



Performance Contract

Between

Government of the Republic of Kenya

Through

**The Cabinet Secretary, Ministry of Public Service,
Human Capital and Special Programs**

And

Council of

The Kenya School of Government (KSG)

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

PREAMBLE

This Performance Contract (hereinafter referred to as "Contract") is entered between the Government of the Republic of Kenya (hereinafter referred to as "GoK") represented by the Cabinet Secretary, Ministry of Public Service, Human Capital Development and Special Programmes of P.O. Box 30050 - 00100, Nairobi (together with its assignees and successors) on the one part, and the Council of the Kenya School of Government (KSG) (hereinafter referred to as "the Council"), a State Corporation having its registered office in Nairobi (together with its assignees and successors) of P.O. Box 23030 - 00604, Nairobi, 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 eCitizen 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 KSG Council

The Mandate of Kenya School of Government is to provide learning and development programmes to build capacity for the Public Service.

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 Kenya School of Government 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

Vision

Excellence in public service capacity development

Mission

To build capacity of the public service by developing core, managerial and leadership competencies for quality public service

Strategic Objectives

The School seeks to achieve the following five strategic objectives:

1. Develop and implement appropriate skills and competency programmes for high standards of public service;
2. Promote evidence-based policy research and advisory services for informed decision-making in the public service;
3. Provide consultancy services to support delivery of quality services;
4. Enhance KSG corporate visibility and positioning of the School; and
5. Build internal capacity for high-level institutional performance and sustainability.

PART III: Statement of Strategic Intent by the KSG 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, keeping in mind the specific priorities of Kenya School of Government.

Bearing in mind the imperative of inclusivity, we will implement the following strategic intents during the financial year:

1. Align KSG programmes to the National Priorities, Vision 2030 Flagship Projects, BeTA, and other programs/projects aligned to SDGs and Agenda 2063.
2. Enhance partnership and collaborations; and
3. Capacity building of KSG staff.

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 Citizen's Service Delivery Charter.

PART V: Reporting Requirements

Kenya School of Government 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 evaluation.

PART VI: Duration of the Performance Contract

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

PART VII: Signatories to the Performance Contract

For and on behalf of Kenya School of Government

Signature: Date.....
JUSTICE (RTD) CHARLES NYACHAE
Chairman of the Council,
Kenya School of Government

Signature: Date.....
Ms. LINNET MIREHANE
Council Member,
Kenya School of Government

For and on behalf of Government of Kenya

Signature: Date.....
Hon. Geoffrey Kiringa Ruku
Cabinet Secretary,
Ministry of Public Service, Human Capital Development and Special Programmes

Counter Signed:

Signature: Date.....
Hon. FCPA John Mbadi Ng'ongo, EGH
Cabinet Secretary,
The National Treasury and Economic Planning

ANNEX I: PERFORMANCE MATRIX FOR KENYA SCHOOL OF GOVERNMENT

	Performance Criteria	Unit of Measure	Weight (%)	Status Previous Year (FY 2024/25)	Annual Target 2025/26
A.	FINANCIAL STEWARDSHIP AND DISCIPLINE				
A1	Absorption of Allocated Funds (GoK)	%	2	100	100
A2	Absorption of Externally Mobilized Funds	%	3	100	100
A3	Revenue	Kshs	2	2,145,561,322	2,857,757,810
A4	Pending Bills Ratio	%	3	0.0	≤1
	Weight Sub Total		10		
B.	SERVICE DELIVERY				
B1	Implementation of Citizens' Service Delivery Charter	%	4	100	100
B2	Digitization of Government Services	%	7	100	100
B3	Resolution of Public Complaints	%	4	94	100
	Weight Sub Total		15		
C.	CORE MANDATE				
C1.	Priority Programmes/ Projects Aligned to Bottom-Up Transformation Agenda (BeTA)				
C1.1	Training Programmes Reviewed	No.	8	06	10
C1.2	Training Programs Developed	No.	8	06	08
C1.3	Research Undertaken	%	12	04	08
	Weight Sub Total				
C2.	Priority Programmes/ Projects Aligned to Corporate Work Plan				
C2.1	Science, Technology and Innovation Mainstreaming	%	2	100	100
C2.2	Productivity Mainstreaming	Index	3	2.90	3.0
C2.3	Consultancy Services Expanded	%	5	19	25
C2.4	National and Regional Symposia/ Conference Held	%	5	100	100
C2.5	Partnerships and Collaborations Established	No	5	03	05
C2.6	Corporate Governance Initiatives Implemented	No	5	N/A	100
C2.7	Customer Satisfaction Improved	No	5	N/A	100
C2.8	Legal Compliance and Governance	%	5	100	100

