



REPUBLIC OF KENYA

**PERFORMANCE CONTRACT**

**BETWEEN**

**THE CABINET SECRETARY**

**MINISTRY OF AGRICULTURE AND LIVESTOCK DEVELOPMENT**

**AND**

**THE PRINCIPAL SECRETARY**

**STATE DEPARTMENT FOR AGRICULTURE**

**FOR THE PERIOD**

**1<sup>ST</sup> JULY 2025 TO 30<sup>TH</sup> JUNE 2026**

This Performance Contract (hereinafter referred to as “Contract”) is entered into between the Government of the Republic of Kenya (hereinafter referred to as “the GOK”) represented by the Cabinet Secretary, Ministry of Agriculture and Livestock Development of P.O. Box 30028 - 00100, Nairobi (together with its assignees and successors) of the one part, and the Principal Secretary, State Department for Agriculture, (hereinafter referred to as “the Principal Secretary”), (together with its assignees and successors) of P.O. Box 30028 - 00100, 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 provisions of the Constitution of Kenya;

The Government recognizes that the State Department for Agriculture holds a vital key in the implementation of the Agricultural Initiatives and other 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. The State Department will 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 a 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 PRINCIPAL SECRETARY**

The Mandate of the State Department for Agriculture is to create an enabling environment for sustainable development and management of agriculture to ensure the country's food and nutrition security.

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

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

## **PART II: VISION STATEMENT, MISSION STATEMENT AND STRATEGIC OBJECTIVES**

### **(a) Vision Statement**

A food secure and wealthy nation anchored on technology led, innovative, and commercially oriented agriculture sector.

### **(b) Mission Statement**

To improve the livelihood of Kenyans and ensure food and nutrition security through creation of an enabling environment, increased crop production and productivity, market access and supporting agricultural research and dissemination of research findings to stakeholders.

### **(c) Strategic Objectives**

The strategic objectives of the State Department are to: -

- i. Create an enabling environment for sustainable crop resource development.
- ii. Increase crop production and productivity.
- iii. Enhance food and nutrition security
- iv. Improve agricultural value addition, market access and trade
- v. Enhance food and nutrition security;
- vi. Increase involvement of youth, women and vulnerable groups in agriculture. Strengthened institutional capacity

### **PART III: STATEMENT OF STRATEGIC INTENT BY THE PRINCIPAL SECRETARY**

In carrying out my duties, I intend to put all my efforts towards contributing effectively and efficiently to the achievement of the national development agenda as espoused in the *Bottom Up Economic Transformation Agenda* (BETA), Kenya Vision 2030 MTP IV keeping in mind the specific priorities of the State Department for Agriculture.

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

- i Ensure the State Department's interventions move the country towards achieving the Government Agenda through food and nutrition security;
- ii Enhance leadership and integrity in the management of resources for improved livelihoods; and
- iii Enhance the role of youth in agriculture to increase productivity and create employment.

### **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.
- Release of exchequer within seven (7) days upon submission of the request.

### **PART V: REPORTING REQUIREMENTS**

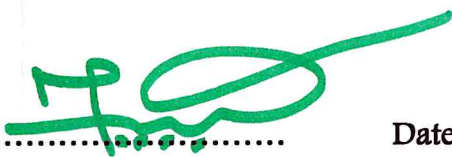
The State Department for Agriculture will compile and submit quarterly and annual performance reports online within 15 days of the subsequent month in the prescribed format to the Public Service Performance Management Unit and the designated agencies for the purpose of monitoring progress and annual performance evaluation.

### **PART VI: DURATION OF THE PERFORMANCE CONTRACT**

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

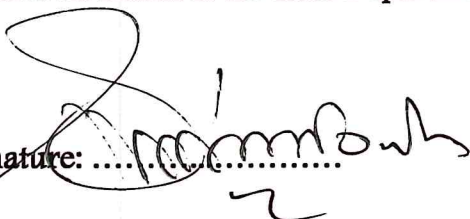
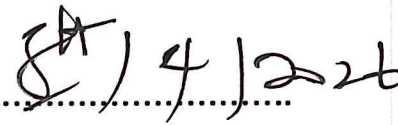
**PART VII: SIGNATORIES TO THE PERFORMANCE CONTRACT**

**For and on behalf of the Ministry of Agriculture and Livestock Development**

Signature:  Date: 

**Sen. Mutahi Kagwe, EGH  
Cabinet Secretary  
Ministry of Agriculture and Livestock Development**

**For and on behalf of the State Department for Agriculture**

Signature:  Date: 

**Dr. Kipronoh Ronoh P. CBS  
Principal Secretary  
State Department for Agriculture  
Ministry of Agriculture and Livestock Development**

