COUNTY GOVERNMENT OF SIAYA

DEPARTMENT OF GOVERNANCE, ADMINISTRATION AND ICT

SECOND KENYA DEVOLUTION SUPPORT PROGRAM (KDSP II)

County Annual Institutional Development Plan and Budget for the Institutional Strengthening Grant (Level 1 Grant) FY2025/2026

1. Introduction

The Second Kenya Devolution Support Program (KDSP II) Work Plan for the FY: 2025/2026 was prepared by the County Program Implementation Unit. The Plan was prepared in consultation with relevant KRAs implementing agencies and verified by the County Program Technical Committee (CPTC) and approved by the County Program Steering Committee (CPSC).

Key documents that formed the basis for the preparation of this plan were the County Integrated Development Plan (CIDP), County Medium Term Expenditure Framework (MTEF),County Annual Development Plan (CADP), the KDSP II Program Operations Manual (POM), and the KDSP II Program Appraisal Document (PAD).

2. Context

- Summary of the objectives and strategy
  DLI 2: Counties that have put in place governance arrangements to manage public funds
  Objective 1: To ensure effective implementation of KDSP II in the county

  Strategies
  - Coordination of implementation of Work Plan for the FY: 2025/2026
  - Preparation of periodic progress reports

2.1 KRA 1: Sustainable Financing and Expenditure Management

DLI 3: Counties that have increased their OSR by at least 5% annually, over and above the rate of inflation

Objective 1: To increase own source revenue collection by at least 5% over and above average inflation rate.

Objective 2: To raise fiscal resources efficiently and manage county government assets and liabilities effectively

Strategies:

- Restructure the revenue collection and management system to enhance own source revenue
- Strengthen intra and inter departmental coordination of revenue collection
- Review OSR institutional framework
- Improve county financial management systems
- Strengthen county financial risk management system

DLI 4: Counties that have prepared and are implementing action plans to reduce the stock of pending bills and maintain it at minimal levels

Objective 1: To reduce stock of pending bills and maintain it at minimal levels.

Strategies:

- Take stock of pending bills
- Develop and implement county pending bills action plan

2.2 KRA 2: Intergovernmental Coordination, Institutional Performance, and Human Resource Management

DLI 5: Counties that have integrated their HR records, authorized staff establishment and payroll, and uploaded cleaned payrolls in the HRMIS

Objective 1: To strengthen human resource planning, management and development.

Strategies:

- Review the staff establishment, rationalization and restructuring of departments
- Capacity building for HR payroll and records management staff on UHRMIS
- Improve payroll integrity by aligning the payroll data, approved staff establishment, and HR records and uploading cleaned payroll data into the HRIS-KE and improve system controls.
- Institute and implement an integrated performance management system.
- Coordinate approval of the organizational structure and job description for Single Project Management Unit (SPMU)

DLI 6: Counties are enhancing accountability for results through an integrated performance management framework

Objective 2: To strengthen county performance management system

Strategies

- Conduct capacity buildings on performance management
- Develop and implement integrated performance management system

2.3 KRA 3: Oversight, Participation and Accountability

DLI 7: Counties with a public investment management dashboard with citizen feedback mechanisms

Objective1: To develop and implement county accountability frameworks

Strategies:

- Enhance stakeholder engagement/ public participation
- Strengthen M&E and reporting systems
- Develop and operationalize County dashboard
- Grievance redress mechanisms

Objective 2: To strengthen County Project management structures.
Strategies:

- Develop and implement investment feasibility study manual
- Strengthen project management institutional framework
- Incorporate environmental and social safeguards in development interventions
- Mainstream gender in development interventions

3. Summary of Activities undertaken so far

In the last financial year, the County implemented KDSP II activities under a work plan. Most of the activities were not accomplished as targeted due to lack of disbursement of funds on time. The County performed as tabulated

Summary of the activities undertaken so far	What remains	Deviation from the original strategy
DLI 2: KDSP II Program Management/ Coordination		
a) CPSC formed and 2 CPSC meetings held b) CPTC formed and 3 meetings held c) CPIU formed and is operational d) Participation agreement signed and up loaded onto the County's Website. e) County KDSP II Budget prepared for FY 2024/2025 f) Approved work plan for FY 2024/2025 uploaded onto the county's website g) All quarterly progress report prepared and submitted	Capacity building of the committees and CPIU	
KRA 1: Sustainable Financing and Expenditure Management.		
a) Undertook capacity building and Training of 55 accountants for departments and agencies to foster transparency and compliance. b) Undertook Pending bills Verification and action plan Developed for 2024/25, publicized the stock of pending bills as end of FY2023/2024, quarterly evaluation of the action plan undertaken and reports submitted showing a	a) Sponsoring officers at Kenya school of revenue, b) Training of revenue officers on the new digital revenue collection platform, c) Publicizing of the new revenue platform, d) Delayed completion of revenue register development, e) Delayed in the development of new revenue policies (Revenue collection policy for Boda Boda riders) f) Delayed dissemination of the single project management	Failure to release funds for level 1 in FY 2024/25 curtailed the achievement of various activities under this KRA

Summary of the activities undertaken so far	What remains	Deviation from the original strategy
reduction of 46% of pending bills verified. c) Revenue register development ongoing since the revenue platform is digitalized with continuous updates	unit guidelines by the national government resulted in the delayed establishment of the County Single Project Management Unit (CSPMU)	
KRA 2: Intergovernmental Coordination, Institutional Performance, and Human Resource Management.		
a) Capacity building of selected Officers on HR Audit, Staff Establishment, Organizational structures and Skills Audit guidelines. b) Capacity building of county top leadership on Performance Management Systems. c) Part Capacity building on HRIMS d)Conducted Employee Skills Audit e) Conducted In-depth Payroll Audit. f) Conducted Employee Records Inventory g) Successfully implemented Performance Contract and Individual Staff Performance Appraisal	a) Conducting HRM Audit b) Capacity building on Automated/ Electronic HR Records System c) Capacity building on other HRIMS modules d) Implementation of Skills Audit e) Review of staff establishment and organizational structures f) Annual Evaluation of FY 2024/2025 Performance contracts. g) Capacity building of Internal Audit Committee h) Acquisition of Office equipment and working tools.	a. Review of Work plan. The Work plan was reviewed to include HRM Audit which was omitted earlier on. b. Rescheduling of capacity building on Automated/Electronic HR Records System The targeted training was not actualized due to unavailability of funds. c. Capacity building of internal audit committee
KRA 3: KRA 3: Oversight, Participation, and Accountability.		
Formation and appointment of TWG's, development of Tor's, induction of TWG Desk review on PP policy Reports on workshops on PP done. Developed TOR on M&E Skills development Formation of county projects stocktaking committees Procurement request on M&E tools prepared Prepared concept paper on development of the investment dashboard. TOR for sensitization on climate change mitigation measures ToR for gender mainstreaming training	Policy drafting workshop Report writing workshop on final PP policy Conduct actual projects stocktaking Capacity building county M&E officers TOR for sensitization on climate change Sensitization on climate change mitigation measures Establish and train County Environmental, social, Health and Safety Committee Conduct gender mainstreaming training Preparation of County disaster policy Screening of proposed infrastructure investment	Citizen engagement on the policy at the sub-counties not done due to budgetary constraints.

