



PERFORMANCE CONTRACT



BETWEEN

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

AND

COUNCIL - SHAMBERERE NATIONAL
POLYTECHNIC

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

Preamble

This Performance Contract (hereinafter referred to as "Contract") is entered into between the Government of the Republic of Kenya (hereinafter referred to as "GoK") represented by Cabinet Secretary - Ministry of Education of (together with its assignees and successors) of the one part and Council-Shamberere national Polytechnic (hereinafter referred to as the Council), (together with its assignees and successors) of P.O. Box 1316-50100, Kakamega of the other part.

WHEREAS;

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

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

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

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

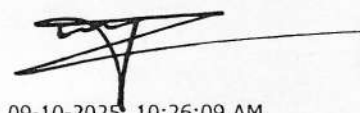
Therefore, the parties hereto agree as follows:



Part I: Statement of Responsibility by the Council

The Mandate of Shamberere national Polytechnic is to:

1. Provide, directly or in collaboration with other institutions of higher learning. facilities for technical, technological, professional. scientific education and training;
2. Participate in technological innovation as well as in the discovery. transmission. and enhancement of knowledge for economic, social cultural, scientific and technological development;
3. Contribute to industrial and technological development of Kenya, in collaboration with industry and other organizations. through transfer of technology;
4. Promote and establish a culture of innovation in engineering and technology. and technology transfer amongst staff and students;
5. Develop an institution with excellence in teaching, training, scholarship, entrepreneurship, research, consultancy. community service. among other educational services and products, with emphasis on technology and its development. impact and application within and outside Kenya;
6. Provide a multi-level system of post-secondary school education and training programmes relevant to the needs of the community, covering a wide range of fields and levels with provision for recognition of prior learning and flexibility of transition between programmes;
7. Provide high quality educational, research, residential, commercial. cultural, social, recreational. sporting and other facilities;
8. Advance knowledge and its practical application by research and other means. the dissemination of outcomes of research by various means, and the commercial exploitation research results;
9. Promote research within the National Polytechnic and in the general community;
10. Participate in commercial ventures and activities;
11. Foster the general welfare of all staff and students;
12. Provide opportunities for development and further training for staff of the National Polytechnic;
13. Develop and provide educational, cultural, professional technical and vocational services to the community and, particular, foster corporate social responsibility;
14. Provide programmes, products and services in ways that reflect the principles of equity and social justice;



- 15 Facilitate student mobility between different programmes at different technical training institutions and other national polytechnics;
- 16 Conduct examinations for and grant such academic awards as maybe provided and
- 17 Collaborate with recognized universities for the conduct and award of degree programmes in technology.

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

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

Part II: Vision Statement, Mission Statement and Strategic Objectives

(a) Vision Statement

To be a center of excellence in Engineering Technology, Research and Innovation.

(b) Mission Statement

To train quality human resource that meets industry and global standards for sustainable development

(c) Strategic Objectives

1. Improve infrastructure
2. Improve trainee welfare
3. Promote research and innovation
4. Upgrade training equipment and learning materials
5. Improve curriculum development and assessment
6. Enhance ICT integration
7. Improve financial resource management



8. Promote mental health
9. Enhance collaboration and linkages
10. Improve corporate image
11. Strengthen policy frameworks
12. Enhance human resource management
13. Promote environmental conservation

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Part III: Statement of Strategic Intent by the Council

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

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

1. Produce quality and skilled work force for the local and global market.
2. Build capacities and capabilities that address the five pillars of the Government Plan as outlined in the Bottom-Up Economic Transformation Agenda (2022-2027) and MTP IV of Vision 2030.
3. Collaborate and link with institutions and industry locally and internationally.
4. Integrate I.C.T in attaining the institution's mandate.

Part IV: Commitments and Obligations of the Government

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

Part V: Reporting Requirements

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

Part VI: Duration of the Performance Contract

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



Part VII: Signatories to the Performance Contract

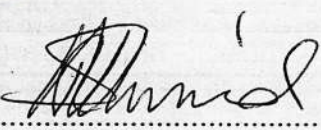
For and on behalf of Shamberere national Polytechnic

Signature.....

Date.....

ENG. MUSA KULUBI OSIEKO

CHAIRPERSON - COUNCIL

Signature.....

Date.....