**ANNEX I: PERFORMANCE CONTRACT MATRIX FOR THE STATE DEPARTMENT FOR AGRICULTURE –FY 2025/2026**

| S/NO.    | PERFORMANCE CRITERIA                                     | UNIT OF MEASURE | WEIGHT (%) | STATUS IN PREVIOUS YEAR (FY 2024/25) | ANNUAL TARGET (FY 2025/26) |
|----------|----------------------------------------------------------|-----------------|------------|--------------------------------------|----------------------------|
| <b>A</b> | <b>FINANCIAL STEWARDSHIP</b>                             |                 |            |                                      |                            |
| A1       | Absorption of Allocated Funds (GoK)                      | %               | 2          | 96                                   | 100                        |
| A2       | A-in-A                                                   | Kshs.           | 2          | 2,846,215,034                        | 7,595,427,867              |
| A3       | Absorption of Externally Mobilized Funds                 | %               | 3          | 56                                   | 100                        |
| A4       | Pending Bills                                            | %               | 3          | 1                                    | ≤ 1                        |
|          | <b>Weight Sub-total</b>                                  |                 | <b>10</b>  |                                      |                            |
| <b>B</b> | <b>SERVICE DELIVERY</b>                                  |                 |            |                                      |                            |
| B1       | Implementation of Citizens' Service Delivery Charter     | %               | 4          | 100                                  | 100                        |
| B2       | Digitalization of government services                    | %               | 7          | 100                                  | 100                        |
| B3       | Resolution of Public Complaints                          | %               | 4          | 100                                  | 100                        |
|          | <b>Weight Sub-total</b>                                  |                 | <b>15</b>  |                                      |                            |
| <b>C</b> | <b>CORE MANDATE</b>                                      |                 |            |                                      |                            |
| C1_2     | Policy Developed                                         | %               | 2          | 95                                   | 100                        |
| C1_3     | Regulatory Frameworks Developed                          | %               | 4          | 85                                   | 100                        |
| C1_4     | Fertilizer subsidy programme coordinated                 | %               | 10         | 100                                  | 100                        |
| C1_5     | Food Generation Diversity Improved                       | No.             | 6          | 599,000                              | 900,000                    |
| C1_6     | Crop Yield Losses Reduced                                | %               | 6          | 100                                  | 100                        |
| C1_7     | Improved Agriculture Mechanization                       | %               | 10         | 55                                   | 100                        |
| C1_8     | Productivity Improvement                                 | %               | 3          | 50                                   | 100                        |
| C1_9     | Project Completion Rate                                  | %               | 8          | 100                                  | 100                        |
| C1_10    | Policies Reviewed                                        | %               | 4          | 30                                   | 100                        |
| C1_11    | Fertilizer and Animal Feed Stuff Act Operationalized     | %               | 4          | N/A                                  | 100                        |
| C1_12    | Legal Frameworks Reviewed                                | %               | 4          | 100                                  | 100                        |
| C1_13    | Capacity building in agriculture                         | No.             | 4          | 227                                  | 229                        |
|          | <b>Weight Sub-total</b>                                  |                 | <b>65</b>  |                                      |                            |
| D        | <b>Implementation of Presidential Directives</b>         | %               | <b>2</b>   | 100                                  | 100                        |
| <b>E</b> | <b>Affirmative Action in Procurement</b>                 |                 |            |                                      |                            |
| E1       | Access to Government Procurement Opportunities (AGPO)    | Kshs            | 2          | 575,099,428                          | 50,147,295.6               |
| E2       | Promotion of Local Content in Procurement                | Kshs            | 2          | 949,339,455                          | 66,863,060.8               |
|          | <b>Weight Sub Total</b>                                  |                 | <b>4</b>   |                                      |                            |
| <b>F</b> | <b>CROSS CUTTING INITIATIVES</b>                         |                 |            |                                      |                            |
| F1       | Asset Management                                         | %               | 1          | 100                                  | 100                        |
| F2       | Youth Internships/Industrial Attachments/Apprenticeships | No.             | 1          | 238                                  | 175                        |
| F3       | Competency Development                                   | %               | 1          | 100                                  | 100                        |
| F4       | National Values and Principles of Governance             | %               | 1          | 100                                  | 100                        |
|          | <b>Weight Sub Total</b>                                  |                 | <b>4</b>   |                                      |                            |
|          | <b>Overall Total Weight</b>                              |                 | <b>100</b> |                                      |                            |

