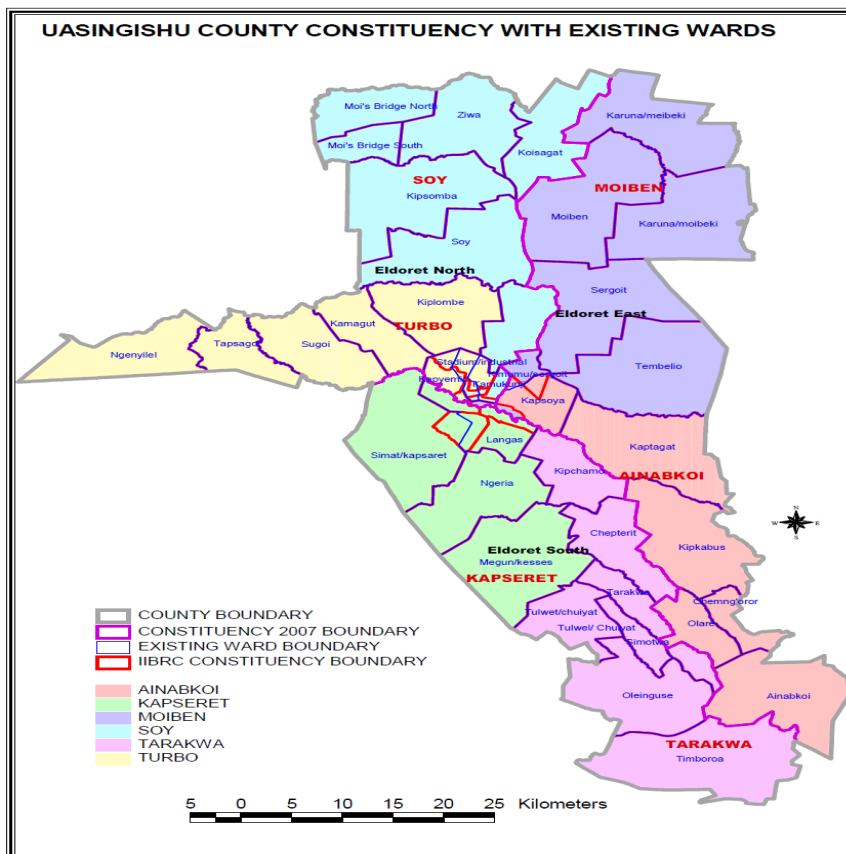


UASIN GISHU COUNTY INTEGRATED DEVELOPMENT PLAN 2013-2018



September 2013

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ABBREVIATIONS

ABE	-	Adult Basic Education
ACE	-	Adult & Continuing Education
AIDS	-	Acquired Immune Deficiency Syndrome
CBD	-	Central Business District
CHWs	-	Community Health Workers
CIDP	-	County Integrated Development Plan
CPC	-	Child Protection Centre
ECDE	-	Early Childhood Development
EFA	-	Education For All
ELDOWAS	-	Eldoret Water and Sanitation
FBOs	-	Faith Based Organizations
FP	-	Family Planning
FPAK	-	Family Planning Association of Kenya
GER	-	Gross Enrolment Rate
ICT	-	Information Communication Technology
IMCI	-	Integrated Management of Childhood Illnesses
MDGs	-	Millennium Development Goals
NACC	-	National AIDS Control Council
NGO	-	Non-Governmental Organization
OVC	-	Orphans & Vulnerable Children
PPP	-	Public Private Partnership
PWD	-	People with Disability
SACCO	-	Savings and Credit Cooperative Organization
STD	-	Sexually Transmitted Diseases
STI	-	Sexually Transmitted Illnesses
SWOT	-	Strengths, Weaknesses, Opportunities and Threats
TBAs	-	Traditional Birth Attendants
TIVET	-	Technical, Industrial, Vocational & Entrepreneurship Training
UGC	-	Uasin Gishu County
UNICEF	-	United Nations Children's Fund
UPE	-	Universal Primary Education
WHO	-	World Health Organization
WRS	-	Warehouse Receipting System

CHAPTER ONE

1.0 COUNTY GENERAL INFORMATION

Introduction

1.1. This Chapter contains general background information on Uasin Gishu County in terms of location, size, physiographic conditions, demographic profiles, administrative and political units. It also provides information on infrastructure and land use. Additional information is also provided on other important aspects such as climate, employment, sources of income, access to health, nutritional status, literacy and community development.

