



**REPUBLIC OF KENYA
COUNTY GOVERNMENT OF TANA RIVER**

PERFORMANCE CONTRACT

BETWEEN

**COUNTY CHIEF OFFICER
LIVESTOCK DEVELOPMENT & FISHERIES**

AND

**THE DIRECTOR
LIVESTOCK PRODUCTION**

FOR THE PERIOD

1ST JULY 2025 TO 30TH JUNE 2026



Preamble

This Performance Contract (hereinafter referred to as "Contract") is entered into between the County Division of Livestock, Fisheries and Veterinary Services (hereinafter referred to as "the Division") represented by the County Chief Officer for Livestock Fisheries and Veterinary Services (hereinafter referred to as the "CCO"), in the County Government of Tana River of P.O. Box 116 - 70101 Hola (together with its assignees and successors) of the one part, and the Directorate of Livestock Production (hereinafter referred to as "the Directorate") represented by the County Director of Livestock Production (hereinafter referred to as the "CDLP"), (together with its assignees and successors) of P.O. Box 116-70101 Hola, of the other part.

WHEREAS,

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

The County Government recognizes that the Department is key in the implementation of County priorities to improve the quality of life of the citizens and contribute to making Kenya globally competitive.

The purpose of this performance contract is to establish the basis for ensuring that efficient and effective services are delivered to the citizens of Tana River County in line with the provisions of the Constitution. County departments are required to adopt systems that enable innovativeness and adaptability of public services to the needs of users through digitalization of services.

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

Therefore, the parties hereto agree as follows:

PART 1: Statement of Responsibility by the CDLP

The Mandate of the Department as per Executive Order No. 1 of 2022 is:

- i) To attain food security and sustainable agricultural infrastructural development, to improve agricultural productivity;
- ii) To promote, regulate and facilitate livestock production for socio-economic development and industrialization;
- iii) To promote production of safe and high-quality animals, animal products and by-products and also promote trade and industrial growth;
- iv) To ensure efficient and sustainable Range land use and management of Range land based resources;
- v) Improvement of efficiency and effectiveness in extension services delivery to Agro pastoral its and pastoralists in the county.
- vi) Facilitation of growth in market access for the livestock products by improving domestic livestock market infrastructure, promoting exports and disseminating market information to various users.
- vii) Increasing the incomes of Livestock keepers by improving value of products to create employment opportunities.
- viii) Facilitation of improved production of livestock including beef cattle, camel, sheep, goats and poultry and livestock products including milk products, honey, hides & skins, red meat, poultry meat and eggs.
- ix) Facilitation of improved production of fodder and pastures using appropriate smart agricultural technologies and enhance value addition of other fodder products.
- x) Enhancing community preparedness and resilience to disasters through livestock insurance, fodder production and conservation and Improvement of the handling capacity of Feed reserves for sustainable livestock feed security.

It is my responsibility to provide the required leadership in designing suitable plans and strategies that will deliver the desired goals and contribute to high and sustainable socio- economic development. It is also my undertaking that I will perform my responsibilities diligently and to the best of my abilities to support the achievement of the agreed performance targets.

PART II: Vision, Mission and Strategic Objectives

a) Vision

To be the lead agent in facilitating efficient and effective livestock production sector for economic growth, poverty reduction and employment creation.

b) Mission

To enhance and promote sustainable livestock production, marketing of livestock and livestock products and by-products and value addition through appropriate policy and legal framework while conserving the natural resource base.

c) Strategic Objectives

The Strategic objectives for the Directorate are: -

- i) To facilitate general administrative, planning and support services
- ii) To improve efficiency and effectiveness in extension services delivery to livestock producers and pastoralists in the county.
- iii) To facilitate growth in livestock market access for the sub-sector products by improving domestic market infrastructure, promoting exports and disseminating market information to various users.
- iv) To increase incomes of pastoralists by improving value of products in order to create employment opportunities

Part III: Statement of Strategic Intent by the CDLP

In carrying out my duties, I intend to put all my efforts towards contributing effectively and efficiently to the achievement of the County development agenda as espoused in the CIDP and Kenya Vision 2030, keeping in mind the specific priorities of the Department. Bearing in mind the imperative of inclusivity, I will implement the following Strategic intentions during the Financial Year:

- i. Enhance access to livestock markets and market information.
- ii. Increase resilience of livestock keepers through increased fodder production
- iii. Reduce post-harvest losses of livestock products.
- iv. Capacity building of farmers on good animal husbandry practices.
- v. To promote, protect, develop, and attain gender parity among livestock keepers.
- vi. Strengthen farmer institutions by federating them into livestock marketing cooperatives to prevent exploitation by middlemen.
- vii. Improve farmers' access through subsidized farm inputs (bee hives, livestock feeds, pasture seeds)
- viii. Train and support farmers on livestock products value addition.
- ix. Sensitize farmers on savings and insurance culture.
- x. Promote alternative livelihoods projects in livestock sector

Part IV: Commitments and Obligations of Directorate of livestock Production

- (i) Acknowledgement of receipt of correspondences and approval of requests are made within the timelines stipulated in the Citizens' Service Delivery Charter.
- (ii) Release of budgetary allocation within thirty Days to Sub Counties after county Assembly approval. This is aimed at ensuring that the Departments disburse funds in a timely manner to downstream institutions.