## ANNEX II: EXPLANATORY NOTES FOR PERFORMANCE INDICATORS AND TARGETS

### FINANCIAL STEWARDSHIP AND DISCIPLINE

#### A1. Absorption of Allocated Funds (100%)

In the 2024/2025 PC period, the State Department utilized Ksh. **44.78 Billion** of the allocated Ksh **46.63 Billion** translating to an absorption rate of **96%**

During the 2025/2026 contract period, the Principal Secretary will ensure that GoK allocated funds are applied 100% to programmes, projects and activities for which they were appropriated and planned for. Funds allocated for the FY 2025/26 amounts to **Kshs. 3,253,028,012**. The breakdown is as follows:

| Vote                                  | Sub Vote     | Printed Estimates (Kshs.) |
|---------------------------------------|--------------|---------------------------|
| 1169 State Department for Agriculture | Recurrent    | 1,042,940,772             |
|                                       | Development  | 2,210,087,240             |
|                                       | <b>TOTAL</b> | <b>3253028012</b>         |

#### A2. Appropriation-in-Aid

The State Department intends to collect and also receive Donor funds reflected as Direct Payments A-in-A amounting to **Kshs. 7,616,377,867** broken down as Recurrent (GOK) **Kshs. 20,950,000** and Development (Donor) **Kshs. 7,595,427,867**

##### A2.1 Recurrent (GoK) A-in-A

Recurrent A-in-A for the State Department will be as follows:

| S/No. | Project Name                                            | Amount (Kshs.)  |
|-------|---------------------------------------------------------|-----------------|
| 1.    | Agriculture Technology Development and Testing Stations | 2,000,000       |
| 2.    | Kenya School of Agriculture                             | 6,000,000       |
| 3.    | Agricultural Information Resource Centre                | 12,950,000      |
|       | <b>TOTAL</b>                                            | <b>20950000</b> |

##### A2.2 Development (Donor) A-in-A

Donor A-in-A for the State Department amounting to **Kshs. 7,595,427,867** will be from;

| S/No. | Project Code and Name                                                       | Source of Funds                     | (Kshs.)       |
|-------|-----------------------------------------------------------------------------|-------------------------------------|---------------|
| 1.    | National Agricultural Value Chain Development Project (NAVCDP) – World Bank | World Bank                          | 1,806,910,000 |
| 2.    | Kenya Cereal Enhancement Programme (KCEP).                                  | International Fund for Agricultural | 500,000,000   |

| S/No.        | Project Code and Name                                                 | Source of Funds                     | (Kshs.)              |
|--------------|-----------------------------------------------------------------------|-------------------------------------|----------------------|
|              |                                                                       | Development - (IFAD)/European Union |                      |
| 3.           | Kenya Agricultural Business Development Programme                     |                                     | 30,000,000           |
| 4.           | Smallholder Horticulture Empowerment Project (SHEP Plus)              | JICA                                | 17,000,000           |
| 5.           | Small Scale Irrigation and Value Addition Project (SIVAP)             | African Development Bank            | 800,000,000          |
| 6.           | Capacity building Project for Enhancement of Rice Production (CADREP) | JICA                                | 45,000,000           |
| 7.           | Enable Youth Kenya Programme                                          | ADB                                 | 850,000,000          |
| 8.           | Emergency Locust Response                                             | World Bank                          | 120,000,000          |
| 9.           | Resilience for Food & Nutrition Security Program in Horn of Africa    | African Development Bank (ADB)      | 1,220,000,000        |
| 10.          | Food System Resilience Program                                        | World Bank                          | 2,206,517,867        |
| <b>TOTAL</b> |                                                                       |                                     | <b>7,595,427,867</b> |

## **A2. Absorption of Externally Mobilized Funds (100%)**

During the contract period, the Principal Secretary will ensure that the externally mobilized funds including donor funds (A.I.A and Revenue) totalling to **Kshs. 7,595,427,867** are utilized 100% to programmes, projects and activities for which they were appropriated and planned for.

## **A4. Pending Bills**

The State Department will put in place measures to settle the existing pending bill of **Kshs. 7,780,829,586.33** and any other measures to mitigate against future pending-bills. The Department will ensure that pending bills, if any will be less or equal to 1% (**Kshs. 32,530,280.12**) of the State Department's total budget allocation of **Kshs 3,253,028,012** for the **FY 2025/26**

## **B. SERVICE DELIVERY**

### **B1. Implementation of Citizens' Service Delivery Charter (100%)**

During the FY 2025/26, the State Department alongside Ministry will:

- i. Display the Citizen's Service Delivery Charter prominently at the points of entry/service delivery (Kilimo House ground floor reception and 7<sup>th</sup> floor) in both English and Kiswahili using the prescribed format, by 31<sup>st</sup> August, 2025. For the purpose of the display and ease of notice by the customers, the size of the charter will be three feet in width and four feet in height, i.e. (3'x4'), with clearly visible font size of the contents - (10%);

- ii. Customize the charter to unique needs and convenient access of the customers by providing mechanisms for sign language and uploading the Charter on the State Department online platforms by 31<sup>st</sup> October, 2025 (20%);
- iii. Sensitize staff on the Citizen's Service Delivery Charter, by 31<sup>st</sup> December, 2025, (20%);
- iv. Ensure conformity with commitments and standards in the Charter by establishing compliance mechanism e.g., maintaining records on service delivery (50%).