Location and Size

1.2 Uasin Gishu County lies between longitudes 34 degrees 50' east and 35 degrees 37' West and latitudes 0 degrees 03' South and 0 degrees 55' North. The county shares common borders with Trans Nzoia County to the North, Elgeyo Marakwet County to the East, Baringo County to the South East, Kericho County to the South, Nandi County to the South West and Kakamega County to the North West. It covers a total area of 3,345.2 Sq. Km.

Physiographic and Natural Conditions

1.3 Uasin Gishu County is a highland plateau with altitudes falling gently from 2,700 metres above sea level to about 1,500 metres above sea level. The topography is higher to the east and declines gently towards the western border. The County is physiographically divided into three zones: the upper highlands, upper midlands and lower highlands. These zones greatly influence land use patterns as they determine the climatic conditions. The geology is dominated by tertiary volcanic rock with no known commercially exploitable minerals.

1.4 The soils which comprise of red loam soils, red clay soils, brown clay soils and brown loam soils mainly support maize, sunflower, wheat, pyrethrum, potatoes and barley farming. They also support livestock rearing and forestry.

1.5 Uasin Gishu County lies within the Lake Victoria catchment zone and all its rivers drain into the lake. The major rivers include Sosiani, Kipkaren, Kerita, Nderugut, Daragwa, and Sambu.

Climatic Conditions

1.6 Uasin Gishu experiences high and reliable rainfall which is evenly distributed throughout the year. The average rainfall ranges between 624.9 mm to 1,560.4mm with two distinct peaks occurring between March and September; and May and August. Dry spells occur between November and February. The temperatures range between 7 degrees Celsius and 29 degrees Celsius. Generally these conditions are favorable for livestock keeping, crop and fish farming.

Administrative and Political Units

1.7 Uasin Gishu County is divided into six sub-counties: Turbo, Soy, Ainabkoi, Moiben, Kessess and Kapseret. The sub-counties are further subdivided into fifty one locations and ninety seven sub-locations.

Demographic Features

1.8 According to the 2009 Population and Housing Census, the total population of Uasin Gishu County stood at 894,179. At an inter-censal population growth rate of 3.8%, the total population is projected to grow to 1,211,853 by 2017. The population growth rate is higher than the national growth rate at 2.9%. The population density is 267 persons per sq. Km. which is expected to increase to 362 persons per sq. km. by 2017. This will have implications on the average size of land holding.

1.9 In 2012, the population age group between 0 to 14 years was 41.4% of the total; while the economically active age group of between 15 and 64 years accounted for 55.7% of the total. This implies that the County has a high dependency ratio and a high potential for labour force. The age group under one year is projected to grow from 29,175 in 2009 to 39,539 by 2017, while that aged between 2 and 5 years is expected to grow from 162,559 in 2009 to 220,311 by 2017. This implies that the County must expand child and maternal health services and those for Early Childhood and Development Education (ECDE).

1.10 Similarly, resources must be set aside for primary level education to cater for the age group between 6 and 13 years that is projected to grow from 188,125 in 2009 to 254,960 by 2017. The age group between 14 to 17 years is of the secondary school going age and is also projected to increase from 77,291 in 2009 to 104,750 by 2017. Given that the County has only 129 secondary schools, more investment will be required in this subsector to cater for the projected increase in student population.

1.11 The age group between 15 and 29 years comprises the youth; and is expected to grow from 284,278 to 385,273 by 2017. The majority of the youth in the County are dependants due to limited employment and income generating opportunities. It is also an age group that is prone to exciting activity and possible vulnerability to HIV and AIDS. Skills development and employment creation are therefore priority areas of investment for this group.

1.12 The youth also fall in the reproductive age groups of between 15 and 49 years which are projected to grow from 227,089 in 2009 to 307,766 by 2017. This will imply that the County invests more in reproductive health programmes aimed at reducing fertility in the light of the prevalent high dependency ratio coupled with high population growth rate. The age group between 16 and 64 years which constitutes the labour force, is expected to grow from 497,808 in 2009 to 674,663 by 2017.

