken; and (20%) d) Report to the Ethics and Anti-corruption Commission by 30th September, 2025.
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