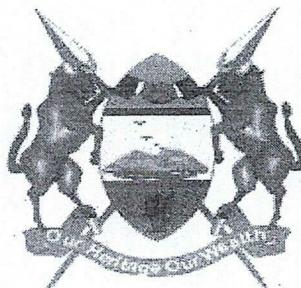


**COUNTY GOVERNMENT OF BUNGOMA**  
**DEPARTMENT OF PUBLIC SERVICE MANAGEMENT**  
**ADMINISTRATION AND ICT**



**SECOND KENYA DEVOLUTION SUPPORT PROGRAM (KDSP II)**  
**APPROVED WORKPLAN FOR THE FY 2025/26**

**PREPARED BY: CYRUS WANYONYI**

**APPROVED BY CPSC ON 28<sup>TH</sup> OCTOBER, 2025**

S/NO	NAME	DESIGNATION	SIGNATURE
1	KENNETH MAKELO LUSAKA	GOVERNOR/ CHAIRPERSON	
2	CYRUS WANYONYI SILALI	KDSP II COUNTY PROGRAMME COORDINATOR/ SECRETARY	



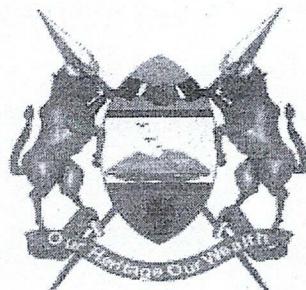
COUNTY GOVERNMENT OF BUNGOMA

SECOND KENYA DEVOLUTION SUPPORT PROGRAM (KDSP II) WORKPLAN FOR THE FY 2025/26

KRA	DL4	Expected Output/ Deliverable	Activity Description	Description of Sub-Activities	No. of persons, dates, negotiations, workshops	No. of units	Unit Cost	Total Cost	Start Date	End Date	Lead department for implementation	Collaborating department for implementation
<b>DL2: COUNTIES PARTICIPATING THAT HAVE PUT IN PLACE CORE GOVERNANCE ARRANGEMENTS TO MANAGE PUBLIC FUNDS</b>												
		Core governance arrangement put in place	Programme coordination activities and consultations	CPLU staff Meetings	No. of meeting	24	37,400	897,600	1-Jul-2025	30-Jun-2026	PSMA ICT	
			CPCS monthly meetings	CPTC quarterly meetings	No. of meetings	12	26,400	316,800	1-Jul-2025	30-Jun-2026	PSMA ICT	
			Capacity building workshops for members of programme coordination committees/teams	Capacity building of 17 single project management unit (SPMI) members for 3 days	No. of workshops	10	56,000	560,000	1-Jul-2025	30-Jun-2026	PSMA ICT	
			5 days training of 10 gender officers in a accredited institution	Development and operationalization of Bungoma County Knowledge management policy	No. of training	4	775,000	3,100,000	1-Jul-2025	12-Sep-2025	PSMA ICT	
			Capacity building of knowledge management champions	Capacity building of knowledge management	No. of workshops	1	714,000	714,000	1-Sep-2025	3-Sep-2025	PSMA ICT	
<b>DL3: COUNTIES THAT HAVE INCREASED OSR COLLECTED BY AT LEAST 5% ANNUALLY OVER AND ABOVE THE RATE OF INFLATION</b>												
		Increased own source revenue from 1.024 billion to 1.4 billion	Implementation of revenue enhancement strategies	Preparation of revenue enhancement strategy	No. of reports	1	1,209,000	1,209,000	4-Aug-2025	26-Sep-2026	Finance & E.P	All County Departments
			Mapping of Bungoma county revenue sources	Mapping of Bungoma county revenue sources	No. of reports	1	2,000,000	2,000,000	1-Sep-2025	19-Sep-2025	PSMA ICT	Finance & E.P
			Sensitization of stakeholders per ward on revenue enhancement strategies in 45 wards	Capacity building of internal auditors on auditing of own source revenue	No. of meeting	45	32,100	1,444,500	6-Oct-2025	31-Oct-2025	PSMA ICT	Finance & E.P
			Capacity building of internal auditors on auditing of own source revenue	Development and updating of county valuation roll	No. of officers trained	20	35,000	700,000	13-Oct-2025	15-Oct-2025	PSMA ICT	Finance & E.P