Infrastructure and Access

1.13 Uasin Gishu has an extensive road network comprising of over 300 Kms of tarmac roads, 549 Kms of marrum and 377 Kms of earth roads. It also boasts 179 Kms of railway line with 8 railway stations. In addition, there is an inland container depot. The Moi International Airport and two airstrips are also located in Uasin Gishu easily making it the region's service hub.

1.14 The County enjoys about 95% mobile phone coverage which is provided by all the major service providers in Kenya. It also has 16 post offices, 4 sub-postal offices and nine licensed service couriers. It is connected to the fibre optic cable thus, giving it access to fast internet connectivity. The availability of these services

confirms the County's potential for fast economic development and an attractive location for investment.

1.15 With regard to financial services the County has also witnessed significant growth. It has a branch of the Central Bank of Kenya, 21 Commercial banks, 108 urban and 4 rural Saccos; and 5 major micro financing institutions.

1.16 The education facilities are fairly developed with 2 public universities namely, Moi University and University of Eldoret. It also has 2 private universities and constituent colleges of major universities. There is also a National Polytechnic, a Technical Training Institute and several private commercial colleges. In terms of basic education, there are 576 ECD centres, 422 primary schools and 129 secondary schools.

1.17 Currently, 30 trading centers, 33 secondary schools and 12 health centers are not connected to electricity. Firewood remains the main source of cooking fuel accounting for 84% of the households. The over-dependence on firewood has negative implications on existing forests raising the need to plant trees in designated areas for wood fuel; and to connect more households to the National Grid. More effort is also required to connect electricity to all trading centers, schools and health facilities.

1.18 There are 102 trading centres with six of them being urban centres and towns. The six are Burnt Forest, Matunda, Turbo, Moiben, Kesses and Kapsaret. The urban centres have emerged and grown without proper physical planning. Undesirable developments including informal settlements have mushroomed with their growth. The infrastructural facilities including roads and water supply are insufficient to meet the demands of the growing populations.

1.19 Of the built houses in the County, 45.6% are mud-walled or use wood as the main walling material. Houses built using brick or blocks account for 25.4% while mud/slash cement account for 18.1%. The main roofing materials are corrugated iron sheets which account for 84.4%.

Land and Land Use

1.20 The Uasin Gishu County has an average land holding of 5 hectares in rural areas, and 0.25 of hectares within Eldoret Municipality. Land use practices vary considerably across the County. In 2012 there were 919 landless households distributed in various schemes, with Turbo settlement scheme accounting for 658 households; Jabali settlement Scheme 161 and Maili Tisa 100. Some of the landless are squatters living in gazetted forests; immigrants from other counties; and those who become landless by virtue of selling family land.

Agricultural Activities

1.21 Uasin Gishu County covers an area of 3,327Km² with a human population of 894,179 and 202,000 households (NPC 2009). It has six sub-counties; Turbo, Soy, Moiben, Ainabkoi, Kasses and Kapsaret, 51 locations and 100 sub-locations. Arable land covers 2,995 sq km, 332.78 is non arable (hilly and rocky), 23.4 sq km is water mass and 196 sq km is urban. The County is a highland plateau ranging from 1500m – 2700m above sea level and soils range from red brown loam to clay. Rainfall averages 900mm to 1200mm per annum with its peak in May and October, temperatures range from 8.4° c to 26.2° c (a mean of 18°c). Vegetation range from open grassland with scattered acacia trees, to natural highland forests and bush land. It has 3 ecological zones (AEZ) (lower highland, upper highland and upper midland) as shown:-

Agro-ecological zones	Agro-enterprise	% of County covered
Lower highland 4[LH ₄]	Livestock	19.00
Lower highland 3[LH ₃]	Livestock, maize, wheat and barley	31.00
Lower highland 2[LH ₂]	Livestock, maize, pyrethrum	1.20
Upper highland 4[UH ₄]	Livestock, maize, sunflower	12.10
Upper highland 3[UM ₃]	Livestock, coffee	1.70
Upper highland [UH ₂]	Livestock, pyrethrum, wheat	12.30
Upper highland 1[UH ₁]	Sheep and dairy	13.50

1.22 The average farm size in Uasin Gishu is 2-10 acres with a wide range of crop and livestock enterprises. The crop enterprises include food crops, cash/industrial crops and horticultural crops whereas the livestock enterprises include dairy, poultry, sheep, goats, pigs, bee keeping and fish farming, as shown in the following table 1.