## **B2. Digitalization of government services (100%)**

To accelerate the adoption of ICT solutions for ease of access, fast, cost effective, convenient and efficiency in service delivery, the State Department will re-engineer business processes and apply digital technologies to enhance Government service delivery. During the FY 2025/26, the State Department will undertake the following:

- i. Re-engineered services processes digitized (10%)
- ii. At least two core services re-engineered end-to-end (35%)
- iii. Re-engineered service processes digitalized (35%)
- iv. All digitalized customer facing services onboarded onto the e-citizen platform, where applicable; (20%)

## **B3. Resolution of Public Complaints (100%)**

During the FY 2025/26, the State Department commits to promptly address and resolve public complaints referred to it directly or channeled through the Commission on Administrative Justice (CAJ) by undertaking the following:

- i. Resolve all public complaints received (referred to it directly or channelled through the Commission on Administrative Justice (CAJ) in all quarters (60%);
- ii. Provide access to information – reactive disclosure, in all quarters (20%); and
- iii. Create awareness on the complaint handling mechanisms in all quarters (20%).

## **C. CORE MANDATE**

### **C1\_2: Policy Developed (100%)**

To create an enabling environment for growth, the Principal Secretary commits to develop the Tea Policy and submit to the Cabinet by 30<sup>th</sup> June 2026 (100%)

### **C1\_3: Regulatory Frameworks Developed (100%)**

To create an enabling environment for growth, the Principal Secretary commits to develop and gazette Tea Regulations and ensure that the Agricultural Development Fund regulation is finalized and submitted to The National Treasury by 30<sup>th</sup> June 2026

#### **C1\_4: Fertilizer Subsidy Programme Coordinated (100%)**

In line with the Government policy of providing farmers with fertilizers for increasing production and productivity and facilitate management of the cost of living, the Principal Secretary commits to undertake the following targeting BETA priority value chains:

- i. National Subsidy Technical Committee strengthened for quality checks and control by 30<sup>th</sup> June, 2026 (30%)
- ii. Register additional 500,000 farmers from 6.6 million farmers to 7.1 million farmers by 30<sup>th</sup> June, 2026 (70%)

#### **C1\_5: Food Generation Diversity Improved**

The Principal Secretary commits to improve food and generation diversity by undertaking the following;

- i. Distribute 400,000 tea seedlings by 30<sup>th</sup> June, 2026
- ii. Distribute 500,000 assorted crop seedlings by 30<sup>th</sup> June, 2026

#### **C1\_6: Crop Yield Losses Reduced (100%)**

The Principal Secretary commits to reduce crop yield losses due to damage from strategic pests (Quelea birds, Locusts & African army worm), Transboundary and emerging pests (e.g. Fall armyworm, Invasive Apple Snail) and Aflatoxin through the following interventions;

- i. Undertake timely strategic pest surveillance and control from all the reported strategic pest's outbreaks in the Country by 30<sup>th</sup> June 2026 (70%)
- ii. Convene consultative forums (virtual or physical) to address threat from strategic and migratory pests by 30<sup>th</sup> June 2026 (30%)

#### **C1\_7: Agriculture Mechanization Improved (100%)**

The Principal Secretary commits to promote agricultural mechanization for increased productivity, efficiency and improved food security and economic development by undertaking the following:

- i. Equipping of agricultural mechanization hub at New Progressive Farmers' Cooperative Society in Moiben SubCounty completed (30%)
- ii. Construction and equipping of 10 Solar Powered boreholes at Khaunga Primary School (Kakamega County), AIC Ndune Primary School (Embu County), Charera in Bureti Constituency (Kericho County), Mwonokia CBO in Buuri Constituency (Meru County), Nyakongo Primary School (Kisumu County), Dalson Micro irrigation scheme (Wajir County), Mkokoni in Matunga Constituency (Kwale

- County), Ngongo Aka (Meru County), Victor Besone Primary School (Meru County) and Oldebes Primary School (Baringo County) completed (40%)
- iii. Construction of three (3) grain aggregation, drying and storage facilities at Mwendi Urithi, Lailuba (Meru County), New Progressive FC and Bakule (Uasin Gishu County) completed (30%)

#### **C1\_8: Project Completion Rate (100%)**

The State Department will undertake all the planned projects as outlined in Annex III.