			Development and updating of county valuation roll	Implementation of revenue enhancement strategies	No. of valuation rolls	3	380,000	1,140,000	22-Sep-2025	3-Oct-2025	PSMA ICT	Finance & E.P
<b>DL4: COUNTIES THAT ARE IMPLEMENTING PENDING BILLS ACTION PLANS</b>												
		Reduction in county stock of pending bills	Implementation of pending bill action plan	Training of county 30 PFM Staff on budgeting and management of pending bills	No. of persons trained	15	49,466	741,990	27-Oct-2025	29-Oct-2025	Finance & E.P	PSMA ICT
				Facilitate verification committee meetings to verify stock of pending bills	No. of meeting	15	60,000	900,000	3-Nov-2025	10-Nov-2025	PSMA ICT	Finance & E.P
				Preparation of pending bills report, action plan and payment tracking reports	No. of workshops	1	675,000	675,000	17-Nov-2025	19-Nov-2025	PSMA ICT	Finance & E.P
				Quarterly tracking of pending bill payments	No. of meetings	4	60,000	240,000	1-Jul-2025	30-Jun-2026	PSMA ICT	Finance & E.P
<b>DL5: COUNTIES THAT HAVE INTEGRATED THEIR HR RECORDS, AUTHORIZED STAFF ESTABLISHMENT AND PAYROLL, AND UPLOADED CLEARED PAYROLLS IN THE HRIS-KE</b>												
		County HR records, approved organizational structure, staff establishment and cleared payroll integrated in the HRIS-Ke	Implementation of county organizational structure and staff establishment recommendations	Implementation of county organizational structure and staff establishment recommendations	No. of approved implementation reports	1	500,000	500,000	3-Nov-2025	7-Nov-2025	PSMA ICT	HRM Office
			Implementation of staff establishment audit recommendations	Implementation of staff establishment audit recommendations	Staff establishment implementation reports	1	500,000	500,000	10-Nov-2025	14-Nov-2025	PSMA ICT	HRM Office
			Implement plan of payroll audit recommendations	Implement plan of payroll audit recommendations	Payroll audit implementation report	1	850,000	850,000	17-Nov-2025	21-Nov-2025	PSMA ICT	HRM Office
			sensitize CECM, CO AND CPSB on HR audit finding and th recommendations	HR audit implementation	HR audit implementation	1	420,000	420,000	24-Nov-2025	28-Nov-2025	PSMA ICT	All County Departments
			sensitize of CECM, CO and CPSB on staff skills audit recommendations	Skill audit implementation	Skill audit implementation	1	450,000	450,000	1-Dec-2025	5-Dec-2025	PSMA ICT	HRM Office
			sensitize HR records personnel on human resource record management	HRIS system report	HRIS system report	1	500,000	500,000	13-Oct-2025	17-Oct-2025	PSMA ICT	HRM Office
			Training of County Public Service Board members and secretariat on HR processes	Training report	Training report	15	65,000	975,000	29-Oct-2025	31-Oct-2025	PSMA ICT	CPSB
<b>DL6: COUNTIES THAT ARE ENHANCING ACCOUNTABILITY FOR RESULTS THROUGH AN INTEGRATED PERFORMANCE MANAGEMENT FRAMEWORK</b>												