Table 1: Summary of the main crops in Uasin Gishu County

Enterprise	Area (Ha)	Yield (MT /Ha)	Production (MT)	Market Value (Kshs)	Marketing channels (1=Formal 2=Informal)	Market (1=Local 2=Regional 3=export)	Processing (1=Yes 2=No)
Maize	91,010	50 bags	4,550,500 bags	9,101,000,000	1 – NCPB, Millers, Institutions, WFP 2- Traders, posho mills,	1- municipal markets	1
Wheat	26,865	30	805,950	209,547,000	1-1 – NCPB, Millers, 2- Traders	1	1
Beans	22,115	3	72,292	361,460,000	1 Institutions, 2- Traders,	1	2
Finger Millet	616	18	11,088	53,222,400	2- Traders	1	2
Sorghum	124	15	1,922	7,688,000	2-Traders	1	2
Irish potatoes	1,060	140	148,400	296,800,000	2-Traders	1	1
Tomatoes	208	53 T	11,024T	440,960,000	2-Traders	1	2
Kales	446	55T	24530	490,600,000	2-Traders	1	2
Cabbages	540	70T	37,800	378,000,000	2- Traders		
Carrots	66	15T	990	9,900,000	2-Traders	1	2

Onions	25.6	12T	307	9,216,000	2-Traders	1	2
Local Vegetables (B. nightshade, spider plant)	103.5	7T	724.5	21,735,000	2-Traders	1	2
Passion fruit	124	12T	1,488	44,640,000	1-Traders 2-Uganda	1	2
Avocado	26	9T	238	3,564,000		1	2

Source: Department of Agriculture Uasin Gishu County, Annual Report 2012

1.23 The three main livelihoods in the County are mixed farming (food crops and livestock), mixed farming (commercial crops and livestock –dairy) and formal/casual employment. Agriculture sector comprises of livestock production, veterinary, agriculture and fisheries departments. Characteristics of agricultural sector varies widely from predominantly small scale with low external inputs to highly mechanized large scale farming with very high levels of external inputs. Uasin Gishu has a rich agricultural resource base with 80% of the land tenure being privately owned. Private ownership of land has encouraged investment in permanent and long term improvements of development on farms. Small scale farming subsector (0-30 acres) accounts for 75% of the total agricultural produce. However the County has not exploited its potential. Production of main food crops and livestock has generally been low. Farmers depend on rain-fed agriculture and that production costs for most crops are high due to high input costs especially fertilizers, poor and long marketing chains consisting of many players for the different commodities making them inefficient and unresponsive to the process needs. Low levels of mechanization and high transport costs due to increase in global oil prices. Private sector initiatives have not been fully explored. This untapped potential should be harnessed to improve local market infrastructural developments in partnership with local authorities.

Cooperative Societies

1.24 Of the registered cooperative societies, 149 are active, 104 dormant, and 12 collapsed. The total membership is 24,011 with a turnover of Kshs.200 million. Most of the active societies are engaged in the production and marketing of agricultural produce.

Non- Governmental Organizations

1.25 Some of the major NGOs operating in the County include the Red Cross, SNV, Catholic Relief Services and World Vision. Most of them engage in social programmes relating to the provision of clean water and sanitation services, HIV and AIDS management, gender issues and peace building. There is need to catalogue the NGO subsector in terms of their roles, areas of interest, internal capacities for programme implementation and funding.

Self-Help, Women and Youth Groups

1.26 There are 877 registered self-help groups out of which 349 are for women while 301 are youth groups. The groups are mostly engaged in farming and small-scale businesses.