Summary of the activities undertaken so far	What remains	Deviation from the original strategy
Assessment of the Siaya county GRM approaches. Sharing of Siaya county complaints handling policy with CAJ for input Review and validation of the draft county complaints handling policy. Placement of county notice on citizen participation on GRM policy. Development of concept paper on the sensitization of CECM, CO's by CAJ. ToR for the policy preparation of disaster policy done Procurement for consultancy on disaster policy preparation initiated		

4. Brief description of proposed activities for FY: 2025/2026

a. Highlight the priorities for the year

DLI2:

- Committee progress review meetings
- Preparation of Work plans, Cash Flow plans and Budgets for subsequent years
- Coordinate Annual Program Assessments
- Coordination of implementation of KDSP II Work Plan for FY: 2025/2026 by County Implementing Departments and Agencies
- Preparation of Program Progress reports.

a) KRA 1: Sustainable Financing and Expenditure Management:

DLI3:

- Revamp own source revenue mobilization in the county

Priorities

Conduct capacity building on new accounting system;
Own source revenue mapping, mobilization and collection
Review OSR institutional set-up in the county

DLI4

Take stock of county pending bills
Development and implementation of pending bills action plan.

b) KRA2: Intergovernmental coordination, institutional performance, and human resource management

DLI 5

- Conduct County HR and Skills Audit and implement action plans for its recommendations

- Review Organizational structures and staff establishment and implement action plans for recommendations of the review, including redeployment of staff across county departments
  - Capacity building for HR payroll and records management staff on UHRMIS/HRIS-KE
  - Conduct capacity building for County top management, Performance Contracting Secretariat and Champions/Desk Officers/HR Officers on integrated performance management.
  - Develop organizational structure and job description for Single Project Management Unit (SPMU)
  - Conduct training for gender officers

DLI 6

- Development and implementation of integrated performance management system
- Implementing performance management system

KRA 3: Oversight, participation and accountability

DLI 7

- Strengthen county M&E frameworks
- Development and implementation of public participation policy and regulations
- Capacity building of gender officers
- Conduct Environment and social safeguards on proposed projects
- Count projects inventory/stock taking
- Capacity building of CPIU on project management
- Review of County Project Management institutional framework
- Grievance redress mechanisms

5. Brief description of proposed activities for FY 2025/2026

The priorities	Proposed Activities	Justification	Expected Outcomes
DLI 2: KDSP II Program Management/ Coordination			
- Operational KDSP II Structures - Strengthen the capacity of the unit and committees - Appropriate KDSP II structures in place - KDSP II Work Plan monitoring reports - Multisectoral linkages established - SPMU Organizational structure Approved and team members appointed - Peer to peer learning with Nyeri County - Work plan for FY 2026/2027 - KDPS II working tools - Expenditure report	- CPIU Technical Meetings - Committee Meetings - Capacity building - Review of KDSP II Structures - Continuous monitoring of KDSP II activities - Liaison meeting with the Assembly committee chairpersons - Establishment of SPMU structures in the county - Conduct benchmarking exercise on best practices for KDSPs - Development and approval of annual work plan and budget for FY 2026/2027 - Procurement of KDSP II working tools	Ensure well-coordinated and effective running of County KDSP II activities	Effective KDSP II administration and management to meet set conditions for subsequent financing conditions
KRA 1: Sustainable Financing and Expenditure Management			
Increasing county revenue base	Training and sensitization of revenue collection officers on the new automated revenue platform is expected to equip the officers for efficient revenue collection	To increase the county's own source revenue collection both FIF and ordinary revenues.	increase the own source revenue by 5% over and above the inflation rate,

	Sponsor officers for training on mapping out of new own source revenue streams; continuous review of our existing revenue streams and mapping of new streams.	Financing challenges faced by the county justifying the need to train revenue and other county officers.	
	Publicizing the automated revenue platform;	creating awareness is paramount to minimize resistance to change besides fostering buy in by the public	
	Publishing and Publicizing County Revenue performance reports on the County Website	To foster transparency in the collection and utilization of the resources collected.	
	Complete Development of Revenue Register	a tool that will be useful in fostering scientific revenue forecasting in the county	
Management of county pending bills	Conduct County Pending Bills Audit and develop action plan	Holistically review the implementation of the FY 2024/25 pending bills action plans and report on the progress.	manage the county's pending bills at minimal level targeting annual reduction by at least 20% and manage the county resources prudently
	Budgeting and reporting on pending bills quarterly action plan evaluation	Provide the required monitoring tool for achievement of the results besides useful for budgeting for the pending bills	
	Publishing and Publicizing the stock of County Pending bills and action plan on the County Website	enhance transparency in the handling of pending bills	
	Publicizing and Publishing on the County Website the County CIDP, CADP, CFSP, Program based Budget and Finance act	Planning tools and further provides the legal frameworks for expenditures and revenue collections.	
	Capacity building and Training on accrual basis of	foster compliance and	