KRA	DLIs	Expected Outcomes	Activity Description	Description of Sub-Activities	No. of workshops (days-constituents, units)	Unit Cost	Total Cost	Start Date	End Date	Lead department for implementation	Collaborating department for implementation		
KRA 3	DLI 7	Counties with Public Investment Management Dashboards with Citizen Feedback Mechanisms	Performance management in the county	Performance management in the county	Capacity building of county integrated performance management committee	No. of workshops	2	450,700	901,400	14-Jul-2025	18-Jul-2025	PSMA, ICT	All County Departments
			Enhancing accountability for results through an integrated performance management framework	Meeting of county integrated performance management committee	No. of meeting	4	52,500	210,000	28-Jul-2025	30-Jul-2025	PSMA, ICT	All County Departments	
				Capacity building of 16 county performance management champions members and 16 departmental performance management champions, 10 HRDs on implementation of Performance management system	No. of persons	45	35,000	1,575,000	30-Jul-2025	1-Aug-2025	PSMA, ICT	All County Departments	
				Vetting of 10 performance contracts by 4 external experts for 5 days	No. of persons	4	200,000	800,000	1-Aug-2025	5-Aug-2025	PSMA, ICT	All County Departments	
				Signing of pes between H.E and CECMS, CECMS and Chief officers and Chief officers and Directors	No. of persons	100	2,500	250,000	4-Aug-2025	4-Aug-2025	PSMA, ICT	All County Departments	
				Quarterly reporting of implementation of performance management	No. of meeting	4	150,000	600,000	1-Oct-2025	30-Jun-2026	PSMA, ICT	All County Departments	
				End of year evaluation of departmental performance management reports by experts	No. of days	5	195,000	975,000	30-Jun-2026	30-Jun-2026	PSMA, ICT	All County Departments	
				Official release of annual performance management report	No. of days	1	500,000	500,000	30-Jun-2026	30-Jun-2026	PSMA, ICT	All County Departments	
<b>GRIEVANCE REDRESS MECHANISM(GRM), ENVIRONMENTAL AND SOCIAL SAFEGUARDS</b>													
	GRM	Gender mainstreaming	Training of gender officer	No. of officers trained	16	105,000	1,680,000	2-Mar-2026	6-Mar-2026	Youth, Sports, Gender and Culture	PSMA, ICT		
		Formalized grievance and redress	Development and implementation of grievance redress mechanism	No. of officers	90	10,500	945,000	16-Mar-2026	18-Mar-2026	PSMA, ICT			
		County Assembly	Capacity building of County Assembly	No. of meeting	12	30,000	360,000	23-Mar-2026	25-Mar-2026	PSMA, ICT			
			County Assembly oversight strengthened	No. of fiscal analyst trained	10	115,000	1,150,000	23-Mar-2026	27-Mar-2026	PSMA, ICT	County Assembly		
			Implementation of County Assembly resolution tracker	No. of resolution trackers implemented	1	1,200,000	1,200,000	13-Apr-2026	17-Apr-2026	PSMA, ICT	County Assembly		
			<b>TOTAL</b>				<b>37,500,000</b>						

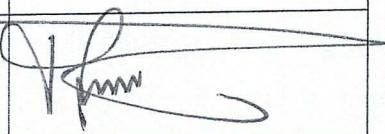
**COUNTY GOVERNMENT OF BUNGOMA  
DEPARTMENT OF PUBLIC SERVICE MANAGEMENT  
ADMINISTRATION AND ICT**



**COUNTY INSTITUTIONAL DEVELOPMENT PLAN AND  
BUDGET FOR FY 2025/2026**

**PREPARED BY: CYRUS WANYONYI**

**APPROVED BY CPSC ON 28<sup>TH</sup> OCTOBER, 2025**

S/NO	NAME	DESIGNATION	SIGNATURE
1	KENNETH MAKELO LUSAKA	GOVERNOR/ CHAIRPERSON	
2	CYRUS WANYONYI SILALI	KDSPII COUNTY PROGRAMME COORDINATOR/ SECRETARY	



## **1.0. Introduction**

Bungoma County is one of the counties that is participating in the Second Kenya Devolution Support Programme (KDSP II). In 2024/25 financial year, the county government has allocated kshs 37.5 million in its budget to undertake activities under KDSP II. The institutional development plan and budget for the FY/2024/2025 reflect the activities to be undertaken. This plan was developed through a consultative process with officers drawn from key technical departments and key focal persons within the CPIU.