#### **C1\_9: Policies Reviewed**

The Principal Secretary commits to review The National Seed Policy and submit it to the Cabinet by 30<sup>th</sup> June 2026

#### **C1\_10: Fertilizer and Animal Feed Stuff Act Operationalized**

To mitigate the existing weak quality control measures in fertilizers and animal feed stuffs industries, the Fertilizer and Animal Feed Stuff Act, Cap 345 was amended in 2015. The Cabinet Secretary commits to operationalize the Act by gazetting The Fertilizer Board in the contract period

#### **C1\_11: Productivity Improvement**

The State Department will develop, implement, and adopt strategies, and interventions to support it to measure, manage and improve productivity and ultimately entrench a culture of productivity. In this regard, the State Department will establish Productivity Index by 30<sup>th</sup> June 2026

#### **C1\_12: Legal Frameworks Reviewed**

To create an enabling environment for growth, the Principal Secretary commits to review Seeds and Plant Varieties Act, Cap 326 by 30<sup>th</sup> June 2026

#### **C1\_13: Capacity building in Agriculture**

During the FY 2025/26, Kenya School of Agriculture will undertake the following activities;

- i. Train 56 students in certificate in general agriculture (40%) by 30<sup>th</sup> June 2026
- ii. Train 173 students in diploma in general agriculture (40%) by 30<sup>th</sup> June 2026

#### D. Implementation of Presidential Directives (100%)

During the contract period, the State Department will implement all Presidential Directives, Circulars and Executive Orders issued for its execution between 1st July, 2025 and 30th June, 2026. The Presidential Directives action plan is shown in the matrix below:

##### D1. National Tree Growing Restoration Campaign (100%)

In order to increase forest and tree cover from 12% to 30% by 2032, the State Department will undertake the following activities: Grow a total of 19,200 trees (640 staff x 30 trees per year) (40%) by 30<sup>th</sup> June, 2024; Mobilize key stakeholders in liaison with the State Department for Forestry (SDF) to conduct 3 tree planting/growing events (50%) by 30<sup>th</sup> June 2025; and Submit half yearly and annual reports to the SDF (10%)

The Presidential Directives action plan is shown in the matrix:

| S/N o. | Directive s Name                           | Descripti on                                                                                                                                  | Date Issued                    | Directiv e Timeline ss                        | Estimat ed Cost (Kshs) | Allocat ed Funds FY 2024/ 25 | Expected Deliverables                                                                                                                                                                               |
|--------|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|-----------------------------------------------|------------------------|------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.     | National Tree Growing Restoration Campaign | His Excellency the President directed the increment of the forest and tree cover from 12% to 30% with every staff planting 30 trees annually. | 21 <sup>st</sup> December 2022 | 30 <sup>th</sup> June, 2032<br><br>(10 years) | 20M                    | 20M                          | <div>i. Grow a total of 19,200 trees (30 trees per year for 640 staff) by 30<sup>th</sup> June, 2024; (40%)</div> <div>ii. Mobilize key stakeholders in liaison with the State Department for</div> |

| S/N<br>o. | Directive<br>s<br>Name | Descripti<br>on | Date<br>Issued | Directiv<br>e<br>Timeline<br>ss | Estimat<br>ed Cost<br>(Kshs) | Allocat<br>ed<br>Funds<br>FY<br>2024/<br>25 | Expected<br>Deliverables                                                                                                                                               |
|-----------|------------------------|-----------------|----------------|---------------------------------|------------------------------|---------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|           |                        |                 |                |                                 |                              |                                             | <p>Forestry (SDF) to conduct 3 tree planting/growing events by 30<sup>th</sup> June 2024; (50%)</p> <p>iii. Submit half yearly and annual reports to the SDF (10%)</p> |

## **E. Affirmative Action in Procurement**

### **E1. Access to Government Procurement Opportunities (AGPO)**

During the contract period, the State Department's total procurement budget is **KShs. 167,157,652.00**

The total procurement budget not applicable for subjection to 30% Policy is Nil.

During the contract 2024/2025 period the State Department awarded KShs.301,617,411.76 to youth, women and PwDs. In the 2025/2026 period, the State Department targets to award to the youth, women and persons with disabilities enterprises and at least 2% of the 30% (which is **KShs 1,002,946**) will be reserved for Persons with Disabilities (PWDs).