MR. RAPHAEL SHIUNDU

INDEPENDENT COUNCIL MEMBER

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

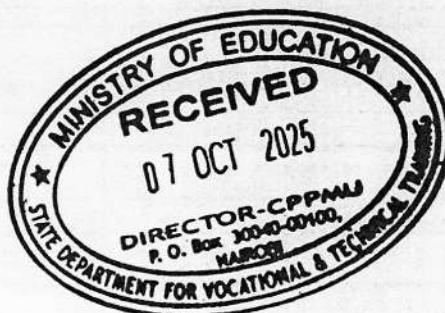
Signature.....

Date.....

JULIUS MIGOS OGAMBA, EBS

CABINET SECRETARY

MINISTRY OF EDUCATION



**ANNEX I: PERFORMANCE CONTRACT MATRIX FOR SHAMBERERE
NATIONAL POLYTECHNIC**

S/no.	Performance Criteria	Unit of Measure	Weight (%)	Status Previous Year 2024/2025	Target (FY 2025/2026)
A	Financial Stewardship				
A1	Absorption of Allocated Funds (GoK)	%	5.00	100.00	100.0000
A2	Appropriation -In-Aid	Kshs.	2.00	237260029.00	366712000.0000
A4	Pending Bills Ratio	%	3.00	0.00	1.0000
	Weight Sub-total		10.00		
B	Service Delivery				
B1	Implementation of Citizens' Service Delivery Charter	%	4.00	100.00	100.0000
B2	Digitalization of Government Services	%	7.00	80.00	100.0000
B3	Resolution of Public Complaints	%	4.00	98.00	100.0000
	Weight Sub-total		15.00		
C	Core Mandate				
C317_1	Practical Skills in Building and Construction Enhanced	No.	5.00	50.00	100.0000
C317_2	Co-Curricular Activities Enhanced	%	5.00	100.00	100.0000
C317_3	Industrial Linkages Established	No.	5.00	N/A	8.0000
C317_5	Project Completion Rate	%	2.00	100.00	100.0000
C317_6	Recognition of Prior Learning Implemented	%	5.00	N/A	100.0000
C317_8	Productivity Improvement	Index	3.00	2.90	3.5000
C317_9	Agricultural Outreach Enhanced	No.	2.00	50.00	70.0000
C317_10	Gross Enrollment Increased	No.	5.00	6387.00	8487.0000
C317_11	Enrollment in SET Increased	No.	5.00	5084.00	6884.0000
C317_12	Science, Technology and Innovation Mainstreamed	%	2.00	100.00	100.0000



C317_13	Tracer Study Undertaken	%	3.00	N/A	100.0000
C317_14	ICT skills Enhanced	%	3.00	N/A	100.0000
C317_15	Certification of Curriculum Operationalized	No.	5.00	N/A	15.0000
C317_16	Assessment Pass Rate Improved	%	5.00	67.70	80.0000
C317_17	Greening of TVET Initiatives Implemented	%	5.00	N/A	100.0000
C317_19	Internal Quality Assurance Enhanced	%	5.00	N/A	100.0000
	Weight Sub-total		65.00		
D	Implementation of Presidential Directives				
D1	Implementation of Presidential Directives	%	2.00	100.00	100.0000
	Weight Sub-total		2.00		
E	Affirmative Action in Procurement				
E1	Access to Government Procurement Opportunities	Kshs.	2.00	90216105.00	127409520.0000
E2	Promotion of Local Content in Procurement	Kshs.	2.00	120288140.00	169879360.0000
	Weight Sub-total		4.00		
F	Cross - Cutting				
F1	Asset Management	%	1.00	100.00	100.0000
F2	Youth Internships/ Industrial Attachments/ Apprenticeships	No.	1.00	35.00	40.0000
F3	Competence Development	%	1.00	100.00	100.0000
F4	National Values and Principles of Governance	%	1.00	100.00	100.0000
	Weight Sub-total		4.00		
	Total Weight		100.00		



ANNEX II: PERFORMANCE CONTRACT EXPLANATORY NOTES

A. Financial Stewardship

A1 - Absorption of Allocated Funds(GoK)

The Council commits to absorb 100% of the allocated funds on programmes, projects and activities for which they were appropriated and planned for. The approved budget amounts to Ksh. 606,712,000.00 comprising of the following:

	Source of Funds	Unit of Measure	Target	Completion Date
1.	Development budget	Kshs.	143495480.00	6/30/2026
2.	recurrent budget	Kshs.	463216520.00	6/30/2026

A2 - Appropriation -In-Aid

The Council commits to raise A-in-A of Kshs 366,712,000.00 from the following sources:

	Source of Funds	Unit of Measure	Target	Completion Date
1.	Fees Collection	Kshs.	348262000.00	6/30/2026
2.	Sale from farm produce	Kshs.	3450000.00	6/30/2026
3.	Revenue from Mechanical Workshop	Kshs.	4000000.00	6/30/2026
4.	Revenue from cafeteria	Kshs.	5000000.00	6/30/2026
5.	Hire of facilities	Kshs.	2000000.00	6/30/2026
6.	Guest house services	Kshs.	4000000.00	6/30/2026



A4 - Pending Bills Ratio

The Council cleared all pending bills. In the FY 2025/2026, the Council commits to clear all the pending bills and ensure that pending bills if any do not exceed 1% (Ksh 6,067,120.00) of the total budget Ksh 606,712,000.00.

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

B. Service Delivery

B1 - Implementation of Citizens' Service Delivery Charter

The Council commits to undertake the following in order to fully implement the Citizens Service Delivery Charter

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	The Citizen's Service Delivery Charter displayed prominently in both English and Kiswahili (size 3'x4') at the main gate and reception to the administration with a clearly visible font size of the contents.	%	10.00	12/31/2025
2.	The Citizens Service Delivery Charter customized to unique needs of the customers by undertaking the following; providing mechanisms for braille, sign language, providing audio recordings and uploading the Charter on the website and facebook page	%	20.00	3/31/2026
3.	Sensitize all staff on the Citizens' Service Delivery Charter	%	20.00	6/30/2026
4.	Conformity with commitments and standards in the Citizens Service Delivery Charter ensured by establishing compliance to the commitments stipulated in the Charter through undertaking quarterly monitoring, analyzing and compliance quarterly reports	%	50.00	6/30/2026



B2 - Digitalization of Government Services

The Council commits to undertake the following towards digitalization of its services

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Core services identified and prioritized for BPR	%	10.00	12/31/2025
2.	At least two core services re-engineered end to end;	%	35.00	12/31/2025
3.	Re-engineered service process digitalized	%	35.00	6/30/2026
4.	All digitalized customer facing services onboarded onto the e-citizen platform, where applicable	%	20.00	6/30/2026

B3 - Resolution of Public Complaints

The Council commits to undertake the following towards resolution of Public Complaints during the contract period;- promptly addressing and resolving all public complaints referred to it directly or through the Commission on Administrative Justice (CAJ) within 30 days and obtain a certificate of achievement. In addition, Council shall implement the following activities during the Contract Period

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

C. Core Mandate



C317_1 - Practical Skills in Building and Construction Enhanced

In the FY 2024/2025 The council engaged 70 students in construction works. Due to the financial implication in 2025/2026 the Council commits to engage 100 Building students in construction works of institution projects to support the Bottom-up Economic Transformation Agenda (BETA)

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Building and construction trainees engaged	No.	100.00	6/30/2026

C317_2 - Co-Curricular Activities Enhanced

The Council commits to promote talents and general fitness by facilitating students to participate in the following co-curricular activities

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Trainees facilitated to participate in athletics and ball games at regional level	%	50.00	6/30/2026
2.	Trainees facilitated to participate in drama and music competitions at National level	%	50.00	6/30/2026

C317_5 - Project Completion Rate

The council commits to implement the projects as per the project matrix

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

C317_8 - Productivity Improvement

The council commit to improve the productivity index from 2.895 to 3.5 to measure efficiency and effectiveness of resources

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Productivity Index Improved	Index	3.50	6/30/2026



C317_9 - Agricultural Outreach Enhanced

The Council commits to engage 70 Agriculture trainees in outreach activities by enhancing poultry, apiary demo centers and establishing irrigation activities. This is due to the capacity of the institution.

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Agriculture trainees engaged in poultry, apiary demo centers and establishing irrigation activities	No.	70.00	6/30/2026

C317_12 - Science, Technology and Innovation Mainstreamed

In 2024/2025 council developed the S.T.I mainstreaming strategy .During the contract period,the Council will undertake the following towards mainstreaming Science, Technology and Innovation to facilitate attainment of the national Agenda

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Collaborations and Partnerships in RSTI established	%	45.00	6/30/2026
2.	Technologies and innovations transferred	%	55.00	6/30/2026

C317_14 - ICT skills Enhanced

The Council operationalized the use of Jitume Lab In the FY 2024/2025 .In the contract period the council commits to enhance access Online jobs by training trainees by undertaking the following

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	500 trainees capacity - built on ICT employability skills	%	100.00	6/30/2026



C317_17 - Greening of TVET Initiatives Implemented

The Council commits to undertake the following towards enhancing the Greening of TVET, attainment of the national Agenda of green and clean environment. In Addition, the Council commits to increase power coverage by enhancing solar coverage in the institution through solar installation.