The plan was therefore prepared by **Mr Cyrus Wanyonyi Silali, County Programme Coordinator**

## **2.0. Context.**

Here this project aims at implementing activities that are aimed at strengthening the institutional capacity of the county to utilize public resources efficiently. The specific objective of the plan is to provide a framework for implementing activities that

- a. contribute towards sustainable financial and expenditure management
- b. Enhance intergovernmental coordination, institutional performance and human resource management.
- c. strengthen oversight, participation and accountability in the county programmes and projects

## **3.0. Description of Proposed Activities**

In 2024/2025 FYR, the county government increased its own source collection by 12 percent. It was also able to develop and approve a revenue mobilization strategy paper. On pending bills, the county government realized a reduced stock of pending bills due to significant interventions put in place. Under KRA II, the county staff organizational structure and staff establishment was approved. Significant work was undertaken toward a human resource and skills audit. The county undertook a payroll audit in order to improve transparency in payroll management. The county government has also implemented performance management in its public service by ensuring that all officers sign performance contract and appraisals. The county government also prioritized

increased efficiency in project management. Hence, community led project management committees' guidelines were approved. The county is in the process of establishing the community led committees. The county government has also developed a project management dashboard which has been populated with all projects that were implemented since 2013.

In 2025/26 FYR, the county government will prioritize the establishment of the single project management unit since the guidelines were approved by cabinet. In the financial year, the county government will implement strategies that are aimed at increasing own source revenue by undertaking a revenue mapping exercise, training revenue officers on revenue forecasting as well as updating the valuation roll. On pending bills, the county government will entrench the gains achieved by implementing strategies for reducing pending bills, training public finance management officer on management of pending bills and tracking payments. The county government plans to put in place actions captured in the payroll, human resource and skill audit implementation plans. This will ensure transparency in human resource management. In addition, the 2025/26 cycle of performance management will commence with vetting a signing of performance contracts. The county also plans to implement recommendations contained in the project stock take reports.

### **Level 1grant Budget**

In 2025/26, the county has will utilize KShs 37.5 million to undertaken activities that are aimed at building on the achievements so far achieved during the previous financial year. The activities and budget, workplan and cash plan are presented in ANNEX 1.0, 2.0, 3.0

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### **Level 1grant Budget**

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**Budget for Level 1 grants**

<b>COUNTY GOVERNMENT OF BUNGOMA</b> <b>KDSP II BUDGET FY 2025/26</b>					
No.	Activity	Lead department	Start date	End date	Budget (KShs)
<b>COUNTIES PARTICIPATING THAT HAVE PUT IN PLACE CORE GOVERNANCE ARRANGEMENTS TO MANAGE PUBLIC FUNDS</b>					
1	CPIU staff Meetings	PSMA ICT	1-Jul-2025	30-Jun-2026	897,600
2	CPSC monthly meetings	PSMA ICT	1-Jul-2025	30-Jun-2026	316,800
3	CPTC quarterly meetings	PSMA ICT	1-Jul-2025	30-Jun-2026	560,000
4	Capacity building workshops for members of programme coordination committees/teams	PSMA ICT	1-Jul-2025	12-Sep-2025	3,100,000
5	Capacity building of 17 single project management unit (SPMU) members for 3 days	PSMA ICT	1-Sep-2025	3-Sep-2025	714,000
6	5 days training of 10 gender officers in a accredited institution	Youth, Sports, Gender and Culture	27-Oct-2025	31-Oct-2025	976,710
7	Development and operationalization of Bungoma County knowledge management policy	All County Departments	15-Sep-2025	30-Sep-2025	1,100,000
8	Capacity building of knowledge management champions	All County Departments	13-Oct-2025	17-Oct-2025	630,000
<b>COUNTIES THAT HAVE INCREASED OSR COLLECTED BY AT LEAST 5% ANNUALLY OVER AND ABOVE THE RATE OF INFLATION</b>					
9	Preparation of revenue enhancement strategy	Finance & E.P	4-Aug-2025	26-Sep-2026	1,200,000
10	Mapping of Bungoma county revenue sources	PSMA ICT	1-Sep-2025	19-Sep-2025	2,000,000
11	Sensitization of stakeholders per ward on revenue enhancement strategies in 45 wards	Finance & E.P	6-Oct-2025	31-Oct-2025	1,444,500
12	Capacity building of internal auditors on auditing of own source revenue	Finance & E.P	13-Oct-2025	15-Oct-2025	700,000