Forests and Forest Types

1.27 The County has a total of 29,802 hectares of gazetted forests out of which 13,184 hectares (or 44%) is under plantation while 16,618 (or 56%) are under

indigenous forest cover. The gazetted forests are in Nabkoi, Timboroa Kipkurere, Lurenge, Singalo, and Kapsaret. There exist community forest associations involved in forestry as an income generating activity.

1.28 The growing of wood lots is scattered across the County and is emerging as a significant carbon sink and income generating activity. There exists a big market both in the County and outside for forest products such as poles, timber and wood fuel.

1.29 The overuse and destruction of forest cover points to the need to protect forests and water catchment areas. The continued reliance on trees for fuel; and the use of wetlands for farming has led to deforestation and encroachment on river banks. These practices have resulted in environmental degradation, siltation of water reservoirs, depletion of forest cover, soil erosion and degradation. Concerted efforts are required to reverse these trends.

1.30 The degradation of the environment also results from poor solid waste disposal, pollution from industries and the overuse of insecticides and fertilizers. Soil erosion which is an aspect of environmental degradation is reducing productivity of the land in some areas. Deforestation has on its part led to unpredictable weather conditions greatly affecting farming. Rainfall patterns have become increasingly unpredictable and health is also affected due to increased survival of vectors and microbes.

Employment and Other Sources of Income

1.31 The County has potential labour force of 550,000 (or 56% of the entire population). This implies that 44% of the population is dependant. Out of the total labour force, also 44% are engaged in self-employment. It can be inferred from the foregoing that those seeking employment prefer wage employment pointing to the need to create more job opportunities in the County.

CHAPTER TWO

2.0 THE SITUATION ANALYSIS: ISSUES AND CHALLENGES

Introduction

2.1 This Chapter discusses the issues and challenges to socio-economic development of Uasin Gishu. Some challenges emanate from the external environment while others stem from factors in the internal environment. The purpose of this Chapter is, therefore, to analyze the constraints to service delivery which are inherent in the internal environment. Constraints emanating from the external environment, specifically those relating to the policies of stakeholders and how they affect the operations of the County are also analyzed.

2.2 Population factors are relevant to development planning. Decisions made by the population on timing and number of children, will have long term consequences on County's population growth and development. A rapidly growing population means; rising demand for social services, pressure on the County budget, and slower economic growth. On the other hand, proper management of population can lead to attainment of all the three pillars (economic, social and political) of Kenya Vision 2030.

2.3 The Uasin Gishu CIDP is being implemented at a time when the County is recording high population growth. This high growth is expected to exert pressure on, and overstretch existing social infrastructure and natural resources. Besides, the resultant high youthful population in the County will create a powerful momentum for future growth, as young people move into child bearing ages.

2.4 With the high population growth rate, the working age population is expected to increase. As a result, the number of people seeking employment will rise. Due to population momentum, the dependency ratio will also rise. If fertility remains high, further investment in employment creation will be required.

2.5 To attain high quality of life for County residents, there is need to match population growth to County resources. This calls for support for advocacy and public awareness campaigns on implications of a rapidly growing population. Furthermore, there is need to promote contraceptive acceptance and use of family planning as a strategy to manage population growth.

AGRICULTURE, LIVESTOCK & FISHERIES

Agriculture Sub-sector

2.6 Uasin Gishu is endowed with good land resources and varied agro-ecological potential. It is the bread basket for the country; producing over 4.5m bags of maize and about 1m bags of wheat. Agriculture supports over 80% of the rural population of Uasin Gishu County in terms of household income and food security. However, the full potential of the County's agricultural production has not been realized.

2.7 The declining soil fertility due to continuous tilling of the same land coupled with overuse of fertilizers and chemicals are among the key factors leading to low crop production in the County. The increasing land fragmentation with the resultant decreased land sizes is yet another factor negatively impacting crop production. The above two factors combined, comprise the most potent threat to increased food production in the County.

2.8 The cost of production is high due to high input cost especially seeds, fertilizer, pesticide, and farm machinery, low level of mechanization, and high transport cost due to increased global fuel prices. This impacts negatively on overall productivity. Production of the main food crops maize, wheat and potatoes has generally been below the County's potential.