	accounting- continuous training on IPSAS accrual	ultimately achieve unqualified audit opinion across departments and agencies in the county	
Strengthened internal control systems	Undertake risk-based internal audits	Ensure that proper controls are been put in place to guarantee proper management of public funds.	
Internal audit staff capacity built.	Capacity building of the audit staff	Enhance audits for improved financial governance of public funds.	
KRA 2: Intergovernmental Coordination, Institutional Performance, and Human Resource Management.			
- HRM Audit, Skills Audit, Staff Establishment and Model organograms guidelines domesticated - County HRM Skills Audit report and action plan - HRM Audit report - Functional high level and Departmental Organizational structures and County staff establishment documents developed - Payroll Audit implementation reports	- Domesticate HRM and Skills Audit, Staff Establishment and Model organograms - Develop and Implement HRM Skills Audit report and Action plan - Conduct HRM Audit exercises - Develop/Review Organizational structures and county Staff Establishment - Implement Special (OAG) in-depth payroll Audit for improved payroll management - Capacity build HR/Records/Payroll Officers on UHRIS-Ke modules (PM, Leave, Pensions, Training) - Capacity build HR Records Officers on Automated HR Records System	– To support optimal use of human capital in service delivery. – Compliance with the existing laws, policies and regulations on HRM functions thus improving effectiveness and efficiency in service delivery.	Effective and efficiency in service delivery. The Skills Audit will equip the County with an updated and Comprehensive skills inventory and provide a platform for targeted training and development that are aligned to both the County and individual needs. Electronic HR Records Management System ensures increased efficiency in records management contributing to improved transparency and institutional memory. Payroll Audit promotes improved integrity and accuracy of the payroll system resulting in cost

			savings and compliance with laws and regulations.
- Integrated Performance Management Guidelines domesticated - Performance Contracting implementation reports - Automated HR/Employee Records Management training conducted -	- Domesticate County IPM Guidelines - Implement Performance Contracting in the County	- To align and comply with the agreed contractual obligation for better data and records management in the county. - To consolidate records for easy decision making. - To improve performance management processes and keeps abreast with the County Performance Management Framework Guidelines.	Improved performance management
KRA 3: Oversight, Participation, and Accountability.			
Development of investment dashboard with citizen feedback	Design and Develop Public Investment Management (PIM) Dashboards with Citizen Feedback Mechanisms	Provide a mechanism for citizen's involvement in county projects management.	Improvement county projects management
Stock-taking and inventory of all county projects.	Field verification of projects and compilation of county projects stocktaking report	To ensure accountability of all county projects	County projects inventory developed
Conduct gender training.	Training of Gender officers	To create deeper understanding of gender concepts	Streamlined gender issues into the county activities
Infrastructure projects screened	Screening of infrastructure projects.	To adhere with World Bank Social and Environmental Guidelines Identification of environmental and social risks within the project area	Streamlined projects management
Visibility of KDSP II program	Media Coverage of KDSP 2 Digital media coverage Publication of the KDSP 2 projects and activities in the County newsletter	Wide coverage and dissemination of County KDSP II activities	Informed members of the public as far as KDSP 2 program is concerned Feedback from the public which

	Knowledge Management of KDSP 2 activities		may enhance the program's impact on the people
County Policy guidelines for Community-led Project Management Committees (PMC) reviewed	Domesticate guidelines for Community-led Project Management Committees (PMC)	Lack of proper guiding frameworks on community involvement in projects management	Improved public engagement

THE GOVERNOR
HON. JAMES ORENGO

SIGNATURE: .....
DATE: 7/11/2025

COUNTY PROGRAM COORDINATOR
MR. PETER LIGULU

SIGNATURE: .....
DATE: 7/11/2025

6. Level 1 Grant Budget FY2025/2026.

a. *Brief indication of the budget, supported by a table listing the different intended activities and the corresponding budget*

b. *The total available budget per county is US$250,000 for the first three years*

KDSP II COSTED WORK PLAN FOR FY: 2025/2026

KRAs	DLIs	Expected Output/Deliverable	Activity Description	Description of Sub-Activities	Unit (persons, days, consultants, workshops)	No. of Units	Unit Cost	Total Cost	Start date	End date	Lead department for implementation
KRA 1	DLI 2	Operational KDSP II Structures	CPIU Technical Meetings	Conduct Monthly CPIU Meetings	No.of Meetings	12	36,000	432,000	Jul-25	Jun-26	Department of Governance/ CPIU
			Committee Meetings	Conduct quarterly CPTC Meetings	No of Meetings	4	30,000	120,000	Sep-25	Jun-26	Department of Governance/ CPIU
				Conduct quarterly CPSC Meetings	No.of Meetings	4	30,000	120,000	Sep-25	Jun-26	Department of Governance/ CPIU
		Strengthen the capacity of the unit and committees	Capacity building	Conduct Capacity building for KDSP II Unit and committees	No. Workshops	1	4,092,000	4,092,000	Nov-25	Nov-25	Department of Governance/ CPIU
		Appropriate KDSP II structures in place	Review of KDSP II Structures	Conduct review of the existing KDSP II Structures	No. of Days	3	32,000	96,000	Oct-25	Oct-25	Department of Governance/ CPIU
		KDSP II Work Plan monitoring reports	Continuous monitoring of KDSP II activities	Prepare quarterly KDSP II work plan implementation progress reports	No. of Reports	4	500,000	2,000,000	Sep-25	Jun-26	Department of Governance/ CPIU
		Improved Working Relationship with County Assembly	County Assembly Committee on Devolution	Hold sensitisation workshop	No. of Workshops	1	1,200,000	1,200,000	Jan-26	Jan-26	Department of Governance/ CPIU
		SPMU Established and Operationalized	Approval and Operationalization of SPMU structures in the county	I. Approval of the structures and job descriptions of SPMU by the CEC II Approval of the of the structures and job descriptions of	No. of Workshops	1	100,000	100,000	Oct-25	Oct-25	Department of Governance/ CPIU