13	Development and updating of county valuation roll	Finance & E.P	22-Sep-2025	3-Oct-2025	1,140,000
<b>COUNTIES THAT ARE IMPLEMENTING PENDING BILLS ACTION PLANS</b>					
14	Training of county 30 PFM Staff on budgeting and management of pending bills	Finance & E.P	27-Oct-2025	29-Oct-2025	741,990
15	Facilitate verification committee meetings to verify stock of pending bills	Finance & E.P	3-Nov-2025	10-Nov-2025	900,000
16	Preparation of pending bills report, action plan and payment tracking reports	Finance & E.P	17-Nov-2025	19-Nov-2025	675,000
17	Quarterly tracking of pending bill payments	Finance & E.P	1-Jul-2025	30-Jun-2026	240,000
<b>COUNTIES THAT HAVE INTEGRATED THEIR HR RECORDS, AUTHORIZED STAFF ESTABLISHMENT AND PAYROLL, AND UPLOADED CLEANED PAYROLLS IN THE HRIS-KE</b>					
18	Implementation of county organizational structure and staff establishment recommendations	PSMA ICT	3-Nov-2025	7-Nov-2025	500,000
19	Implementation of staff establishment audit recommendations	PSMA ICT	10-Nov-2025	14-Nov-2025	500,000
20	Implement plan of payroll audit recommendations	PSMA ICT	17-Nov-2025	21-No-2025	850,000
21	sensitize CECM, CO AND CPSB on HR audit finding and the recommendation	PSMA ICT	24-Nov-2025	28-Nov-2025	420,000
22	sensitize of CECM, CO and CPSB on staff skills audit recommendations	PSMA ICT	1-Dec-2025	5-Dec-2025	450,000
23	sensitize HR records personnel on human resource record management	PSMA ICT	13-Oct-2025	17-Oct-2025	500,000
24	Training of County Public Service Board members and secretariat on HR processes	PSMA ICT	29-Oct-2025	31-Oct-2025	975,000
<b>COUNTIES THAT ARE ENHANCING ACCOUNTABILITY FOR RESULTS THROUGH AN INTEGRATED PERFORMANCE MANAGEMENT FRAMEWORK</b>					



25	Capacity building of county integrated performance management committee	PSMA ICT	14-Jul-2025	18-Jul-2025	901,400
26	Meeting of county integrated performance management committee	PSMA ICT	28-Jul-2025	30-Jul-2025	210,000
27	Capacity building of 16 county performance management champions members and 16 departmental performance management champions, 10 HROs on implementation of Performance management system	PSMA ICT	30-Jul-2025	1-Aug-2025	1,575,000
28	Vetting of 10 performance contracts by 4 external experts for 5 days	PSMA ICT	1-Aug-2025	5-Aug-2025	800,000
29	Signing of pcs between H.E and CECMs, CECMs and Chief officers and Chief officers and Directors	PSMA ICT	4-Aug-2025	4-Aug-2025	250,000
30	Quarterly reporting of implementation of performance management	PSMA ICT	1-Oct-2025	30-Jun-2026	600,000
31	End of year evaluation of departmental performance management reports by experts	PSMA ICT	30-Jun-2026	30-Jun-2026	975,000
32	Official release of annual performance management report	PSMA ICT	30-Jun-2026	30-Jun-2026	500,000
<b>COUNTIES WITH PUBLIC INVESTMENT MANAGEMENT DASHBOARDS WITH CITIZEN FEEDBACK MECHANISMS</b>					
33	Sensitization of 80 departmental technical teams comprising of Chief Officers, directors, ward administrators and Finance officers, procurement officers and project officers on recommendations of	PSMA ICT	15-Dec-2025	19-Dec-2025	1,110,000