	Performance Criteria	Unit of Measure	Weight (%)	Status Previous Year (FY 2024/25)	Annual Target 2025/26
	Audit Enhanced				
C2.9	Project Completion Rate	%	2	100	100
	Weight Sub Total		65		
D1.	Implementation of Presidential Directives	%	2	100	100
E.	Affirmative Action in Procurement				
E1	Access to Government Procurement Opportunities (AGPO)	Kshs (M)	2	373,895,707	604,274,853
E2	Promotion of Local Content in Procurement (BKBK)	Kshs (M)	2	510,547,121	805,699,804
	Weight Sub Total		4		
F.	CROSS CUTTING				
F1	Asset Management	%	1	54	100
F2	Youth Internships/Industrial Attachments/ Apprenticeships	No.	1	400	445
F3	Competence Development	%	1	100	100
F4	National Values and Principles of Governance	%	1	100	100
	Weight Sub Total		4		
	Overall Total Weight		100		

ANNEX II: DESCRIPTION OF PERFORMANCE INDICATORS

Indicator	Unit	Notes	Score																					
A: FINANCIAL STEWARDSHIP																								
A1 Absorption of Allocated Funds (GoK)	%	<p>During the FY 2025/26, the Council commits to utilize 100% of the allocated funds on programmes, projects and activities for which they were appropriated and planned for. The approved budget for the FY 2025/26 amounts to Kshs. 2,873,768,147.00 comprising the following:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Expenditure</th> <th style="text-align: right;">Amount (Kshs)</th> </tr> </thead> <tbody> <tr> <td>Recurrent</td> <td style="text-align: right;">1,839,362,407.00</td> </tr> <tr> <td>Development</td> <td style="text-align: right;">1,034,405,740.00</td> </tr> <tr> <td>Total</td> <td style="text-align: right;">2,873,768,147.00</td> </tr> </tbody> </table>	Expenditure	Amount (Kshs)	Recurrent	1,839,362,407.00	Development	1,034,405,740.00	Total	2,873,768,147.00	100													
Expenditure	Amount (Kshs)																							
Recurrent	1,839,362,407.00																							
Development	1,034,405,740.00																							
Total	2,873,768,147.00																							
A2 Absorption of Externally Mobilized Funds	%	<p>During the FY 2025/2026, the Council commits to utilize 100% of the externally mobilized funds amounting to Kshs. 60,000,000 as demonstrated in Annex V.</p>	100																					
A3 Revenue	Kshs	<p>The Council during FY 2025/2026, commits to raise A-in-A amounting to Kshs. 2,857,757,810.00 from the following sources:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Sources</th> <th style="text-align: center;">2024/2025 Actual Amount (Kshs)</th> <th style="text-align: center;">2025/2026 Projected Amount (Kshs)</th> </tr> </thead> <tbody> <tr> <td>Training</td> <td style="text-align: right;">1,094,278,412</td> <td style="text-align: right;">1,418,657,920</td> </tr> <tr> <td>Consultancy</td> <td style="text-align: right;">57,732,135</td> <td style="text-align: right;">154,975,639</td> </tr> <tr> <td>Accommodation</td> <td style="text-align: right;">386,967,499</td> <td style="text-align: right;">791,671,410</td> </tr> <tr> <td>Hire of Facilities</td> <td style="text-align: right;">406,422,592</td> <td style="text-align: right;">473,027,841</td> </tr> <tr> <td>Bottled Water</td> <td></td> <td style="text-align: right;">19,425,000</td> </tr> <tr> <td>Total</td> <td style="text-align: right;">2,145,561,322</td> <td style="text-align: right;">2,857,757,810</td> </tr> </tbody> </table>	Sources	2024/2025 Actual Amount (Kshs)	2025/2026 Projected Amount (Kshs)	Training	1,094,278,412	1,418,657,920	Consultancy	57,732,135	154,975,639	Accommodation	386,967,499	791,671,410	Hire of Facilities	406,422,592	473,027,841	Bottled Water		19,425,000	Total	2,145,561,322	2,857,757,810	100
Sources	2024/2025 Actual Amount (Kshs)	2025/2026 Projected Amount (Kshs)																						
Training	1,094,278,412	1,418,657,920																						
Consultancy	57,732,135	154,975,639																						
Accommodation	386,967,499	791,671,410																						
Hire of Facilities	406,422,592	473,027,841																						
Bottled Water		19,425,000																						
Total	2,145,561,322	2,857,757,810																						
A4 Pending Bills Ratio	%	<p>In the FY 2025/26, the Council will put measures to clear all pending bills carried forward and ensure that pending bills at the close of the contract period of the total FY 2025/26 allocated budget of Kshs. 2,933,768.147.00 if any do not exceed 1% translating to Kshs. 29,337,681.47.00.</p>	≤1																					