KRAs	DLIs	Expected Output/Deliverable	Activity Description	Description of Sub-Activities	Unit (persons, days, consultants, workshops)	No. of Units	Unit Cost	Total Cost	Start date	End date	Lead department for implementation
				SPMU by the County Public service board							
		Work plan for FY 2026/2027	Development and approval of annual work plan and budget for FY 2026/2027	Prepare annual work plan and budget II submit to CPSC for approval FY 2026/2027 work plan.	No. of Workshops	1	1,130,000	1,130,000	Jun-26	Jun-26	Department of Governance/ CPIU
		KDPS II working tools	Procurement of KDSP II working tools	Purchase 1 Camera, I printer, storage device and 4 laptops	Number of tools	6	100,000	600,000	Oct-25	Oct-25	Department of Governance/ CPIU
		Expenditure report	Ensure proper use and timely reporting on grants	Preparation of quarterly grants expenditure report	Number of reports	4	51,000	204,000	Sep-25	Jun-26	Department of Governance/ CPIU
		Updated County Website	Revamping of the county website	I. Gaps analysis II. Development of the website iii. Capacity building **(Co-Funding)**	Consultant	1	250,000	250,000	Nov-25	Jan-26	Department of Governance/ ICT
KRA 1	**DLI 3**	**OSR Collected Increased by 5%**	Revamp county own source revenue administration and management	1. Development of Revenue Strategy	No. Workshop	1	1,400,000	1,400,000	Jul-25	Oct-25	Department of Finance and Economic Planning
				2. Sponsor 6 officers for training at Kenya School of Revenue on mapping out of new own source revenue streams, locations, reporting and revenue forecasting (Director Budget and Head of Budget to be included)	No. Persons	6	150,000	900,000	Oct-25	Oct-25	Department of Finance and Economic Planning
			Revenue Register	3. Complete revenue	No. Workshop	1	1,000,000	1,000,000	Nov-25	Dec-25	Department of

KRAs	DLIs	Expected Output/Deliverable	Activity Description	Description of Sub-Activities	Unit (persons, days, consultants, workshops)	No. of Units	Unit Cost	Total Cost	Start date	End date	Lead department for implementation
			Development	register development/cadastres							Finance and Economic Planning
				4. Publicising the automated revenue by creating awareness through the local radio stations	No. Days	90	5,000	450,000	Jan-26	Jun-26	Department of Finance and Economic Planning
				5.Publishing and publicising County Revenue performance reports on the County Website	No. Persons	2	-	0	Jul-26	Jul-26	Department of Finance and Economic Planning
			Development of County Revenue policies and laws	6. Development of Revenue collection policy for BodaBoda riders	No. of Days	7	180,000	1,260,000	Jul-25	Jun-26	Department of Finance and Economic Planning
		Qualified/Unqualified Audit Report	Improve County Financial Management systems	1. Hire capacity building consultancy and Training on Electronic Government Procurement System (Procurement officers, Budget Officers, Auditors and accountants)	No. Workshops	1	600,000	600,000	Nov-25	Nov-25	Department of Finance and Economic Planning
				Develop County Assets, Liabilities and Risk Management policy	No. Workshops	4	120,000	480,000	Oct-25	Nov-25	Department of Finance and Economic Planning
				Train Financial Reporting teams on the Transition to IPSAS Accrual	No. persons	23	23,500	540,500	Nov-25	Nov-25	Department of Finance and Economic Planning

KRAs	DLIs	Expected Output/Deliverable	Activity Description	Description of Sub-Activities	Unit (persons, days, consultants, workshops)	No. of Units	Unit Cost	Total Cost	Start date	End date	Lead department for implementation
				2. Hire capacity building consultancy and Training on IPSAS Accrual (Auditors and accountants, County Assembly Budget officers)	No. Workshops	1	600,000	600,000	Dec-25	Dec-25	Department of Finance and Economic Planning
		County Audit Reports Implemented	Quarterly internal audit and countywide compliance update meetings	Quarterly reporting meetings **(Co-Funding)**	No. Workshops	2	225,000	450,000	Jun-25	Jun-26	Department of Finance and Economic Planning
			Implement County Audit recommendation (County Assembly of Siaya, Internal Audits, OAG)	Annual review meeting	No. Workshops	1	300,000	300,000	Jan-26	Jan-26	Department of Finance and Economic Planning
				Publishing and publicising County Audit reports on the County Website	No. Persons	2	-	0	Jan-26	Feb-26	Department of Finance and Economic Planning
	DLI 4	**Pending bills action plan Developed and Implemented**	Conduct County Pending Bills Audit and develop action plan	1. Appointment and training of the Pending Bills verification Committee	Meeting	1	-	-	Jul-25	Oct-25	Department of Finance and Economic Planning
				2. Desk Review, verification, Report writing and Preparation of County Pending bills Reduction Action plan	No. Days	3	315,000	945,000	Jul-25	Oct-25	Department of Finance and Economic Planning together with Governance M&E
				3. Dissemination of the report and sharing of the action plans	No. Persons	2	-	0	Jul-25	Oct-25	Department of Finance and Economic Planning

KRAs	DLIs	Expected Output/Deliverable	Activity Description	Description of Sub-Activities	Unit (persons, days, consultants, workshops)	No. of Units	Unit Cost	Total Cost	Start date	End date	Lead department for implementation
											together with Governance M&E
				4. Budgeting and quarterly reporting on pending bills action plan implementation	No. Workshop	2	225,000	450,000	Jul-25	Jun-26	Department of Finance and Economic Planning
				5. Publishing and publicising the stock of County Pending bills and action plan on the County Website	No. Persons	2	-	0	Oct-25	Oct-25	Department of Finance and Economic Planning
				6. Publicising and Publishing on the County Website the County CIDP, CADP, CFSP, CDMSP, CBROP, Budget Implementation Quarterly Reports, Budget Circular, Program based Budget and Finance act	No. of Persons	2	-	0	Jul-25	Jul-25	Department of Finance and Economic Planning
KRA 2	**DLI 5**	HRM Audit, Skills Audit, Staff Establishment and Model organograms guidelines domesticated	Domesticate HRM and Skills Audit, Staff Establishment and Model organograms	1. Constitute multi-stakeholder technical working groups	Persons	20	-	0	Sep-25	Sep-25	Department of Governance, Administration and ICT
				2. Review the guidelines and draft County-specific versions guidelines	Days	5	168,000	880,000	Oct-25	Oct-25	Department of Governance, Administration and ICT
				3. Validation and approval of the guidelines	Persons	15	45,000	45,000	Oct-25	Oct-25	Department of Governance, Administration