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	project stocktaking report				
34	Quarterly updating & maintenance of the dashboard	PSMA ICT	1-Oct-2025	30-Jun-2026	300,000
35	Capacity building of 15 county project implementation unit	PSMA ICT	5-Jan-2026	7-Jan-2026	1,000,000
36	Training of PIMIS system administrators	PSMA ICT	9-Jan-2026	9-Jan-2026	600,000
37	Capacity building of 300 departmental project committee on implementation of PIM regulations	PSMA ICT	12-Jan-2026	16-Jan-2026	750,000
38	Environmental, social and health risk impact assessment meeting	PSMA ICT	26-Jan-2026	28-Jan-2026	252,000
39	Capacity building of 9 members of environmental and social risk management team on ESHRM tool	PSMA ICT	2-Feb-2026	6-Feb-2026	810,000
	<b>GRIEVANCE REDRESS MECHANISM(GRM), ENVIRONMENTAL AND SOCIAL SAFEGUARDS</b>				
40	Training of 16 gender officers	Youth, Sports, Gender and Culture	2-Mar-2026	6-Mar-2026	1,680,000
41	Capacity building of county and subcounty GRM committees' members	PSMA ICT	16-Mar-2026	18-Mar-2026	945,000
42	GRM steering committee meetings	PSMA ICT	23-Mar-2026	25-Mar-2026	360,000
	<b>COUNTY ASSEMBLY</b>				
43	15 fiscal analysts trained	PSMA ICT	23-Mar-2026	27-Mar-2026	1,150,000
44	County resolution tracker implemented	PSMA ICT	13-Apr-2026	17-Apr-2026	1,200,000
					37,500,000

## Implementation Arrangement

The KDSPII activities in the County government of Bungoma will be implemented by the County programme Implementation Unit (CPIU) headed by the County Programme Coordinator. The following officers will be responsible for the proposed activity.

1. Ms. Evelyn T. Wekesa – Chief Officer Public Service Management Administration & ICT – will be the **authorized officer** and manage the expenditure of resources
2. Mr. Cyrus Wanyonyi Silali – is the Director Public Participation and Civic Education and county programme coordinator. He will be the **requisition officer** and will manage the budget
3. Mr. Joseph Kisindai – is the director of Human Resource Management.

He will be responsible for managing all KRA 2 activities.

4. Mr. Martin Mabonga - is an Economist who will be responsible for the implementation of all activities under KRA 1
5. Ms Gladys Okong'o – Principle Human Resource Officer. She will be responsible for the implementation of KRA 3 activities.
6. Dr. Ipapo Emukule – Director Monitoring and Evaluation. He will be responsible for the implementation of monitoring and evaluation of programme.
7. Moses Chebonya – is the Director of Gender in the county government.

He will be responsible for designing and implementing a training plan for gender officers

8. Gladys Situma – to a social development officer. She will implement social risk safeguard activities.
9. Brian Wamalwa – is the Director of Environment. He will implement environment risk safeguard and climate change adaptation related activities.
10. Mercy Kisuya – will be in charge of grievance and readdress mechanism. She will design a grievance and redress action plan and implement it.

COUNTY GOVERNMENT OF BUNGOMA  
DEPARTMENT OF PUBLIC SERVICE MANAGEMENT  
ADMINISTRATION AND ICT



SECOND KENYA DEVOLUTION SUPPORT PROGRAM (KDSP II)

APPROVED CASHFLOW PLAN FOR THE FY 2025/26

PREPARED BY: CYRUS WANYONYI

APPROVED BY CPSC ON 28<sup>TH</sup> OCTOBER, 2025

S/NO	NAME	DESIGNATION	SIGNATURE
1	KENNETH MAKELO LUSAKA	GOVERNOR/ CHAIRPERSON	
2	CYRUS WANYONYI SILALI	KDSP II COUNTY PROGRAMME COORDINATOR/ SECRETARY	