Part V: Reporting Requirements

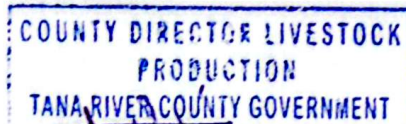
The Directorate of Livestock Production shall prepare and submit Quarterly and Annual reports in the prescribed format to the Performance Management Secretariat at

the Department of Public Service and Administration for the purpose of monitoring progress and for annual performance evaluation.

Part VI: Duration of the Performance Contract

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

Part VII: Signatories to the Performance contract
For and on behalf the Livestock Production Directorate

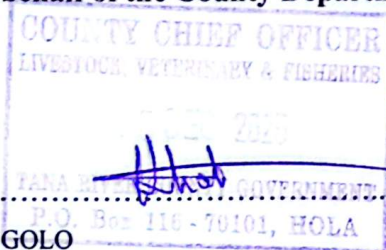


Signature: Date: th 11 Dec 2025

Nzioka Wambua P.O. Box 116-70101, HOLA

COUNTY DIRECTOR OF LIVESTOCK PRODUCTION (CDLP)

For and on behalf of the County Departments,



Signature: Date: 11/12/2025

KANCHORU GOLO

COUNTY CHIEF OFFICER

Witnessed by:

Signature: Date: 11/12/2025

Mwanajuma H. Hiribae

**County Executive Member for Lands, Agriculture, Livestock, Fisheries, Veterinary
Services and Cooperative Development**
COUNTY GOVERNMENT OF TANA RIVER

Performance Contract Matrix
Directorate of Livestock Production
2025/2026 Financial Year

	CRITERIA CATEGORY	UNIT OF MEASURE	WEIGHT	CURRENT STATUS FY 2024/2025	TARGET FY 2025/2026
A	FINANCE & STEWARDSHIP:				
	A1. Absorption of Allocated Funds (GoK)	%	3	80.56	100
	A2. Absorption of Externally Mobilized Resources	%	2	100	100
	A3. Absorption of Development Funds	%	2	85.36	100
	A4. Appropriation-in-Aid	Kshs	1	70,127,131	474,795,800
	A5. Pending Bills Ratio	%	2	1.79	≤ 1
	Weight Sub-total		10		
B	SERVICE DELIVERY:				
	B1. Implementation of Citizens' Service Delivery Charter	%	3	0	100
	B2. Digitalization of Government Services	%	3	0	100
	B3. Resolution of Public Complaints	%	2	40	100
	Weight Sub-total		8		
C	INSTITUTIONAL TRANSFORMATION				
	C1. Development of County Planning Framework	%	3	100	100
	C2. Competence Development	%	3	0	100
	C3. Knowledge Management	%	2	80	100
	C4. Cascading of Performance Contracts	%	2	77.5	100
	Weight Sub-total		10		
D	CORE MANDATE:				
	D1. Policy development	%	3	70	100
	D2. Best Livestock Production Management Practices Promoted	%	8	N/A	100
	D3. Management and care of livestock county infrastructure by operationalizing one livestock market and rehabilitating 2 livestock markets	%	8	60	75

	D4. Sustainable Range Land Use Planning and Rangeland resource management plans	%	6	N/A	100
	D5. Promote alternative livelihoods	%	10	80	85
	D6. Post-harvest loss and management	%	5	90	100
	D7. Provision of extension services to farmers and farmer groups	%	5	60	75
	D8. Revenue Collection	Kshs	3	0	N/A
	D9. Ease of Doing Business	%	2	50	100
	D10. Disaster management	%	1	20	50
	D11. Productivity measurement	%	3	N/A	100
	D12. Compliance with Statutory Obligations	%	2	0	100
	D13. Youth empowerment initiatives	%	2	45	70
	D14. Project completion rate	%	2	40	100
	Weight Sub Total		60		
Governor's Directives					
E	E1. Governor's Directives Implemented	%	2	N/A	100
	Weight Sub-total		2		
Affirmative Action in Government Procurement					
F	F1. Access to Government Procurement Opportunities	Kshs	2	0	49,706,670
	F2. Promotion of Local Content in Procurement	Kshs	2	0	66,355,560
	Weight Sub-total		4		
CROSS – CUTTING ISSUES:					
G	G1. Youth Internships/ Industrial Attachments/Apprenticeships	No.	1.5	18	20
	G2. Work Environment	%	1.5	80	100
	G3. Compliance With Statutory Obligations	%	1	100	100
	G4. Asset Management	%	2	30	100
	Weight Sub-total		6		
	Overall Total Weight		100		

EXPLANATORY NOTES FOR EACH PERFORMANCE TARGET

A. FINANCIAL STEWARDSHIP AND FISCAL DISCIPLINE

A1. Absorption of Funds in 2025/2026 Financial Year (100%)

During the contract period the CDLP shall ensure that allocated funds are applied 100% to programmes, projects and activities for which they were appropriated and planned for.