KRAs	DLIs	Expected Output/Deliverable	Activity Description	Description of Sub-Activities	Unit (persons, days, consultants, workshops)	No. of Units	Unit Cost	Total Cost	Start date	End date	Lead department for implementation
											and ICT
				4. Sensitization and awareness on the guidelines	Workshop	3	150,000	150,000	Oct-25	Nov-25	Department of Governance, Administration and ICT
		County HRM Skills Audit report and action plan	Develop and Implement HRM Skills Audit report and Action plan	1. Validate and approve HRM Skills Audit	workshop	1	30,000	30,000	Oct-25	Oct-25	Department of Governance, Administration and ICT
				2. Develop HRM Skills Audit implementation work plan	Workshop	1	-	-	Oct-25	Oct-25	Department of Governance, Administration and ICT
				3. Prepare and submit implementation progress reports	Days	4	6,000	24,000	Sep-25	Jun-26	Department of Governance, Administration and ICT
		HRM Audit report	Conduct HRM Audit exercises	1. Conduct planning/preparation for HRM Audit (Prepare ToR, constitute Audit Team, Work planning, Training, resources mobilization)	persons	9	3,000	27,000	Sep-25	Sep-25	Department of Governance, Administration and ICT
				2. Execute HRM Audit exercise and prepare report	Persons	9	3,000	850,000	Nov-25	Nov-25	Department of Governance, Administration and ICT
				3. Validate and approve HRM Audit report	Workshop	1	30,000	30,000	Dec-25	Dec-25	Department of Governance, Administration and ICT
				4. Develop post-HRM Audit implementation	persons	3	3,000	9,000	Jan-26	Jun-26	Department of Governance, Administration

KRAs	DLIs	Expected Output/Deliverable	Activity Description	Description of Sub-Activities	Unit (persons, days, consultants, workshops)	No. of Units	Unit Cost	Total Cost	Start date	End date	Lead department for implementation
				Action plan							and ICT
		Functional high level and Departmental Organizational structures and County staff establishment documents developed	Develop/Review Organizational structures and county Staff Establishment	1. Plan and prepare for review of staff est. and org. (Prepare ToR, constitute Team, Work planning, resources mobilization)	persons	0	-	-	Oct-25	Oct-25	County Public Service Board
				2. Review the July, 2022 staff establishment and organizational structure	persons	15	14,000	895,000	Jan-26	Feb-26	County Public Service Board
				3. Develop model organizational structure and staff establishment/staffing list	Workshop				Jan-25	Feb-26	County Public Service Board
				4. Validate and approve staff establishment and organizational structures	Workshop	1	3,000	45,000	Feb-25	Feb-25	County Public Service Board
				5. Publish and upload approved staffing list and organizational structures into the UHRIS-Ke	Days	1	-	0			Department of Governance, Administration and ICT
		Payroll Audit implementation reports	Implement Special (OAG) in-depth payroll Audit for improved payroll management	1. Review OAG payroll audit Implementation work plan	Workshop	1	-	-	Aug-25	Aug-25	Department of Governance, Administration and ICT
				2. Prepare and submit Payroll implementation	Persons		20,000	20,000	Oct-25	Jun-26	Department of Governance, Administration

KRAs	DLIs	Expected Output/Deliverable	Activity Description	Description of Sub-Activities	Unit (persons, days, consultants, workshops)	No. of Units	Unit Cost	Total Cost	Start date	End date	Lead department for implementation
				progress reports							and ICT
				3. Conduct follow-upon on payroll audit implementation by internal audit team	persons	6	3,000	72,000	Jun-26		Department of Governance, Administration and ICT
		HR Officers trained on UHRIS-Ke modules	Capacity build HR/Records/Pay roll Officers on UHRIS-Ke modules (PM, Leave, Pensions, Training)	1. Plan and prepare for training on UHRIS-Ke (Prepare ToR, identify staff, plan Training logistics)	Workshop	1	-	-	Dec-25	Dec-25	Department of Governance, Administration and ICT
				2.Procure/source UHRIS-KE training consultancy services	Technical experts	3	30,000	300,000	Jan-26	Jan-26	Department of Governance, Administration and ICT
				3. Conduct UHRIS-KE Capacity building on leave & recruitment modules	persons	5	14,000	725,000	Feb-26	Mar-26	Department of Governance, Administration and ICT
				4. Implement UHRIS recruitment & leave modules action plan	Workshop	1	-	-	Mar-26		Department of Governance, Administration and ICT
				5. Prepare and present report on UPN Implementation	persons	300	-	-	Sep-25	Jun-26	
		Automated HR/Employee Records Management training conducted	Capacity build HR Records Officers on Automated HR Records System	1. Plan and prepare for training on Automated HR Records training (Prepare ToR, identify staff, plan Training logistics)	Workshop	1	-	-	Jan-26	Feb-26	Department of Governance, Administration and ICT
				2. Procure/source consultancy for Automated HR	Consultants	2	30,000	300,000	Mar-26		Department of Governance, Administration

KRAs	DLIs	Expected Output/Deliverable	Activity Description	Description of Sub-Activities	Unit (persons, days, consultants, workshops)	No. of Units	Unit Cost	Total Cost	Start date	End date	Lead department for implementation
				records training							and ICT
				3. Conduct Automated HR Records training	persons	7	14,000	300,000	Mar-26	Apr-26	Department of Governance, Administration and ICT
				4. Develop SRC M&E Report Implementation work plan	Workshop	1	-	0	Nov-25		Department of Governance, Administration and ICT
KRA 2	**DLI 6**	Integrated Performance Management Guidelines domesticated	Domesticate County IPM Guidelines	1. Constitute technical working team to domesticate IPM Guidelines	persons	9	-	-	Sep-25	Sep-25	Department of Governance, Administration and ICT
				2. Review the IPM guidelines and draft County-specific IPMG version	Days	3	14,000	408,000	Oct-25	Oct-25	Department of Governance, Administration and ICT
				3. Validation and approval of the IPM guidelines	workshop	1	3,000	45,000	Nov-25	Nov-25	Department of Governance, Administration and ICT
				4. Sensitization and awareness on the guidelines **(Co-Funding)**	persons	45	2,000	300,000	Nov-25		Department of Governance, Administration and ICT
		Performance Contracting implementation reports	Implement Performance Contracting in the County	1. PC Target setting and negotiation	workshop	1	-	-	Aug-25	Aug-25	Department of Governance, Administration and ICT
				2. Vetting of performance targets	days	5	3,000	535,000	Sep-25	Sep-25	Department of Governance, Administration and ICT
				3.Signing and cascading of PCs for level 1-3 and SPAS level	workshops			100,000	Oct-25	Nov-25	Department of Governance, Administration and ICT