In order to facilitate the achievement of the AGPO target, the State Department will undertake the following:

- i. Train on government procurement procedures, on requirement for accessing government procurement opportunities and on specific opportunities
- ii. Pre-qualify the registered groups as (an affirmative action);
- iii. Submit to Public Procurement Regulatory Authority (PPRA) a summary of the procurement opportunities allocated to the target groups in the format provided in the PPRA website [www.tenders.go.ke](http://www.tenders.go.ke) by 31<sup>st</sup> July, 2025; and
- iv. Submit a summary of procurement opportunities allocated to PWDs to the National Council for People with Disabilities (NCPWD) via [dmd@ncpwd.go.ke](mailto:dmd@ncpwd.go.ke) by **31<sup>st</sup> July, 2026**.

### **E2. Promotion of Local Content in Procurement**

During the contract period, the State Department will allocate and award at least 40% of the total value of the State Department's procurement budget (after netting existing contracts and specialized goods and services) for goods and services produced locally as provided in the annual procurement plan. Specifically, the State Department targets to procure locally produced goods and services worth **KShs 66,863,060.80**

The State Department will prepare and submit quarterly progress reports in the prescribed format, on the implementation of promotion of local content in procurement, to the Ministry of Investments, Trade and Industry.

## **F: CROSS CUTTING INITIATIVES**

### **F1. Asset Management (100%)**

The State Department will make the best use of its equipment, machinery, tools, buildings, vessels, vehicles etc. in order to maximize taxpayers' value. This will include:

- i. Inventory of Asset and updated 30<sup>th</sup> June 2026 (30%);
- ii. Assets ownership documents acquired 30<sup>th</sup> June 2026 (30%)
- iii. Idle assets disposed 30<sup>th</sup> June 2026 (40%)

Submit quarterly and annual reports to The National Treasury and Planning using the prescribed format.

### **F2. Youth Internships/Industrial Attachment/Apprenticeships**

The State Department will engage the youth in internship and industrial attachment/apprenticeship programs for purposes of skills transfer. The State Department targets 175 youths which constitutes 28% of in-post staff (620), against the required 5%.

| State Department                 | In Post | Attachees | Interns | Total |
|----------------------------------|---------|-----------|---------|-------|
| State Department for Agriculture | 620     | 64        | 111     | 175   |

### **F3. Competency Development (100%)**

The State Department will undertake the following activities in order to address career progression of individual employees and improve institutional performance:

- a) Undertake Institutional Skills Gap Analysis 30<sup>th</sup> September, 2025 (20%);
- b) Undertake Staff Training Needs Assessment 30<sup>th</sup> September, 2025 (10%);
- c) Address the identified skills gaps and training needs through interventions such as recruitment, outsourcing, capacity building /training coaching, mentoring by 30<sup>th</sup> June, 2026 (30%); and
- d) 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 31<sup>st</sup> July 2025, (10%);
  - ii. Undertake Staff Performance Appraisal for all employees and compile the appraisal report for the FY 2024/25 by 31<sup>st</sup> August, 2025 (15%);
  - iii. Develop an action plan and implement the recommendations emanating from the staff appraisal reports in all quarters (15%).

### **F4. National Values and Principles of Governance (100%)**

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 State Department will:

- a) Implement the following four (4) commitments relevant to its mandate and submit in the prescribed format an Annual Progress Report on the implementation of the commitments and way forward captured in the 2022 Annual President's Report on National Values and Principles of Governance (40%);
  - (i) Implement measure to support the agricultural pillar of the Government Plan as outlined in the Bottom-Up Economic Transformation Agenda (2022-2027), by 30<sup>th</sup> June, 2025 (10%);
  - (ii) Implement measures to promote accountability and openness in the management of public affairs and institutions by 30<sup>th</sup> June, 2026 (10%);
  - (iii) Support devolution by strengthening cooperation and collaboration between the two levels of government for improved service delivery by 30<sup>th</sup> June, 2026 (10%);
  - (iv) Continue to implement measures to protect the environment and mitigate climate change by 30<sup>th</sup> June, 2026 (10%);
- b) Submit in the prescribed format the annual report on measures taken and progress achieved in the realization of National Values and Principles of Governance by 15<sup>th</sup> July, 2026, (60%)

The two reports will be submitted to the Directorate of National Cohesion and Values by 15<sup>th</sup> July, 2026 in hard copy and soft copy emailed to: [nationalvalues2017@gmail.com](mailto:nationalvalues2017@gmail.com).