Funds allocated for the 2025/2026 Financial Year amount to Kshs. 11,688,695

The breakdown is as follows: -

- i. RecurrentKshs. 7,946,900
- ii. Development.....Kshs. 25,000,000
- Total..... **Kshs. 32,946,900**

In the 2025/2026 FY, the CDLP commits to utilise Kshs 7,946,900 from donor and other development partners (Livestock value chain support project Kshs. 25,000,000):

ABSORPTION TABLE

S/No	SUB INDICATOR (Mobilized funds)	TARGET	COMPLETION DATE	OUT PUTS
1	Absorb Kshs 3,294,690	10%	30/09/2025	Quarter One expenditure report
2	Absorb Kshs 6,589,380	20 %	31/12/2025	Quarter Two expenditure report
3	Absorb Kshs 9,884,070	30%	30/03/2026	Quarter Three expenditure report
4	Absorb Kshs 13,178,760	40%	03/06/2026	Quarter Four expenditure report
	Kshs. 32,946,900	100%		

A.2: Externally Mobilized resources

The Director seeks to mobilize external funding from livestock projects.

A3. Development Index (DE)

The Director Commits to ensure that more resources are progressively applied to development activities to ensure sustainable economic growth.

Development index is the percentage measure of Projected Development Expenditure over the Total Budget, calculated as: = $25,000,000 \times 100\% = 75\%$

$$\frac{32,946,900}{\text{Total Budget}}$$

S/NO	SUB INDICATOR	TARGET	COMPLETION DATE	OUTPUTS
i	Quarter I ksh	1%	30 th Sep 2025	Money raised
ii	Quarter ii	1.5%	31 st Dec 2025	„
iii	Quarter iii.	3%	31 st March 2026	„
iv	Quarter iv	14.5%	30th June 2026	„
	TOTAL	5%		

A4. Asset Management

The Director will make best use of the Department's equipment, machinery, tools and buildings to maximize allocated resources through inventory management and disposal of idle assets in line with the Public Procurement and Asset Disposal Act 2015;

During the year FY 2025/2026 the Director commits to undertake the following;

S/NO	SUB INDICATOR	TARGET	DATE OF COMPLETION	OUTPUTS
i	Develop an asset register for the department	50%	30 th September 2025	Approved Policy in place
ii	Update ,Maintain and Repair assets	30%	In all subsequent quarters	Working Assets
iii	Identify obsolete/idle assets and recommend for disposal.	20%	30th June 2026	Disposed obsolete assets
	TOTAL	100%		

A5 Pending bills

During the current FY 2025 / 2026, the CDLP commits to reduce pending bills brought forward from previous year amounting to Kshs, 7,433,625. of total budget to less than one per cent (1%) as follows:

- i) Pending bill in quarter one Kshs 1 M
- ii) Pending bill in quarter twoKshs 3 M
- iii) Pending bill in quarter three ...Kshs 2 M
- iv) Pending bill in quarter fourKshs 1,433,625

In the FY 2025/2026 The CDLP commits to clear pending bills accumulated.

S/NO	SUB INDICATOR	TARGET	COMPLETION DATE	OUTPUTS
1	Pending bills	≤1	By 30th June 2026	Expenditure Returns

B: SERVICE DELIVERY

B1 Implementation of Citizen's Service Delivery Charter (100%)

During the FY 2025/2026 the Director commits to: -

- a) Display the Citizens' Service Delivery Charter prominently at the point of entry/service delivery points in both English and Kiswahili using the prescribed format as provided in Annex

- V. For the purpose of the display, and ease of notice by the customers, the size of the charter should, at the minimum, be three feet in width and four feet in height, i.e.(3'x4'), with clearly visible font size of the contents (10%);
- b) Customize the charter to unique needs and convenient access of the customers by among others, translating the Charter to Braille, providing mechanisms for sign language, providing audio recordings and uploading the Charter on the County Departments, Corporation's and Directorate online platforms (20%);
 - c) Sensitize all staff on the contents of the Citizens' Service Delivery Charter and cascade to all levels including customizing the charter at the grassroots institutions by factoring realistic timelines (10%);
 - d) Train frontline staff on essentials of excellent customer service culture (10%);
 - e) Monitor on quarterly basis adherence to the commitments stipulated in the Charter by establishing compliance mechanisms, maintaining records on number of customer requests, number of customers served, customer feedback and service turn-around-time using the prescribed format provided in Annex VI. (20%);
 - f) Upload an electronic copy of the service charter (by 30th June 2026) and the service charter monitoring reports on quarterly basis on Huduma service portal for centralized access and wide publication. Credentials for uploading and editing the contents will be issued to authorized County Departments upon request by County Departments, Corporations and Boards using the official email address – countyservices@hudumakenya.go.ke (10%).
 - g) Prepare, collect feedback and submit a report on Service satisfaction (20%)