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Rain water harvesting improved by construction of a water reservoir	%	40.00	6/30/2026
2.	All Staff and enviromental and greening club trainees capacity built on promoting greening values and environmental awareness and sustainability principals	%	25.00	6/30/2026
3.	At least Five (5) Solar Panels and Accessories Installed	%	35.00	6/30/2026

C317_6 - Recognition of Prior Learning Implemented

During the contract period, the Council commits to operationalize Recognition of Prior Leaning courses in certification of informal skills acquired in the job market

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	3 RPL Courses in building,automotive and cosmetology assesed and certified	%	100.00	6/30/2026

C317_10 - Gross Enrollment Increased

During the contract period, the Council commits to increase gross enrollment by 2100 from 6387 to 8487 through marketing on online platforms and media stations to increase access to TVET training.

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Gross enrollment increased	No.	8487.00	6/30/2026



C317_13 - Tracer Study Undertaken

The Council commits to undertake the following to enhance Career Services during the contract period:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Tracer Study Undertaken for 2022-2025 graduates	%	100.00	6/30/2026

C317_15 - Certification of Curriculum Operationalized

During the contract period, the Council commits to operationalize the institutions mandate as qualification awarding body by rolling and certifying institutional curricula

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Institution's curricula certified in the following sections ICT, Information Science, Plumbing, Civil Engineering, Building Technician, Mechanical, Automotive, Food and Beverage, Fashion and Garment making, Cosmetology, Catering and Accommodation, Applied Science, Electrical and electronics and Liberal studies	No.	15.00	6/30/2026

C317_16 - Assessment Pass Rate Improved

The Council commits to improve trainee pass rate from 67.7% to 80% by ensuring students attain the required class attendance percentage and hands-on training

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Assessment Pass Rate Improved	%	80.00	6/30/2026



C317_19 - Internal Quality Assurance Enhanced

The Council commits to establish internal quality assurance monitoring mechanism in training to ensure quality service delivery.

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Three (3) Internal quality audits focusing on Leadership and governance, Physical resources, Program delivery, Research and innovation and Library services undertaken	%	100.00	6/30/2026

C317_3 - Industrial Linkages Established

In the FY 2024/25, the Council established 5 MoUs .In the current contract the council commits to enter into Partnership and MOUs with the 8 organizations to bridge the gap between the classroom and the workplace

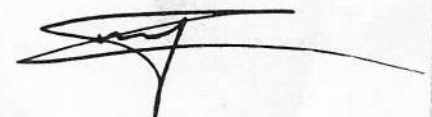
	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Partnerships and MOUs with the 8 organizations entered into and signed	No.	8.00	6/30/2026

C317_11 - Enrollment in SET Increased

The Council commits to increase enrollment in SET by 1800 from 5084 to 6884 through marketing on online platforms and media stations to increase access to SET training

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Enrolment in Science Engineering and Technology Increased	No.	6884.00	6/30/2026

D. Implementation of Presidential Directives



D1 - Implementation of Presidential Directives

In the FY 2025/2026, The council commits to implement Presidential Directives as provided in the Presidential Directives Matrix

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

E. Affirmative Action in Procurement

E1 - Access to Government Procurement Opportunities

The Council commits to award a minimum of 30% of total procurement budget of Kshs 424,698,400.00 to youth, women and people with disability (AGPO). In addition, 2% of the 30% reserved procurement budget will be reserved for PWDs.

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	A minimum of 30% of all procurement budget allocated and awarded to youth, women, and people with disability	Kshs.	127409520.00	6/30/2026
2.	Atleast 2% of the 30% of procurement budget reserved and awarded to people with disabilities	Kshs.	25481904.00	6/30/2026

E2 - Promotion of Local Content in Procurement

The Council commits to allocate and award at least 40% of the total value (Kshs.424,698,400.00) of the procurement budget for goods and services produced locally as provided in the annual procurement plan. In addition, quarterly reports will be submitted to the State Department for Industry on the total amount of the procurement budget spent on locally produced goods and services.