2.9 Issues of marketing and markets have emerged as a key focus due to commercialization of agriculture. Marketing channels are poor and long comprising of many players for different commodities making them inefficient and unresponsive to the producers needs. For instance poor marketing channels for major crops such as maize and Irish potatoes make the farmers get the lowest prices for their produce. Lack of strong organized farmer groups to market farm produce, high presence of middle men during harvesting time and little diversification into non-cereal crops affect market access. Poor infrastructure e.g. impassable roads make the framers not to access the markets easily.

2.10 Cooperatives and farmers organizations are vital for good performance of the agricultural sector. They play a key role in agricultural marketing such as providing credit and supplying inputs particularly to small scale farmers. Poor governance and corruption has led most such institutions to collapse or be ineffective.

2.11 Farmers do not access accurate and relevant agricultural market information on time and this result in exploitation and losses.

Lack of Value Addition

2.12 There is very little on-farm or off farm processing of produce which translates to low incomes for farmers. Value addition which involves turning agricultural produce into other semi-processed or processed commodities has the potential of providing producers with income generating opportunities. Linkages from production to value addition and to markets are weak business and investment environment is also not conducive for value addition. The effects of all the above problems include reduced farm incomes thus leading to high levels of poverty, high household food insecurity, and low investment in agriculture as a result of the low returns.

Post Harvest Loses

2.13 The lack of proper storage facilities makes farmers hurry to dispose of their produce which action exposes them to low prices. The recently introduced Warehouse Receipting System (WRS) which is designed to expose farmers to price discovery through a structured market for their produce is apparently not widely adopted in the County. Similarly, farmers have not ventured into value addition which involves turning agricultural produce into semi-processed or processed commodities of a higher value. Generally linkages from production to value addition and to market are weak.

Low Crop Production

2.14 Other factors include low levels of inputs application due to their high cost particularly of seeds, fertilizer, pesticides and farm machinery. There is low level of mechanization and high transport cost due to increased full prices. The production of the main food crops which include maize, wheat and potatoes is below the County's potential. Extension services are weak following the reduction in the number of Extension Officers. There are inadequate farmer-research-extension

linkages. Farmers in the County have not adopted advances in technology despite the fact that they offer substantial benefits. There is untapped potential for increasing the use of improved technology such as fertilizer and seeds. The poor crop performance is further depressed by the high prevalence of pests and diseases.

2.15 Poor access to credit by farmers is a major constraint to the growth of agriculture in the County. Inadequate credit to finance inputs and capital investment is a main cause of low agricultural productivity. The credit facilities offered by existing banks and the Agricultural Finance Corporation are not affordable due to the high interest rate charged. The formal banking system is yet to develop tailor-made facilities for farmers.

2.16 The lack of proper storage facilities makes farmers hurry to dispose off their produce which action exposes them to low prices. The recently introduced Warehouse Receipting System (WRS) which is designed to expose farmers to price discovery through a structured market for their produce is apparently not widely adopted in the County. Similarly, farmers have not ventured into value addition which involves turning agricultural produce into semi-processed or processed commodities of a higher value. Generally linkages from production to value addition and to market are weak.

Low Livestock Production

2.17 The livestock subsector is a source of livelihood for over 160,000 households in Uasin Gishu County. There are 375,287 dairy animals of which 81,838 are high grade. The County also has 93,611 sheep, 27,216 goats, 140,703 exotic birds, 400,000 local birds and 7,292 pigs. The average milk production from dairy cattle is 5 litres per cow per day which is only 50% of the average potential yield. With improved production, the County could be an exporter of livestock and livestock products to neighboring counties. Table 2 below presents a summary of the livestock subsector in the County.