B2. Digitization of Government Services

During the FY 2025/2026, the Director commits to undertake the following: -

- i. Identify and prioritize citizen-facing and back-office services to be digitalized; (5%)
- ii. Re-engineer business processes for at least 25% of the prioritized services; (25%)
- iii. Digitalize at least 5% of the identified services; (40%)
- iv. On-board at least 5% of citizen-facing services to the e-citizen platform; (10%)
- v. Institute measures for cyber security and data protection e.g., use of biometric
- vi. security features, anti-virus updates, data back-up, Secure Socket Layer (SSL)
- vii. Certificates, privacy and data protection; (10%) and Identify and implement Business Continuity Strategies e.g. Disaster Recovery Plan, Backups and Storage Strategy. (10%)

B3. Resolution of Public Complaints

During the FY 2025/2026 the Director commits to:

- i. Receive and address public complaints referred to the Directorate by the end of 4th quarter (20%)
- ii. Provide access to information on reactive disclosure (20%)
- iii. Analyse the complaints to establish patterns, nature and trends by the 4th quarter (30%)
- iv. Submit a report in the prescribed format to CAJ by the end of 4th quarter (30%)

C. INSTITUTIONAL TRANSFORMATION

C1. Development of County Planning Framework

In the year 2025/2026, the Director commits to:

- i) Implement Value chain strategic plans; (Chicken, Apiculture and Range Management) (50%);
- ii) Joint Co-Management Action plan (JCMA) (25%); (Water user, WFP Food systems)

V. For the purpose of the display, and ease of notice by the customers, the size of the charter should, at the minimum, be three feet in width and four feet in height, i.e.(3'x4'), with clearly visible font size of the contents (10%);

- b) Customize the charter to unique needs and convenient access of the customers by among others, translating the Charter to Braille, providing mechanisms for sign language, providing audio recordings and uploading the Charter on the County Departments, Corporation's and Directorate online platforms (20%);
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- ii. Re-engineer business processes for at least 25% of the prioritized services; (25%)
- iii. Digitalize at least 5% of the identified services; (40%)
- iv. On-board at least 5% of citizen-facing services to the e-citizen platform; (10%)
- v. Institute measures for cyber security and data protection e.g., use of biometric
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- iv. Submit a report in the prescribed format to CAJ by the end of 4th quarter (30%)

C. INSTITUTIONAL TRANSFORMATION

C1. Development of County Planning Framework

In the year 2025/2026, the Director commits to:

- i) Implement Value chain strategic plans; (Chicken, Apiculture and Range Management) (50%);
- ii) Joint Co-Management Action plan (JCMA) (25%); (Water user, WFP Food systems)

C2. Competence Development

In the FY 2025/2026 the Director commits to: -

- a) Undertake institutional Skills Gap Analysis once every 5 years – 20%
- b) Carry out Staff Training Needs Assessment (10%)
- c) Execute interventions to address the identified skills gaps and training needs through, recruitment, outsourcing, capacity building/training, coaching, mentoring, etc. (30%)
- d) Employee Performance Management – this refers to the assessment of individual employee's performance. It is based on the negotiated and agreed performance targets that are drawn from the County Departments who are required to undertake the following:

- 10) Set individual employees annual targets and complete the Staff Performance Appraisal using the prescribed format by 30th June 2026 (10%).
- ii) Undertake Staff Performance Appraisal and compile the appraisal report for the previous year (15%).
- iii) Implement recommendations emanating from the staff appraisal reports (15%).

C3. Knowledge Management

In FY 2025/2026, the Director commits to: -

- (i) Identify and document data on staff distribution by gender and ethnicity by 2nd quarter (20%)
- (ii) Capture, organise and process data and information in a consistent manner (20%);
- (iii) Establish trends and patterns on staff distribution by gender and ethnicity by 3rd quarter (10%)
- (iv) Draw insights from the data on staff distribution by gender and ethnicity for knowledge intelligence in addressing gender and ethnic parity by the 4th quarter (15%)
- (v) Preserve and share knowledge and lessons learned with other county departments by 4th quarter (25%)

C4. Work Environment

In FY 2025/2026, the Director commits to:

- (i) Carry out an internal work environment survey by the 1st quarter (40%)
- (ii) Prepare a work plan for the implementation of the work environment survey recommendations by PSM by the end of the second quarter (20%)
- (iii) Implement the recommendations of the PSM survey by:
- (iv) Sensitizing the Board staff on mental health in the 3rd Quarter (20%)
- (v) Ensuring sufficient office equipment by providing laptops to the two remaining CPSB staff (20%)

C5. Cascading Performance Contract

The Director commits to cascade performance contracting as follows:

- (i) Director to sign PC with the Board Secretary (15%)
- (ii) Board Secretary to sign PC with the Director (15%)
- (iii) The Director to sign Staff Performance Appraisal with the staff under him (70%)

Implementation of Customer Service delivery charter.