Indicator	Unit	Notes	Score
		end; 3. Re-engineered service processes digitized; 4. All digitalized customer facing services on-boarded onto the e-citizen platform, where applicable.	20
B3 Resolution of public complaints	%	During the FY 2025/26, the Council commits to promptly address and resolve all public complaints referred to the School directly or channelled through the Commission on Administrative Justice (CAJ). The Council will undertake the following: 1. Resolve all complaints received; and 2. Requests on access to information received processed.	70 30
C: CORE MANDATE			
C1: Priority Programmes/ Projects Aligned to Bottom-Up Transformation Agenda (BeTA)			
C1.1 Training Programmes Reviewed	No.	To promote the implementation of the Bottom-Up Economic Transformation Agenda (BETA) during FY 2025/26, the Council will undertake a comprehensive review of key government documents, official pronouncements, and sectoral performance reports. This review will focus on critical areas including climate change and environmental sustainability, education, health, national security, productivity, gender and social development, agriculture, the digital superhighway, and devolved governance, among other priority areas. Based on this analysis, the Council will develop a Competency Gap Report to inform: 1. Review of training programmes by December 31, 2025.	10
C1.2 Training Programmes Developed	No.	The School continuously develops programmes tailored to promote the School's mandate and clients' needs. During the 2025/26, the Council will: 1. Develop new programmes in the following areas	08

Indicator	Unit	Notes	Score
		based on the competency gap report: Public Finance Management, Resource Mobilization, Human Resource Management, Performance Management and Productivity, Public Administration, Communication, ICT, and other areas aligned with the National Agenda.by December 31, 2025.	
C1.3 Research Undertaken	%	<p>The Council continuously undertakes research activities to inform public policy, promote national development and standards of competence and integrity of Public Service. During the FY 2025/26, the Council will:</p> <ol style="list-style-type: none"> 1. Commission eight (08) research projects aligned with the School-wide thematic area: Public Service Governance and Culture Transformation by September 30, 2025; 2. Undertake eight (08) research projects aligned with the School-wide thematic area: Public Service Governance and Culture Transformation, focusing on the following sub-themes: <ol style="list-style-type: none"> a. Accountability in Agricultural Governance and Food Systems; b. Integrity-Driven Performance in Public Service Delivery; c. Governance for Climate Action and National Resource Management; d. Integrity in Educational Governance and Human Capital Development; e. Integrity, Accountability and Governance in National & Human Security; f. Ethical Governance for Equitable Development; g. Digital Governance and Transformation; and 	<p>20</p> <p>80</p>