COUNTY GOVERNMENT OF BUNGOMA

SECOND KENYA DEVOLUTION SUPPORT PROGRAM (KDSP II) CASH FLOW PLAN FOR THE FY 2025/26

S/No.	Item description	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOTAL
<b>DL12 COUNTIES PARTICIPATING THAT HAVE PUT IN PLACE CORE GOVERNANCE ARRANGEMENTS TO MANAGE PUBLIC FUNDS</b>														
1	CPIU staff Meetings													897,600
2	CPSC monthly meetings													316,800
3	CPIC quarterly meetings													560,000
4	Capacity building workshops for members of programme coordination committees/teams													3,100,000
5	Capacity building of 17 single project management unit (SPNU) members for 3 days													714,000
6	65 days training of 10 gender officers in a accredited institution													976,710
7	Development and operationalization of Bungoma County knowledge management policy													1,10,000
8	Capacity building of knowledge management champions													630,000
<b>DL13 COUNTIES THAT HAVE INCREASED OSR COLLECTED BY AT LEAST 5% ANNUALLY OVER AND ABOVE THE RATE OF INFLATION</b>														
1	Preparation of revenue enhancement strategy													1,200,000
2	Mapping of Bungoma county revenue sources													2,000,000
3	Sensitization of stakeholders per ward on revenue enhancement strategies in 45 wards													1,444,500
4	Capacity building of internal auditors on auditing of own source revenue													700,000
5	Development and updating of county valuation roll													1,140,000
<b>DL14 COUNTIES THAT ARE IMPLEMENTING PENDING BILLS ACTION PLANS</b>														
1	Training of county 30 PFM Staff on budgeting and management													741,900
2	140 pending bills													
3	Facilitate verification committee meetings to verify stock of pending bills													900,000
4	Preparation of pending bills report, action plan and payment tracking reports													675,000
5	17 Quarterly tracking of pending bill payments													240,000
<b>DL15 COUNTIES THAT HAVE INTEGRATED THEIR HR RECORDS, AUTHORIZED STAFF ESTABLISHMENT AND PAYROLL, AND UPLOADED CLEARED</b>														
1	Implementation of county organizational structure and staff establishment recommendations													500,000
2	Implementation of staff establishment audit recommendations													500,000
3	20 Implement plan of payroll audit recommendations													850,000
4	1 Sensitize CECM, CO AND CPSB on HR audit finding and its recommendation													420,000
5	21 Sensitize of CECM, CO and CPSB on staff skills audit recommendations													450,000
6	22 Sensitize HR records personnel on human resource record management													500,000
7	23 Training of County Public Service Board members and secretariat on HR processes													975,000
<b>DL16 COUNTIES THAT ARE ENHANCING ACCOUNTABILITY FOR RESULTS THROUGH AN INTEGRATED PERFORMANCE MANAGEMENT FRAMEWORK</b>														
1	Capacity building of county integrated performance management champions members and 16 departmental performance management champions, 10 HROs on implementation of Performance management system													1,575,000
2	Management committee													901,400
3	Meeting of county integrated performance management committee													210,000

S/N <sub>No.</sub>	Item description	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOTAL
28	Vetting of 10 performance contracts by 4 external experts for 5 days													800,000
29	Signing of p/s between H.E and CECMs, CECMs and Chief officers and Chief officers and Directors													250,000
30	Quarterly reporting of implementation of performance management													600,000
31	End of year evaluation of departmental performance													
31	Management reports by experts													975,000
32	Official release of annual performance management report													500,000
31.1.7	<b>COUNTIES WITH PUBLIC INVESTMENT MANAGEMENT DASHBOARDS WITH CITIZEN FEEDBACK MECHANISMS</b>													0
33	Sensitization of 80 departmental technical teams comprising of Chief Officers, directors, ward administrators and Finance officers, procurement officers and project officers on recommendations of 32 project stocktaking report													1,110,000
34	Quarterly updating & maintenance of the dashboard													300,000
35	Capacity building of 15 county project implementation unit													1,000,000
36	Training of PIMIS system administrators													600,000
37	Capacity building of 300 departmental project committee on implementation of PIM regulations													750,000
38	Environmental, social and health risk impact assessment meeting													252,000
39	Capacity building of 9 members of environmental and social risk management team on E-HRM tool													810,000
40	<b>GRIEVANCE REDRESS MECHANISM(GRM), ENVIRONMENTAL AND SOCIAL SAFEGUARDS</b>													0
41	Training of 16 gender officers													1,680,000
42	Capacity building of county and subcounty GRM committees, 41 members													945,000
42	GRM steering committee meetings													360,000
43	COUNTY ASSEMBLY													0
43	15 fiscal analysts trained													1,150,000
44	County resolution tracker implemented													1,200,000
														37,500,000
														GRAND TOTAL