KRAs	DLIs	Expected Output/Deliverable	Activity Description	Description of Sub-Activities	Unit (persons, days, consultants, workshops)	No. of Units	Unit Cost	Total Cost	Start date	End date	Lead department for implementation
				4. PC Monitoring and Annual Evaluation	persons	60	3,000	700,000	Sep-25	Jul-26	Department of Governance, Administration and ICT
				5. Release and publication of FY 2025/2026 report.	persons	60	2,000	200,000	Aug-26	Aug-26	Department of Governance, Administration and ICT
		Trained Officers on Performance Management Systems	Capacity building of PMSC/PMCS on Performance Management System (PM)	1. Plan and prepare for PM/SPAS training (Develop ToR, Identify officers)	workshop	1	-	-	Oct-25	Oct-25	Department of Governance, Administration and ICT
				2.. Procure/source PM/SPAS training consultancy/technical services	consultancy/technical experts	3	111,670	335,000	Jan-26	Jan-26	Department of Governance, Administration and ICT
				3. Conduct capacity building for PMS to PMSC/PMCS **(Co-Funding)**	Persons	11	14,000	850,000	Feb-26	Feb-26	Department of Governance, Administration and ICT
				4. Implement SPAS module in HRIS-Ke	persons	300	_	_	Apr-26		Department of Governance, Administration and ICT
				5. Cascading training knowledge and skills gained to selected DA officers	persons	45	3,000	200,000	Mar-26	Mar-26	Department of Governance, Administration and ICT
		Sensitization of staff on Staff on Performance Appraisal System conducted	Training selected officers on Staff Performance Appraisal System for improved implementation	1. Prepare and plan for SPAS sensitization (ToR, Work plan, resource mobilization) **(Co-Funding)**	persons	5	3,000	0	Mar-26	Mar-26	Department of Governance, Administration and ICT
				3. Prepare and submit SPAS	workshop	1	-	-	May-26	May-26	Department of Governance,

KRAs	DLIs	Expected Output/Deliverable	Activity Description	Description of Sub-Activities	Unit (persons, days, consultants, workshops)	No. of Units	Unit Cost	Total Cost	Start date	End date	Lead department for implementation
				training report and action plan							Administration and ICT
		Technical Sector heads trained on Performance Management systems	Conduct training on PM/PC/CM to Directors and Technical sector heads	1. Plan and prepare for capacity building (Develop ToR, Identify officers)	Persons	30	-	-	Jan-26	Feb-26	Department of Governance, Administration and ICT
				2. Conduct capacity building on PM/PC/CM (**Co-Funding**)	Workshops	3	104,000	312,000	Mar-26	Mar-26	Department of Governance, Administration and ICT
		County Public Service Board/CASB trained	capacity build members and selected secretariat of CPSB/CASB on PM & change management	1. Plan and prepare for training on PMS/change management (Prepare ToR, identify staff, plan Training logistics)	workshop	1	-	-	Apr-26	Apr-26	Department of Governance, Administration and ICT
				2. Conduct Capacity building on PM and change management **(Co-Funding)**	persons	20	14,000	858,000	May-26	Jun-26	Department of Governance, Administration and ICT
				3. Develop and implement PM Action plan	workshop	1	-	-	Jun-26	Jun-26	
KRA 3	DLI7	Functional Public Investment Management (PIM) Dashboards with Citizen Feedback Mechanisms	Design and Develop Public Investment Management (PIM) Dashboards with Citizen Feedback Mechanisms	Planning and Logistics	days	1	282,000	282,000	Sep-25	Sep-25	Governance, Administration & ICT
				Sourcing (Procurement) for a Consultant/Developer	workshop	1	255,000	255,000	Sep-25	Sep-25	Governance, Administration & ICT
				System Development, data collection, Infrastructure Set Up, Capacity Building and	Consultant	1	3,278,000	3,278,000	Nov-25	May-26	Governance, Administration & ICT

KRAs	DLIs	Expected Output/Deliverable	Activity Description	Description of Sub-Activities	Unit (persons, days, consultants, workshops)	No. of Units	Unit Cost	Total Cost	Start date	End date	Lead department for implementation
				deployment							
				Monitoring & Evaluation	day	4	250,000	1000000	Jun-25	Jun-26	Governance, Administration & ICT
		Visibility of KDSP II program	Mainstream Media Coverage	mainstream media coverage of KDSP II activities	No. of media coverage	3	30,000	90,000	Oct-25	Jun-26	Governance, Administration & ICT
				Radio talk shows	No. of talk shows	2	-	-	Jul-25	Jun-26	Governance, Administration & ICT
			Digital media coverage	Posting of content on social media platforms	No. of platforms	6	-	-	Sep-25	Jun-26	Governance, Administration & ICT
			Airing of KDSP II documentary on KDSP II program	procurement of airtime on a National TV channel	No. of Documentaries	1	400,000	400,000	Jul-25	Jun-26	Governance, Administration & ICT
			Content generation for KDSP II newsletter	field visits and interviews	No. of Articles	4	5,000	20,000	Jul-25	Jun-26	Governance, Administration & ICT
		ESHS institutionalized	Institutionalize ESHS	Communicate and disseminate the DRL policy	Persons	50	2,500	125,000	Feb-26	Feb-26	Governance, Administration and ICT
				2. Sensitization of county executives	workshop	1	300,000	300,000	Jan-26	Jan-26	Water, Irrigation, Environment, Climate Change and Natural Resources.
		Gender officers trained	Training of gender officers	1. Capacity building of staff	Persons	10	85,786	857,860	Oct-25	Oct-25	Education, Youth, Gender and Social Services
		Infrastructure projects screened	Screening of infrastructure projects.	1. Project site visit and Evaluation	Persons	4	20,000	80,000	Sep-25	Sep-25	Water, Irrigation, Environment, Climate Change

KRAs	DLIs	Expected Output/Deliverable	Activity Description	Description of Sub-Activities	Unit (persons, days, consultants, workshops)	No. of Units	Unit Cost	Total Cost	Start date	End date	Lead department for implementation
											and Natural Resources.
				2. Preparation of screening report	Persons	4	50,000	200,000	Sep-25	Sep-25	Water, Irrigation, Environment, Climate Change and Natural Resources.
				4. Monitoring the Environment and social Management Plan (ESMP)	Persons	2	25,000	50,000	Jan-26	Jan-26	Water, Irrigation, Environment, Climate Change and Natural Resources.
		Integrated County Grievance Redress Handling Established	Harmonize County Grievance Redress Management	Draft final GRM policy	Persons	3	150,000	450,000	Aug-25	Oct. 2025	Finance & Economic Planning
				4. Publish and publicize the GRM policy on the county website	persons	2	-	-	Nov-25	Dec. 2025	Finance & Economic Planning
		County project cycle management policy developed	Develop and implement the county project management policy	1.Establish and induct a Project Cycle Management Taskforce\TWG	Persons	20	6,000	120,000	Sep-25	Dec, 2025	Finance & Economic Planning
				2.Review existing project identification, planning, budgeting, procurement, implementation, M&E, and closure processes	Workshops	1	125,000	125,000	Jan-26	Feb.2026	Finance & Economic Planning
				3.Draft the PCM Policy	Days	2	250,000	500,000	Feb-26	Mar-26	Finance & Economic Planning
		b) County Policy	Domesticate	1. Review the	Persons	30	5,000	150,000	Aug-25	25-Oct	Finance &