Indicator	Unit	Notes	Score
		h. Strengthening Ethical Leadership and Accountability in Devolved Systems.by January 31, 2026.	
C2: Priority Programmes/ Projects Aligned to Kenya Vision 2030			
C2.1 Science, Technology and Innovation Mainstreaming	%	The School has an approved STI Mainstreaming Strategy aligned the Kenya Vision 2030 & its Medium-Term Plans and the national priorities recognize the role of Research, Science, Technology and Innovation (RSTI) in increasing productivity, enhancing efficiency levels, accelerating economic development, as well as creating comparative advantage and competitiveness of the Country. During FY 2025/26, the Council commits to undertake the following: 1. Collaborations and Partnerships in RSTI established; and 2. Technology(ies) and/or Innovation(s) transferred.	45 55
C2.2 Productivity Mainstreaming	Index	In order to measure, manage and improve productivity and ultimately entrench a culture of productivity within the School, the Council commits to undertake the following: 1. Productivity Index Improved from 2.90 to 3.0.	3.0
C2.3 Consultancy Services Expanded	No.	To advance the School's mandate and address clients' needs, during FY 2025/26, the Council will undertake consultancy projects focused on: Organizational Structure Development, Business Continuity and Risk Management, Legal Compliance and Governance Audits, Performance Management, Environmental Governance, ICT among other priority Public Service areas and emerging issues aligned with the National Government Agenda.	25
C2.4 Symposia/ Conference	%	To facilitate dialogue on emerging public service issues, the Council commits to undertake the following:	

Indicator	Unit	Notes	Score
Held		<ol style="list-style-type: none"> 1. Hold a National Conference to disseminate Research Findings by March 31, 2026; and 2. Hold a Regional Conference focusing on Service Delivery and Transformation by June 30, 2026. 	<p>60</p> <p>40</p>
C2.5 Partnerships and Collaborations Established	No	<p>During FY 2024/25, the School signed MoUs with National Research Fund (Specialized Agency), Institute of Public Administration (Regional); and VNG and Hague Academy (International). FY 2025/26 contract period, the Council commits to establish partnerships and collaborations in the area of capacity building, consultancy, research, and advisory services with the following:</p> <ol style="list-style-type: none"> 1. Regional Management Development Institutes; 2. International Management Development Institutes; and 3. Specialized Agencies. 	<p>02</p> <p>01</p> <p>02</p>
C2.6 Corporate Governance Initiatives Implemented	%	<p>During FY 2025/26, the Council will promote good corporate governance through actions that strengthen institutional accountability, enhance transparency in decision making, foster ethical leadership, and align operational practices with national values and service delivery standards to reinforce public trust, improve performance, and ensure compliance with regulatory frameworks:</p> <ol style="list-style-type: none"> 1. Review KSG Strategic Plan by March 31, 2026; 2. Conduct at least three (3) capacity-building initiatives for Council members. 	<p>70</p> <p>30</p>
C2.7 Customer Satisfaction Strengthened	%	<p>To promote pride, excellence, and professionalism among public service employees, the Council undertook a customer satisfaction survey during FY 2024/2025. In FY 2025/2026, the Council commits to implementing targeted interventions based on the survey findings to enhance service delivery, foster a</p>	