### Annex III: Project Completion Rate

| S/No. | Project Name                                                                                       | Project Description                                                                                                                     | Location                                                                         | Total Estimated Cost (Kshs.) | Current Status (Status of physical Completion in %)                                                                                                      | Allocation for FY 2025/26 (Kshs.) | Expected Deliverables (Outputs) for FY 2025/26                                                                                                                                                           |
|-------|----------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.    | Resilience for Food and Nutrition Security in the Horn of Africa (BREFONS)                         | To contribute to improving living conditions and food and nutrition security in Kenya and the Horn of Africa Region                     | 7 Counties - Turkana, Marsabit, Isiolo, Samburu, Baringo, West Pokot and Garissa | 5163000000                   | 25%. Construction of 33 Boreholes ongoing. Construction of Six(6) livestock markets ongoing. Construction of 300 ha of irrigation infrastructure ongoing | 1220000000                        | <ul style="list-style-type: none"> <li>Construction of 33 Boreholes (30%)</li> <li>Six(6) livestock markets constructed (30%)</li> <li>300 ha of irrigation infrastructure constructed (40%).</li> </ul> |
| 2.    | Capacity Development Project for Enhancement of Rice Production in Irrigation Schemes (CaDPERP II) | To support development & promotion of profitable rice-based farming systems and efficient water management and postharvest technologies | 2 Counties - Kirinyaga, Kisumu                                                   | 200000000                    | 12%. Trials completed in Ahero Kisumu; Dissemination of rice technologies ongoing                                                                        | 450000000                         | <ul style="list-style-type: none"> <li>2,500 farmers trained to take up technologies (100%)</li> </ul>                                                                                                   |

|    | Emergency Locust Response Programme (ELRP) | To respond to the threat to livelihoods posed by outbreaks of desert locusts and strengthenin g systems for invasion preparednes s, and support to communitie s to regain lost livelihoods | 15 Counties - Mander a, Wajir, Garissa, Isiolo, Tharaka -Nithi, Baringo , West Pokot, ElgeyoMarakwet, Sambur u, Turkana , Marsabi t, Kitui, Embu, Meru | 9793730000 | 85% • 173,274 Land area sprayed for locust control (Ha) • 121,492 Land area of affected pastureland /range land restored to productivit y (Ha) • 167 sub projects for implementa tion at total cost of Kshs. 1,773,658,9 86 across the 15 counties | 120000000 | Payment of any pending financial obligation(100%) |
|----|--------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|---------------------------------------------------|
| 3. |                                            |                                                                                                                                                                                            |                                                                                                                                                        |            |                                                                                                                                                                                                                                                    |           |                                                   |