KRAs	DLIs	Expected Output/Deliverable	Activity Description	Description of Sub-Activities	Unit (persons, days, consultants, workshops)	No. of Units	Unit Cost	Total Cost	Start date	End date	Lead department for implementation
		guidelines for Community-led Project Management Committees (PMC) reviewed	guidelines for Community-led Project Management Committees (PMC)	existing PMC policy guidelines							Economic Planning
				2. Validate the policy guidelines with stakeholders	Persons	30	2,000	1,091,570	Oct-25	25-Dec	Finance & Economic Planning
				3. Submit to County Executive Committee for Approval	Persons	0	-	-	Dec-25	Dec-25	Finance & Economic Planning
		County projects inventory developed	Detailed county projects stocktaking and documentation	1. Coordinate training of departmental county projects stocktaking committees	Workshops, consultants	1	800,000	800,000	Sep-25	Sep-25	Finance & Economic Planning
				2. Compile data from departments on projects details as per the stocktaking template	Workshop	1	200,000	200,000	Nov-25	Nov-25	Finance & Economic Planning
				4. Compilation of county projects stocktaking report	Persons	10	136,107	1,361,070	Mar-25	Mar-25	Finance & Economic Planning
		County assembly systems	Capacity building of Fiscal Bureau (Budget Department) Officers	Organise training for officers	Persons	2	125,000	250,000	Jan-26	Jan-26	County Assembly
			Review of the County Assembly organizational structure and approve staff establishment	Hold review workshop	No.	1	750,000	750,000	Nov-25	Dec-25	County Assembly
			Development of County Assembly resolution tracker	Resolution tracker	No.	1	500,000	500,000	Feb-26	Apr-26	County Assembly

KRAs	DLIs	Expected Output/Deliverable	Activity Description	Description of Sub-Activities	Unit (persons, days, consultants, workshops)	No. of Units	Unit Cost	Total Cost	Start date	End date	Lead department for implementation
			GRAND TOTAL					**42,500,000**			
			CO-FUNDING					**5,000,000**			
			KDSP II FUNDING					**37,500,000**			

THE GOVERNOR
HON. JAMES ORENGO

SIGNATURE: .....
DATE: 7/11/2025

COUNTY PROGRAM COORDINATOR
MR. PETER LIGULU

SIGNATURE: .....
DATE: 7/11/2025

KDSP II LEVEL 1 ANNUAL BUDGET FOR FY: 2025/2026

S/ No	Activity	Lead Department	Start Date	End Date	Budget (in KES)
1	Operational KDSP II Structures	Department of Governance/ CPIU	Jul-25	Jun-26	672,000
2	Strengthen the capacity of the unit and committees	Department of Governance/ CPIU	Sep-25	Jun-26	4,092,000
3	Appropriate KDSP II structures in place	Department of Governance/ CPIU	Nov-25	Nov-25	96,000
4	KDSP II Work Plan monitoring reports	Department of Governance/ CPIU	Sep-25	Jun-25	2,000,000
5	Multisectoral linkages established	Department of Governance/ CPIU	Jan-26	Jan-26	1,000,000
6	Approved organizational structure and job descriptions for SPMU	Department of Governance/ CPIU	Oct-15	Oct-25	100,000
7	Peer to peer learning	Department of Governance / CPIU	Dec-25	Dec-25	200,000
8	Work plan for FY 2026/2027	Department of Governance/ CPIU	Mar-26	May-26	1,130,000
9	KDPS II working tools	Department of Governance/ CPIU	Oct-25	Oct-25	600,000
10	Expenditure report	Department of Governance/ CPIU	Sep-25	Jun-26	204,000
11	Updated County Website	Department of Governance/ CPIU	Nov-25	Jan-26	250,000
12	Revamp county own source revenue administration and management	Finance and Economic Planning	Jul-25	Oct-25	2,300,000
13	Revenue Register Development	Finance and Economic Planning	Nov-25	Jun-26	1,450,000
14	Development of County Revenue policies and laws	Finance and Economic Planning	Jul-25	Jun-26	1,260,000
15	Improve County Financial Management systems	Finance and Economic Planning	Oct-25	Dec-25	2,220,500
16	Quarterly internal audit and countywide compliance update meetings	Finance and Economic Planning	Jun-25	Jun-26	450,000
17	Implement County Assembly of Siaya Audit recommendations	Finance and Economic Planning	Jan-26	Feb-26	300,000
18	Conduct County Pending bills Audit	Finance and Economic Planning	Jul-25	Jun-26	1,395,000
19	HRM Audit, Skills Audit, Staff Establishment and Model organograms guidelines domesticated	Department of Governance and ICT-HR	Oct-25	Nov-25	1,075,000