Indicator	Unit	Notes	Score
		culture of accountability, and strengthen stakeholder engagement: 1. Course design and delivery reviewed; 2. Both print and digital information resources acquired and users trained; 3. Learning Management System (LMS) Upgraded; 4. Increase Customer Satisfaction Score from 85.3% to 90.0%.	30 30 25 15
C2.8 Legal Compliance and Governance Audit Enhanced	%	To ensure that the School operates within the constitution and Legal and Governance Compliance status and to have an insight into the level of conformity of the policies, processes, and documentation to the Constitution and relevant statutory provisions, during FY 2025/26, the Council will finalize and Implement: 1. Finance Policy and Procedure Manual; 2. Supply Chain Management Policy; 3. KSG Mortgage and Car Loan Scheme; 4. Medical Scheme Guidelines; and 5. Human Resource Guidelines and Strategy.	20 20 20 20 20
C2.9 Project Completion Rate	%	During the FY 2025/26, the Council commits to complete all the planned projects within scheduled time as captured in the project completion matrix (Annex III) .	100
D Implementation of Presidential Directives	%	The Council commits to implement Presidential Directives as provided in the Presidential Directive Matrix and any other Presidential Directives issued between July 1, 2025 to April 30, 2026. (Annex IV) .	100
E. Affirmative Action in Procurement			
E1 Access to Government Procurement Opportunities	Kshs	During the FY 2025/26, the Council commits to allocate and award at least 30% of the total value that is available to the group (Kshs.604,274,853.00) of the procurement budget for goods and services as	

Indicator	Unit	Notes	Score
		<p>provided in the Annual Procurement Budget of Kshs. 2,014,249,510 to youth, women and PWDs. At least 2% of the 30% (Kshs. 40,284,990.00) 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) Prequalify the registered groups as (an affirmative action) by 31st August 2025 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. iii) Submit a summary of the procurement opportunities allocated to PWDs to NCPWD, via dmd@ncpwd.go.ke:</p> <ol style="list-style-type: none"> 1. Minimum 30% of the procurement budget reserved for Women, Youth and PWDs; and 2. Minimum 2% of the 30% reserved for PWDs. 	<p>604,274,853</p> <p>40,284,990</p>
<p>E2 Promotion of local content in procurement</p>	<p>Kshs</p>	<p>During the FY 2025/26, the Council commits to allocation and award at least 40% of the total value (Kshs. 2,324,779,510.00) 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</p>	<p>805,699,804</p>

Indicator	Unit	Notes	Score
		format: 1. Minimum 40% of KSG procurement budget reserved for the promotion of Local Content in Procurement.	
F. CROSS CUTTING			
F1 Asset Management	%	To ensure adequate asset management structures and systems are in place, and to ensure prudent management of public assets for optimum economic and social benefits to the public, the Council commits to the following during FY 2025/2026: 1. Verified and updated assets register maintained; 2. Assets Ownership Documents Acquired; and 3. Idle Assets Disposed.	30 30 40
F2 Youth Internships, Industrial Attachment/ Apprenticeship	No.	During the FY 2025/26, the Council commits to engage youth progressively in internship, industrial attachment and apprenticeship programs for skills transfer as follows: 1. Internship; 2. Attachments; and 3. Apprenticeship.	45 395 05
F3 Competence Development	%	To systematic enhance the skills and proficiency for staff in order to address career progression of individual employees and improve institutional performance, the Council commits to implement the following during the FY 2025/26: 1. Undertake Institutional Skills Gap Analysis by September 30, 2025; 2. Undertake Staff Training Needs Assessment and prepare annual staff training projections by December 31, 2025; 3. Address the identified skills gaps and training needs through interventions by recruitment, outsourcing, capacity building, training, coaching,	20 10 30