D. CORE MANDATE

D1: Policy development

The CDLP commits to develop 1 bill this in 2025/2026 FY to be tabled for approval to the County Assembly;

S/NO	SUB INDICATOR	TARGET	COMPLETION DATE	OUTPUTS
1	Develop livestock sale yard policy and regulations	1	by 30th June 2026	Approved policy and regulations

D2: Farmer trainings and farm visits

The CDLP commits to improve farmer education in 2025/2026 FY by undertaking the following activities;

S/NO	SUB INDICATOR	TARGET	COMPLETION DATE	OUTPUTS
1	Organize and Participate in 50 farmer visits	10%	30 th June 26	Reports
2	Training of 10 farmer groups/ cooperatives on livestock products value addition.	25%	30 th June 26	Training reports
3	Establish an umbrella of 10 fodder production and value addition groups	20%	30 th June 26	No. of farmers enrolled
4	Participate in ASK show Mombasa and World Food Day field exhibitions	20%	30 th June 26	reports /photos
5	Mainstream gender and drug substance use in 10 trainings	20%	30 th June 26	Training schedules & modules
6	5 Farmer demonstrations of climate smart livestock technologies on livestock value chains	10%	30 th June 26	Training schedules & modules

D3. Livestock Input Access

The Director Livestock Production commits to improve access to farm inputs in the FY 25/26 by;

S/NO	SUB INDICATOR	TARGET	COMPLETION DATE	OUTPUTS
1	Support and distribution of 1000 kgs of assorted pasture seeds	40%	30 th June 26	Amount of fodder harvested No. of farmers benefitted
2	Support and distribution of 500 bags of 50kgs livestock feeds	40%	30 th June 26	No. of bags distributed No. of farmers benefitted
3	Support provision of 50 modern bee hives to farmers groups	20%	30 th June 26	No. of farmers benefitted

D4. Alternative livelihood

The County Director commits to increase fodder production from the current 80 acres of land to 120 acres of land this 2025/2026 FY by employing the following strategies;

S/NO	SUB INDICATOR	TARGET	COMPLETION DATE	OUTPUTS
1	Distribution of pasture seeds to 20 farmer groups	30%	30 th June 26	No. of farmers befitted
2	Train 10 groups on fodder production	20%	30 th June 26	Trained groups on fodder production
3	Federation of fodder producing groups to a one county fodder marketing Umbrella P	20%	30 th June 26	No. of farmers enlisted to the Fodder PO
4	Promote commercial fodder production by training 10 groups on fodder production	30%	30 th June 26	No. of farmers trained

D5. Pre and post- harvest Loss management

The County Director commits to minimise pre and post-harvest loss management this 2025/2026 FY by undertaking;

S/NO	SUB INDICATOR	TARGET	COMPLETION DATE	OUTPUTS
1	Training of 10 farmer groups on fodder conservation	30%	30 th June 26	Training reports
2	Train 50 milk vendors at Hola on Milk handling, storage and value addition	30%	30 th June 26	reports
3	Link 50 farmers to Milk cooperative for collective milk marketing	20%	30 th June 26	Number of farmers linked to milk cooperative
4	Train 50 milk vendors on how to minimise pre and post-harvest milk loss through proper milk handling	20%	30 th June 26	No. of farmers trained on proper milk handling

D6. Market Development and access

The County Director commits to undertake market development access by;

S/NO	SUB INDICATOR	TARGET	COMPLETION DATE	OUTPUTS
1	Operationalization of the livestock sales yard at Madogo & Kalkacha	20%	30 th June 26	LMA in place and reports
2	Link 200 livestock farmers to Producer organizations	10%	30 th June 26	Reports
3	Operationalize 2 Livestock markets at Hola & Madogo	20%	30 th June 26	No. of farmers benefited
4.	Organize 20 livestock keepers' groups to access organised markets through Cooperatives	10%	30 th June 26	No. of farmers benefited
6.	Support in capacity building 50 milk vendors on livestock/ products value addition and marketing	10%	30 th June 26	Reports/ pictures

D7. Genetic diversity of Livestock Breeds

The County Director commits to improve and maintain the pasture/ fodder & livestock genetics through;

S/NO	SUB INDICATOR	TARGET	COMPLETION DATE	OUTPUTS
1	Distribution of at least 50 Galla to 5 target farmer groups	30%	30 th June 26	No. of framers benefited
2	Distribution of 50 dairy goats to 5 target farmer groups	30%	30 th June 26	No. of framers benefited
3	Breed improvement of 100 improved kienyeji chicken breeds to 20 farmers	20%	30 th June 26	No. of framers benefited
4	Distribute drought tolerant pasture seeds to 20 groups of fodder production	20%	30 th June 26	No. of framers benefited

D8. Access to credit and Finance

The County Director commits to increase access to reliable and affordable Agricultural credit by;