S/ No	Activity	Lead Department	Start Date	End Date	Budget (in KES)
20	County HRM Skills Audit report and action plan	Department of Governance and ICT-HR	Sep-25	Oct-25	54,000
21	Conduct HRM Audit exercises	Department of Governance and ICT-HR	Oct-25	Jun-26	916,000
22	Develop/Review Organizational structures and county Staff Establishment	Department of Governance and ICT-HR	Oct-25	Feb-26	940,000
23	Payroll Audit implementation reports	Department of Governance and ICT-HR	Aug-25	Jun-26	92,000
24	HR Officers trained on UHRIS-Ke modules (leave, Recruitment, SPAS)	Department of Governance and ICT-HR	Sep-25	Jun-26	1,025,000
25	Automated HR/Employee Records Management training conducted	Department of Governance and ICT-HR	Jan-26	Apr-26	600,000
26	Integrated Performance Management Guidelines domesticated	Department of Governance and ICT-HR	Sep-25	Nov-25	753,000
27	Performance Contracting implementation reports	Department of Governance and ICT-HR	Aug-25	Aug-26	1,535,000
28	Trained Officers on Performance Management Systems	Department of Governance and ICT-HR	Oct-25	Mar-26	1,385,000
29	Technical Sector heads trained on Performance Management systems	Department of Governance and ICT-HR	Jan-26	Mar-26	312,000
30	County Public Service Board/CASB trained	Department of Governance and ICT-HR	Apr-26	Jun-26	858,000
31	Functional Public Investment Management (PIM) Dashboards with Citizen Feedback Mechanisms	Department of Governance and ICT	Sep-25	Jun-26	4,815,000
32	Visibility of KDSP II program	Department of Governance and ICT	Jul-25	Jun-26	510,000
33	ESHS institutionalized	Water, Irrigation, Environment, Climate Change and Natural Resources.	Oct-25	Jan-26	425,000
34	Gender officers trained	Education, Youth, Gender and Social Services	Oct-25	Oct-25	857,860
35	Infrastructure projects screened	Water, Irrigation, Environment, Climate Change and Natural Resources.	Sep-26	Jan-26	330,000
36	Integrated County Grievance Redress Handling Established	Finance and Economic Planning	Aug-25	Oct-25	450,000

S/ No	Activity	Lead Department	Start Date	End Date	Budget (in KES)
37	County project cycle management policy developed	Finance and Economic Planning	Sep-25	Mar-26	745,000
38	County Policy guidelines for Community-led Project Management Committees (PMC) reviewed	Finance and Economic Planning	Aug-25	Dec-25	1,241,570
39	County projects inventory developed	Finance and Economic Planning	Sep-25	Dec-25	2,361,070
40	Strengthening of County Assembly Systems	County Assembly	Nov-25	Feb-26	1,500,000
	TOTAL				**42,500,000**
		KDSP II World Bank			**37,500,000**
		Co-Funding (CGS)			**5,000,000**

THE GOVERNOR
HON. JAMES ORENGO

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COUNTY PROGRAM COORDINATOR
MR. PETER LIGULU

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KDSP II LEVEL 1 CASHFLOW PLAN FOR FY: 2025/2026

Item Description	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
Operational KDSP II Structures	36,000	36,000	96,000	36,000	36,000	96,000	36,000	36,000	96,000	36,000	36,000	96,000	672,000
Strengthen the capacity of the unit and committees					4,092,000								4,092,000
Appropriate KDSP II structures in place				96,000									96,000
KDSP II Work Plan monitoring reports			500,000			500,000			500,000			500,000	2,000,000
Multisectoral linkages established							1,000,000						1,000,000
Approved organizational structure and job descriptions for SPMU				100,000									100,000
Peer to peer learning						200,000							200,000
Work plan for FY 2026/2027												1,130,000	1,130,000
KDPS II working tools				600,000									600,000
Expenditure report			51,000			51,000			51,000			51,000	204,000
Updated County Website						250,000							250,000
Revamp county own source		1,175,000		1,125,000									2,300,000

Item Description	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
revenue administration and management													
Revenue Register Development			112,500		1,000,000	112,500			112,500			112,500	1,450,000
Development of County Revenue policies and laws					630,000				630,000				1,260,000
Improve County Financial Management systems			120,000		1,140,500	720,000			120,000			120,000	2,220,500
Quarterly internal audit and countywide compliance update meetings				225,000			-				225,000		450,000
Implement County Assembly of Siaya Audit recommendations							300,000						300,000
Conduct County Pending bills Audit	150,000			795,000		225,000			225,000				1,395,000
HRM Audit, Skills Audit, Staff Establishment and Model organograms				780,000	295,000								1,075,000

Item Description	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
guidelines domesticated													
County HRM Skills Audit report and action plan			24,000	30,000									54,000
Conduct HRM Audit exercises	27,000			150,000	700,000	30,000	9,000						916,000
Develop/Review Organizational structures and county Staff Establishment							895,000	45,000				-	940,000
Payroll Audit implementation reports				20,000								72,000	92,000
HR Officers trained on UHRIS-Ke modules							300,000		725,000				1,025,000
Automated HR/Employee Records Management training conducted									300,000	300,000			600,000
Integrated Performance Management Guidelines domesticated				408,000	345,000								753,000
Performance Contracting implementation reports			1,235,000	100,000								200,000	1,535,000
Trained Officers on Performance							335,000	850,000	200,000				1,385,000

Item Description	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
Management Systems (inlc. E-GPCIS)													
Technical Sector heads trained on Performance Management systems									312,000				312,000
County Public Service Board/CASB trained											858,000		858,000
Functional Public Investment Management (PIM) Dashboards with Citizen Feedback Mechanisms			537,000					4,278,000			-		4,815,000
Visibility of KDSP II program			105,000	10,000	10,000	115,000	10,000	10,000	115,000	10,000	10,000	115,000	510,000
ESHS institutionalized							300,000	125,000					425,000
Gender officers trained				857,860									857,860
Infrastructure projects screened			280,000				10,000	10,000	10,000	10,000	10,000		330,000
Integrated County Grievance Redress Handling Established		450,000											450,000

Item Description	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
County project cycle management policy developed			120,000				125,000		500,000				745,000
County Policy guidelines for Community-led Project Management Committees (PMC) reviewed		150,000			1,091,570								1,241,570
County projects inventory developed			800,000		200,000				1,361,070				2,361,070
County Assembly					750,000		250,000	500,000					1,500,000
TOTAL	**213,000**	**1,811,000**	**3,980,500**	**5,332,860**	**10,290,070**	**2,299,500**	**3,570,000**	**5,854,000**	**5,257,570**	**356,000**	**1,139,000**	**2,396,500**	**42,500,000**

4. Implementation arrangements

The County Executive Committee Member for Governance, Administration and ICT, who is also the County Program Lead, will be responsible for implementation of the proposed activities. The budget will be managed by the Chief Officer Governance, Administration and ICT who is also the program accounting officer. The County Program Coordinator will provide overall support in ensuring the activities implemented are according to work plan.

THE GOVERNOR

HON. JAMES ORENGO

SIGNATURE: .....

DATE: 7/11/2025

COUNTY PROGRAM COORDINATOR

MR. PETER LIGULU

SIGNATURE: .....

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