Indicator	Unit	Notes	Score
		<p>and mentoring;</p> <p>4. Undertake Employee Performance Management by carrying out the following:</p> <p>a. Setting individual employees annual performance targets for FY 2025/26 using the prescribed format by July 31, 2025;</p> <p>b. Undertaking Staff Performance Appraisal for all employees and compile the appraisal report for the FY 2024/2025 by August 31, 2025; and</p> <p>c. Developing an action plan and implement the recommendations emanating from the staff appraisal reports.</p>	<p>10</p> <p>15</p> <p>15</p>
<p>F4 National Values and Principles of Governance</p>	<p>%</p>	<p>In order to make national values and principles of governance a central rallying ingredient and theme in the planning and execution of national policies, programmes, projects and activities for improved service delivery, The Council commits to implement the following during the FY 2025/26:</p> <p>1. Undertake the following activities:</p> <p>a. Enhance the capacity of institutions and stakeholders in the promotion of national values and principles of governance;</p> <p>b. Upscale gender and disability mainstreaming in service delivery;</p> <p>c. Implement measures to improve accountability and openness in the management of public institutions; and</p> <p>d. Implement measures to enhance nationhood and national identity.</p> <p>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.</p>	<p>10</p> <p>10</p> <p>10</p> <p>10</p> <p>60</p>

ANNEX III: PROJECT IMPLEMENTATION MATRIX FY 2025/2026

S/No	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.	eLearning Centre	Construction of eLearning Centre	Boyani, Vihiga	1,173,990,701.00	1%: (Site Handover Excavation Works and Casting the foundation floor Done)	146,783,000.00	Casting the foundation floor (Finish Foundation Floor – 100%)
2.	Tuition Block Complex	Construction of Tuition Block Complex	Matuga	745,050,000.00	24%: Ground floor to fifth floor – Structural works including beams, slabs, and walling have been super structure completed.	20,000,000.00	Completion of the sixth floor (Casting beams (60%) and slab (40%)).
3.	Tuition Block Complex	Construction of Tuition Block Complex	Baringo	623,000,000	26%: Ground floor to fourth floor - Structural works including beams, slabs, and walling have been completed.	34,405,740.00	Completion of Fourth Floor (Casting beam (60%) and slab (40%)).
4.	Studio	Establishment of Studio	Lower Kabete	10,000,000.00	New	5,000,000.00	Acquire three computers and video and sound Editing Software (100%)
5.	Repurposing of Asbestos buildings	Repurpose asbestos-roofed buildings to increase customer accommodation	Matuga	65,000,000.00	New	55,000,000.00	Twenty-four (24) rooms renovated.
6.	Security Wall"	Erect Security Wall	Embu	5,000,000.00	New	5,000,000.00	Security Wall Erected (Develop Bill of Quantities (30%); Erect Security Wall (70%)).
7.	Hot Water System	Instal Hot Water System	Mombasa	10,000,000.00	New	10,000,000.00	Installation of Hot Water System (100%).
Total						276,188,740.00	

ANNEX IV: PRESIDENTIAL DIRECTIVES MATRIX FOR FY 2025/2026

S/No	Directive	Description	Date Issued	Timeline	Total Estimated cost	Allocation FY 2025/26	Key Deliverables FY 2025/2026
1.	National Tree Growing Restoration Campaign	Restoration Campaign to grow 15 billion trees for restoration of 10.6 million hectares.	12/21/22	31/12/32	466,820	466,820	Minimum allocated trees grown (70%) Mobilize key stakeholders in liaison with the State Department for Forestry to grow trees (30%).
2.	Zero Fault Audit	Reinforce good governance, integrity and accountability.	01/07/24	30/06/25	-	-	Zero Fault Audit
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.	30.06.25	30.06.26	-	-	Anti-bribery and corruption mitigation plan and procedures developed (40%) Mitigation plan and procedures implemented (40%) Capacity building on corruption prevention undertaken (20%)
Total					466,820	466,820	

Annex V: Projection for Grants from Development Partners 2025/2026

S/No.	Programme	Partner	Amount
1	Capacity Building on Migration, Local Governance, & Inclusive Service Delivery	VNG and Hague Academy	16,000,000.00
2	Capacity Building for County Climate Change Units	Danish International Development Agency	10,312,356.10
3	Leadership Programme for National Transformation	INSP-France	14,550,000.00
4	Establishment of a Public Service Competency Assessment Centre	World Bank	20,000,000.00
Total			60,862,356.10