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	A minimum of 40% of the total procurement budget allocated and awarded to locally produced goods and services	Kshs.	169879360.00	6/30/2026



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, during FY 2025/2026, the Council commits to undertake the following and submit quarterly and annual reports to The National Treasury & Economic Planning using the prescribed format by email to alm@treasury.go.ke:

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

F2 - Youth Internships/ Industrial Attachments/ Apprenticeships

The Council commits to offer 40 youth with internships and Industrial attachments opportunities representing 22% of the total staff strength of 170 as follows

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Industrial Attachments	No.	35.00	6/30/2026
2.	Youth Internships	No.	5.00	6/30/2026

F3 - Competence Development

To systematically enhance the skills and proficiencies of staff in order to address career progression of individual employees and improve institutional performance, the Council undertook skills gap analysis in the FY 2024/2025 and commits to undertake the following during the Contract Period

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Staff Training Needs Assessment undertaken and annual staff training projections prepared	%	12.00	6/30/2026
2.	The identified skills gaps and training needs addressed through capacity building and recruitment	%	38.00	6/30/2026



3.	Employee Performance Management undertaken as follows: a) Individual employees annual performance targets for FY 2025/2026 set using the prescribed format by 31st July 2025 (12%), b) Staff Performance Appraisal undertaken for all employees and the appraisal report for the FY 2024/2025 compiled by 31st August 2025 (19%) c) An action plan developed and the recommendations emanating from the staff appraisal reports implemented (19%)	%	50.00	6/30/2026
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F4 - National Values and Principles of Governance

The Council commits to implement the following four (4) commitments and submit in the prescribed format an Annual Progress Report on the implementation of the commitments and way forward captured in the 2024/2025 Annual President's Report on National Values and Principles of Governance

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	The following four (4) commitments implemented and an Annual Progress Report on the implementation of the commitments submitted in the prescribed format i) Enhance the capacity of institutions and stakeholders in the promotion of national values and principles of governance ii) Enhance collaboration and partnership between the two (2) levels of Government to strengthen devolution iii) Upscale gender and disability mainstreaming in service delivery and iv) Implement measures to enhance nationhood and national identity.	%	40.00	6/30/2026
2.	Measures taken and progress achieved in the realization of National Values and Principles of Governance reported	%	60.00	6/30/2026



ANNEX III: PROJECT IMPLEMENTATION MATRIX

SNo	Project Name	Project Description	Location	Total Estimate Cost	Current Status (status of physical completion)	Allocation for FY 2025/2026	Expected Deliverables (Outputs) for FY 2025/2026
1.	Purchase of polytechnic bus	Purchase polytechnic bus	The Shambe rere Nationa l Polytec hnic	17000000.00	New	17000000.00	Polytechnic bus purchased
2.	Equiping of science laboratory	Equip one science laboratory	The Shambe rere Nationa l Polytec hnic	6000000.00	New	6000000.00	Science laboratory equipped
3.	land purchase	purchase of land	The Shambe rere Nationa l Polytec hnic	20000000.00	New	20000000.00	land purchased
4.	Construction of Ramps	ramps construction	The Shambe rere Nationa l Polytec hnic	100000.00	New	100000.00	Ramps constructed

ANNEX IV: PRESIDENTIAL DIRECTIVES MATRIX



SNo	Directive	Description	Date Issued	Timeline	Total Estimated cost	Allocation for FY 2025/2026	Key Deliverables for FY 2025/2026
1.	National Tree Growing and Restoration campaign	Increase forest and tree cover from 12% to 30% by 2032 National Tree Growing Restoration Campaign"	12/21/2022	30-06-2026	1000000.00	1000000.00	(i) Minimum allocated trees grown (70%); and ii) Key stakeholders mobilized to grow trees, in liaison with the State Department for Forestry (30%).
2.	Fast-Tracking Implementation of the National Education Management Information System (NEMIS)	Ministry of Education to fast-track the implementation of the National Education Management Information System (NEMIS) this will ensure that Kenyan learners have access to quality, reliable and relevant data.	5/1/2018	30-06-2026	0.00	0.00	Students data uploaded and updated on TVET MIS
3.	Corruption Prevention	H.E the President issued a proclamation on the fight against corruption stating categorically that he will not tolerate corruption in any ranks across the government and committed to personally lead the fight against this vice.	5/23/2023	Continuous	600000.00	600000.00	i. Anti-bribery and Corruption Mitigation Plan and Procedures Developed (40%) ii. Corruption Mitigation Plan and Procedures Implemented (40%) iii. Capacity Building on Corruption Prevention undertaken (20%)