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| 4. | Empowering Novel Agribusiness-Led Employment for Youth (ENABLEYouth) | It aims at creating youth agribusinesses through skill acquisition and creating an enabling environment in which youth become owners of profitable agribusinesses; This will be attained through training, nurturing and mentorship in the Youth Agribusiness Incubation Centres (YABICs). | (1) Kenya School of Agriculture (Nyeri)<br>(2) Dairy Training Institute (Naivasha)<br>(3) Regional Pastoral Training Centre (Narok)<br>(4) National Aquaculture Development Centre (Kirinyaga) (5) Ramogi Institute of Advanced Technology (Kisumu)<br>(6) Pwani University (Kilifi)<br>(7) Kisii University (Kisii)<br>(8) University of Eldoret (Uasin Gishu) | 3333000000 | 38% • 650 Incubatees (youth) were trained on business plan development – 40% complete for the cycle three. • 145 youth agribusinesses financed through Interest free loan worth Kshs. 119,532,524.00 • 118 agribusinesses financed through Soft Loan worth Kshs. 152,880,111.00 | 850000000 | <ul style="list-style-type: none"> <li>• Incubation of 800 youths(50%)</li> <li>• Development of 1,420 business plans(50%)</li> </ul> |
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| 5. | Food Systems Resilience Programme (FSRP) | To focus on reducing the percentage of food Insecure people within the project area by supporting the beneficiaries to adopt Climate-Smart Innovations and practices supporting initiative that will Increase land area under sustainable landscape management practices. | 13 Counties – Baringo, Elgeyo/Marakwet, Garissa, Isiolo, Laikipia, Lamu, Mander, Marsabit, Tana River, Turkana, Wajir, West Pokot | 198000000000 | 6%. Construction of 39 marketing infrastructures ongoing | 2206517867 | <ul style="list-style-type: none"> <li>•39 marketing infrastructures constructed</li> <li>•50,000 farmers accessing food systems and hydromet information (40%)</li> <li>• 50,000 farmers supported with TIMPS (40%)</li> </ul> |
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|  | National Agricultural Value Chain Development Project (NAVCDP) | To increase market participation and value addition for targeted farmers in select agricultural value chains in project areas. | 34 Counties – Bomet, Bungoma, Busia, Embu, Homabay, Kajado, Kakamega, Kericho, Kiambu, Kilifi, Kisii, Kisumu, Kitui, Kirinyaga, Kwale, Machakos, Makueni, Meru, Migori, Murang'a, Nairobi, Nakuru, Nandi, Narok, Nyamira, Nyandarua, Nyeri, Siaya, Taita, Taveta, Tana River, Tharaka Nithi, Trans Nzoia, Uasin Gishu, Vihiga, | 31308000750 | 34%. 6.8 million farmers mapped, registered and digitalized nationally; 2.3 million farmers reached with agricultural assets/services; 270,100 farmers undertaking regular savings amounting to 1.5 billions; 79,928 farmers accessing credit from Ward Based agro SACCOS; 430 TIMPS developed and disseminated by KALRO; 279,164 farmers adopting TIMPS; 5,569 agripreneurs onboarded; 1,919 ha of land under irrigation | 1806910000 | i. 300,000 farmers/beneficiaries reached with agricultural assets and services (20%) ii. 150,000 farmers/beneficiaries under the project accessing financial(credit) services(20%) iii. 250,000 farmers adopting climate smart improved agricultural Technologies, Innovation and Management Practices (TIMPs) (20%) iv. 5,375 Agripreneurs fully developed and paired to support counties (20%) v.10,000 hectares put under irrigation (20%) |
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| Project for Smallholder Empowerment and Agribusiness Promotion (SHEPBiz) | To build capacity of County staff on SHEP Approach in partner organizations, upscaling of the SHEP approach by County Government, training of farmers (farmer groups) and staff on SHEP approach. It also endeavours to identify challenges in existing value chains and formulate pilot projects to address the challenges. | 20 Counties - Nakuru, Nandi, Kisumu, Homabay, Meru, Tharaka-Nithi, Makueni, Kitui, Kilifi, Kwale, Embu, Murang'a, Kirinyaga, Kajado, Machakos, Nyamira, Migori, Nyeri, Trans Nzoia, Busia | 552000000 | 69% • Trained 6500 farmers (325 farmer groups) on Market Oriented Agriculture (SHEP Approach). • 50% of targeted counties introduce the SHEP Approach in the county's planning document • 9 organizations introduced to SHEP and have integrated it in the extension systems. • 8 promising value chains, i.e. (1) rice, (2) passion fruit, (3) avocado, (4) groundnuts, (5) macadamia nuts, (6) sweet potatoes, (7) French beans, and (8) cashew nuts, were analyzed and identified | 17000000 | • 200 horticulture farmers trained (50%) • 20 MSMEs trained (50%) |
| 7.                                                                       |                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                           | 22        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          |                                                                   |

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| 8. | Small Scale Irrigation and Value Addition Project (SIVAP) | To contribute to poverty reduction by ensuring increased agricultural productivity and incomes; and food security among beneficiaries in eleven counties through: Increased land area brought under irrigation, Catchment/ water Shed areas development, Rehabilitation of rural access roads, construction of Water harvesting structures | 11 ASAL Counties of Tharaka Nithi, Meru, Nyeri, Nyandarua, Murang'a, Machakos, Bomet, Makueni, Kitui, Kajiado and Tana River | 6833000000 | 84% • 3230 Ha Increased land area brought under irrigation 15000 Ha of Catchment/ water Shed areas developed • 110 Water harvesting structures to improve volume of water mobilized • 11 Irrigation schemes as enablers to crop production (2,224 Ha brought under Irrigation infrastructure) • 41 Micro-irrigation Schemes (204.76 Ha brought under irrigation) | 800000000 | • Payment of pending financial obligations (100%) |
|    |                                                           |                                                                                                                                                                                                                                                                                                                                            |                                                                                                                              |            | • 88 Ground Water Structures (Boreholes, Shallow wells)                                                                                                                                                                                                                                                                                                          |           |                                                   |

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| 9.  | Boosting Sustainable Food Production in Kenya (BOOST) (KCEP-CRAL) | To contribute to the reduction of rural poverty and food insecurity of smallholder s in the ASALS by developing their economic potential while improving their natural resources management capacity and resilience to climate change in an increasingly fragile ecosystem | 12 Counties; Nakuru, Kakamega, Bungoma, Trans Nzoia, Embu, Tharaka Nithi, Kitui, Machakos, Makueni, Taita Taveta, Kwale and Kilifi | 12227000000 | 0%. Procurement process ongoing | 5000000000 | 51,638 small holder farmers will be facilitated to access input subsidies (100%) |
| 10. |                                                                   |                                                                                                                                                                                                                                                                            |                                                                                                                                    |             |                                 |            |                                                                                  |