S/NO	SUB INDICATOR	TARGET	COMPLETION DATE	OUTPUTS
1	Train 20 livestock farmers on finance access and managements	30%	30 th June 26	No. of farmers trained on accessing credit through the sacco's & finance institutions
2	Link 100 livestock keepers/ to access finance, insurance & loans from SACCOS for savings local finance funding (KDC SACCO, MFI)	50%	30 th June 26	No. of farmers accessing funds

D9. Environmental Management and conservation

The County Director commits to undertake the following activities to promote environmental management and conservation

S/NO	SUB INDICATOR	TARGET	COMPLETION DATE	OUTPUTS
1	Train 20 farmers groups on climate smart agriculture (NRM, Range reseeding)	50%	30 th June 26	Reports
2	Train 10 Farmer groups on pasture and fodder Production & conservation	50%	30 th June 26	Reports

D10. Youth Empowerment Initiatives

To ensure to long-term prosperity and well-being of the community the CDLP commits to promote youth empowerment through engaging youth groups across the county in market-oriented enterprises in the agricultural sector (100%).

S/NO	SUB INDICATOR	TARGET	COMPLETION DATE	OUTPUTS
1	Supporting youth for creativity and innovativeness through digital platforms	50%	30th June 2026	Reports
2	Supporting the implementation of the	25%	30th June 2026	2 supported

	county internship program			interns
3	Supporting 5 Youth in livestock value chains programmes	25%	30th June 2026	One youth outreach program
4	Youth involvement in civic education	25%	30th June 2026	5 youths engaged

Food safety

The County Director commits to undertake the following activities on food safety;

S/NO	SUB INDICATOR	TARGET	COMPLETION DATE	OUTPUTS
1	Train 2 farmer cooperatives on post-harvest handling and proper packaging of livestock products	30%	30 th June 26	Reports
2	Enhance value addition of livestock products such as honey, chicken meat, eggs, milk packaging and labelling to 3 cooperatives and 5 groups	70%	30 th June 26	Reports

D11. Projects Completion Rate

During the contract period, the CECM commits to implement the following projects:

S/N o.	Project Name	Project Description	Location	Total Estimated Cost (Kshs.)	Current Status (%)	Allocation for FY 2025/26 (Ksh)	Expected Deliverables
1	Livestock market renovation at Bura, Garsen & Hola	Livestock sale-yard rehabilitation	Bangale and Garsen	30,000,000	0	30,000,000	Two (2) livestock markets rehabilitated
2	Bee house construction	Bee keeping Apiary	ATC	50,000	0	50,000	Apiary constructed

D.13: Ease of Doing Business

To facilitate an efficient environment for business operations, the CDLP shall undertake the following in FY 2025/2026;

S/NO	SUB INDICATOR	TARGET	COMPLETION DATE	OUTPUTS
1	Ensure that time taken for inspection and acceptance of goods and services delivered reduced from (7) days to three (3) days from the date of completion of the service	40%	By 30th June 2026	Quarterly reports
2	Ensure that time taken for payments to suppliers are reduced from (3months) days	40%	By 30th June	Payment Documents

	to (two weeks) from the date a request for payment is submitted.		2026	
3	Ensure all contracts are enforced	20%	By 30th June 2026	Procurement reports and records

D14: Disaster Management

In order to build resilience to disaster and other risks in the county, in the FY 2025/2026, the CDLP commits to undertake the following: -

S/NO	SUB INDICATOR	TARGET	COMPLETION DATE	OUTPUTS
1	Take part in carrying out disaster risk assessment and update the risk profiles	40%	30 th April 26	Disaster Risk Analysis Report
2	Participate in Developing a disaster response plan with stakeholders (Special Program)	10%	30 th June 26	disaster response plan
3	Take part in Implementing a disaster response plan	40%	30 th June 25	Disaster response report
4	Prepare reports and submit to the lead Department	10%	30 th June 26	Reports

D15: Productivity Measurements

The CDLP commits to improving the efficiency and effectiveness of the utilization of departmental resources in converting inputs into quality outputs by undertaking the following:

S/NO	SUB INDICATOR	TARGET	COMPLETION DATE	OUTPUTS
1	Develop productivity metrics	(30%)	30th June 2026	Quarterly reports
2	Collect productivity measurement data	(20%)	30th June 2026	Quarterly reports
3	Compute productivity index	(25%)	30th June 2026	Quarterly reports
4	Develop a workplace productivity improvement strategy by other agencies	(20%)	30th June 2026	Quarterly reports
5	Submit quarterly performance reports to NPCC using the prescribed format	(5%)	30th June 2026	Quarterly reports

D16: Compliance with statutory obligations

During the contract period, the CDLP shall comply with laws and regulations governing its operations for transparency and accountability in governance by doing the following:

S/N O	SUB INDICATOR	TARGET	COMPLETION DATE	OUTPUTS
1	Develop procurement plans for the department	40%	30th June 2026	Reports
2	Submit the procurement Plan to the County treasury	30%	30th June 2026	Quarterly reports

3	Liaise with the Department of Public service management and Finance to ensure compliance with statutory deductions and remittance of all county Government employee's deductions	30%	30th June 2026	Quarterly reports
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D17:

D18. Projects Completion Rate

The CDLP commits to undertake a 100% departmental project completion as follows:

S/No.	Project Name	Project Description	Location	Total Estimate d Cost (Kshs.)	Current Status (Status of physical completion in % and description)	Allocation FY 2025/26 (Kshs.)	Expected Deliverables (Outputs) for FY 2025/26
1	Rehabilitation of 3 livestock markets	Repair of 3 livestock markets	Bangale, Hola & Garsen	30 M	0%	30 M	Completion certificate

E. CROSS –CUTTING ISSUES:

E1. Youth Internships/ Industrial Attachments/Apprenticeships

During the year 2025/2026 the the Director Livestock Production commits ensure that all Company projects and programs have a component of transfer of skills to the youth through attachment and internship by doing the following:-

S/NO	SUB INDICATOR	TARGET	COMPLETION DATE	OUTPUTS
1	2 youth on internship.	100%	30th June 2026	Youth interned
	TOTAL	100%		

E2. Access to Government Procurement Opportunities (AGPO)

During the financial year 2025/26, the Directorate will strive to promote award of tenders to youth, women and PWDs. The CDLP shall reserve minimum 30% (Kshs 7,500,000) of the total departmental procurement budget of Kshs 25,000,000 to the youth, women and PWDs.

The procurement plan for Livestock is **Kshs. 32,946,900;**

	SUB INDICATOR	TARGET	DATE OF COMPLETION	OUTPUTS
1	Train the government officer on procurement procedures in accessing procurement opportunities	25%	30 th March 2025	Three groups trained

	available in the Directorate			
2	Pre-qualify the registered groups as an affirmative action	25%	30 th Sept 2025	Groups pre qualified
3	Submit to PPRA a summary of the procurement opportunities allocated	25%	30th June 2026	Report
4	Submit a summary of the procurement opportunities allocated to PWDs to NCPWD, via dmd@ncpwd.go.ke	25%	30th June 2026	Report submitted
	TOTAL	100%		

E3. Promotion of Local Content in Procurement

The County Director Livestock Production commits to reserve minimum 40%. (Kshs 13,178,760) of the total departmental procurement budget of Kshs. **Kshs. 32,946,900** for procurement of goods and services produced locally during the FY 2023-2024.

No	SUB INDICATOR	TARGET	DATE OF COMPLETION	OUTPUTS
1.	Promote use of locally produced goods and services by reserving a minimum of 40% of the procurement budget towards these goods and services which translates to Kshs 6,589,380	50%	15 th July 2025	Local goods and services procured
2.	Prepare quarterly reports and submit to the board	50%	15 th July 2025	Report
	TOTAL	100%		

E4. Prevention of Alcohol and Drug Abuse

During the FY 2025/2026, the County Director Livestock Production commits to contribute to prevention of alcohol & drug abuse through participating in activities organized by the department responsible for health drug abuse among the staff. -. (100%)

	SUB INDICATOR	TARGET	DATE OF COMPLETION	OUTPUTS
i.	Undertake semi-annual capacity building training for ADA at Work place in the Directorate.	50%	30th June 2026	Capacity building done
ii.	Sensitize staff on prevention of Alcohol and Substance Abuse	25%	30 th March 2026	Staff sensitized

E5. Prevention of HIV Infections and Non-Communicable Diseases (NCDs)

During the FY 2025/2026 the County Director Livestock Production commits to contribute to prevention of HIV infections and Non-Communicable Diseases (NCDs) through participating in activities organized by the department responsible for health matters.

	SUB INDICATOR	TARGET	DATE OF COMPLETION	OUTPUTS
1	Allocate resources for implementation of HIV and NCDs interventions.	20%	30th June 2026	Resources allocated
2	Facilitate HIV counseling and testing.	20%	30 th June 2026	Counselling done
3	Promoting mental wellness and prevention of mental health conditions using the prescribed guide.	30%	30 th June 2026	Mental illness awareness promoted
4	Distribute condoms and sensitize staff on chastity, abstinence and being faithful	20%	30 th June 26	Sensitization reports
4	Submit reports to NACC through the Office of the County Secretary by 15 th of the month following & Quarterly	10%	30 th June 26	Report
	TOTAL	100%		

E6. Disability Mainstreaming; During the FY 2025/2026 the County Director Livestock Production commits to commits to promote disability mainstreaming through participating in activities organized by the department responsible for this indicator by undertaking the following activities;. (100%)

S/NO.	SUB INDICATOR	TARGET	DATE OF COMPLETION	OUTPUTS
1	Participate Disability Mainstreaming meetings	10%	30 th Sept 2026	Committee in place
2	Conduct training and sensitization on disability mainstreaming	10%	30 th June 2026	Sensitization done
3	Advise the contractors to build structures suiting PWDS	10%	31 st Dec 2026	Advisory in place
4	Ensure 1% of the total staff recruited/placed comprise persons with disabilities	10%	30th June 2026	5% recruits are disabled
5	Increase equal and easy access of products and services/programme to PWDs	45%	30 th June 2026	Equal access increased
6	Conduct accessibility and usability audit and implement the recommendations of the report	10%	30 th June 2024	Audit conducted
7	Receive, compile and submit quarterly performance reports to NCPWDs via https://www.ncpwd.go.ke/mainstreaming/login	5%	30 th June 2024	Report
	TOTAL	100.00%		

E7. Gender Mainstreaming

During the FY 2025/2026 the County Director Livestock Production commits to provision of equal opportunities for political, social and economic development and shall undertake the following activities;

	SUB INDICATOR	TARGET	DATE OF COMPLETION	OUTPUTS
1	Support Established gender committee within the County through Gender dept	25%	30 th June 2026	Gender committee in place
2	Train staff members on gender equality.	15%	30th June 2026	Committee trained
3	Train ToTs staff and farmers on gender mainstreaming	20%	30th June 2026	Reviewed policy
4	Undertake capacity building on Gender for staff and farmers	25%	30 th June 26	Gender staff capacity built
5	Compile and submit reports using the prescribed format.	15%	30th June 2026	Report submitted
	TOTAL	100%		

E8. Environmental Sustainability

During the FY 2025/2026, The County Director Livestock Production shall undertake activities regarding environmental sustainability by;

	SUB INDICATOR	TARGET	DATE OF COMPLETION	OUTPUTS
1	Sensitizing the employees & farmers on environmental safety.	30%	30th June 2026	Staff sensitized
2	Maintain environmentally sustainable activities such as tree planting around our offices & participating in tree planting	30%	30th June 2026	Number of trees planted
3	Sensitization of staff on the use of energy-saving equipments and conservation of energy (Bulbs, electronics, machines)	10%	30th June 2026	Staff sensitized
4	Maintaining environmentally sustainable activities such as tree planting around our offices and on fodder farms	50%	30 th June 2024	Trees planted
	TOTAL	100%		

E9. Safety and Security Measures

During the F/Y 2024/2025, the County Director Livestock Production commits to put in place mechanisms to mitigate against technological hazards, terrorism, fire and natural disasters and enhance security and safety measures. The CECM commits to undertake the following:-

	SUB INDICATOR	TARGET	DATE OF COMPLETION	OUTPUTS
1	Installation of ant-virus to all usable computers in the department	10%	30 th Sept 2024	Security outsourced
2	Establish information asset and secure them through buying safety cabinets	50%	30th June 2026	Fire proof cabinets baught
	TOTAL	100%		

E10. Road safety mainstreaming

During the FY 2025/2026, the County Director Livestock Production commits to contribute to the prevention and management of Road Traffic injuries and fatalities in the Company by executing the following activities;

	SUB INDICATOR	TARGET	DATE OF COMPLETION	OUTPUTS
1	Sensitize staff & drivers on Road safety	30%	30 th June 26	Reports
2	Sensitize the management team on road safety	30%	30 th June 26	Reports
3	Implement mechanisms for monitoring compliance and reporting noncompliance on the road	20%	30 th June 26	Reports
Iv	Train drivers of first aid. (20%)	20%	30 th June 26	Reports
	TOTAL	100%		

E11. Corruption Prevention

The County Director Livestock Production commits to instill a new value culture to combat and prevent corruption, unethical practices and to promote standards & best practices in governance in line with the Ethics and Anti-Corruption Commission Act by undertaking the following:-

NO/	SUB-INDICATOR	TARGET	DATE OF COMPLETION	OUTPUTS
1.	Conduct a corruption risk assessment and develop a corruption risk mitigation plan	40%	30 th June 26	Assessment report in place
2.	Implement measures emanating from the corruption risk mitigation plan	30%	30 th June 26	Measures implemented
3.	Sensitize staff on integrity issues	20%	30/06/2026	Staff sensitized
4.	Submit a report on trainings of staff on anticorruption	10%	30/06/2026	Reports submitted
		100%		

E12. National values and principles of Governance

National Cohesion and values is a key area for ensuring effective service delivery through ensuring planning and execution of National and county policies, programs, projects and activities. The County Director Livestock Production commits to undertake the following measures to promote the realization of national values and national cohesion:

	SUB INDICATOR	TARGET	DATE OF COMPLETION	OUTPUTS
1	Fast track implementation of programs, projects and activities for the realization of BETA and Governors manifesto Agenda	10%	30th June 2026	Accessibility of documents
2	Enhance the capacity of the department and the public to adhere to the provisions of Article 10 of the Constitution through civic education,	10%	30th June 2026	Reports

	training and sensitization on national values and principles of governance			
3	Implement measures to promote inclusivity and representation of Kenya's diverse communities during public engagements.	20%	30 th June 25	Reports
4	Create awareness among staff on national values and principles of governance.	20%	30th June 2026	Capacity of the company built
5	Submit reports to the coordinating department for consolidation and onward transmission to the directorate of national cohesion and values	20%	30th June 2026	Reports
	TOTAL	100%		