Table 2: Summary of the Livestock subsector in Uasin Gishu County

Enterprise	Population			Total	Annual Production /off take	Market Value/unit (ksh)	% consumed at Hh (human, calves, spillage, spoilt)	% marketed	Marketing channels (1=Formal 2=Informal)	Market (1=Local 2=Regional 3= export)	Processing (1=Yes 2=No)
	Exotic Breed	Cross Breed	Indigenous Breed								
Dairy	81,838	280,667	38,389	400,894	219,489,100 kg	27.00	20	80	1&2	1	1&2
Beef			37,870	37,870	454,440 kg	180.00	0	100	1&2	1&2	2
Honey				187,757	187,757 Kgs	250.00	30	70	2	1	1
Mutton	19,437	50,000	24,174	93,611	702,083 Kgs	200.00	10	90	1&2	1	2
Goat meat	1,517	2,320	23,379	27,216	163,296 Kgs	200.00	10	90	1&2	1	2
PIGS	1,873	5,619	0	7,492	262,200 Kgs	120.00	0	100	1&2	1&2	2
Poultry (layers)			63,790	63,790	543,278 Trays	240	<1	>99	1&2	1&2	2
Broilers			76,913	76,913	780,759 Kgs	300	<1	>99	1&2	1&2	2
Indigenous birds			400,000	400,000	400,000 Birds	350	10%	50%	2	1	2

Source of Data: – Ministry of Livestock – Uasin Gishu Count

N.B Yield units (Milk= KG/cow/day, Meat=Kg/animal, Hides /skins=kg/animal, honey=kg/hive/year, eggs=number of trays/laying period)

2.18 The full potential of the livestock sub-sector has however not been realized due to various production constraints. Inadequate provision of extension services is a key underlying factor limiting the growth of the sub-sector. Other important factors include:-

- (i) Inappropriate production systems - few farmers practice intensive and semi intensive systems of production e.g. zero grazing;
- (ii) Poor livestock nutrition – very few farmers have established fodders and pastures. Most of them rely on natural pastures which provide insufficient feed for the animals;
- (iii) Animal pests and diseases - such as Foot and Mouth, Lumpy Skin Disease, Anthrax and tick borne diseases which are prevalent in the County and hinder livestock production. This condition is exacerbated by poor management of cattle dips which has resulted in increased tick borne diseases and tick resistance.
- (iv) Low quality genetics Artificial Insemination (AI) and embryo transfer technologies have not been fully adopted by farmers; and some areas lack AI services altogether. Moreover the high cost of these technologies places them out of reach for most farmers.
- (v) Weak linkages between livestock research, extension services and farmers – this has constrained access by farmers to proven research knowledge. Research on tick resistance to acaricides is the most visible area for research from the farmers’ perspective. This has, however, not been undertaken by the Veterinary Department. To complement this, the Veterinary Investigation Laboratory in the County should be well equipped to serve farmers better.
- (vi) Inadequate extension services - the current arrangement for extension services availability to farmers is inconsistent with the challenges facing the livestock sector. There is, therefore, a need to improve communication between the two.

Low Investment and Inadequate Value Addition

2.19 The livestock sub-sector nationally is governed by 28 Acts of Parliament which directly impact it. Many of these Acts require review as they are either outdated or contradictory. Moreover, responsibility for their implementation is dispersed across many sectors making accountability difficult to place. There is also need to undertake a business development exercise to identify viable areas of possible investment. Lastly, few strong farmer groups exist in the sector around which investment initiatives can coalesce.

Poor Market Access

2.20 Access to livestock markets is constrained by inadequate market information, disease outbreaks which result in the closure of livestock markets, poor infrastructure (especially roads, livestock holding grounds, and sale yards). Moreover processing facilities (milk processing plants, coolers, abattoirs, rural tanneries) are inadequate forcing farmers to sell their products with little value addition.

2.21 Neighbouring counties (T/Nzoia, W/Pokot, Elgeyo-marakwet and Baringo) sell their livestock to traders in Uasin Gishu County. The livestock finds its way to

the Eldoret slaughter house which in itself is quite dilapidated. Most urban centres in the County lack modern slaughter houses. In a similar vein, raw hides and skins are sold in Nairobi due to the lack of a tannery in the County. Lastly, although the County produces a substantial amount of milk, the average market price is low due to the lack of a strong and coordinated farmers' voice. Informal marketing of milk in the County accounts for 70% of the market share.

The Fisheries Subsector

2.22 The mandate of the fisheries sub-sector is to facilitate the exploration, exploitation, utilization, management, development and conservation of fisheries resources. The role of the Uasin Gishu Fisheries Office is to facilitate the development of vibrant aquaculture enterprises in the County. The Office is also responsible for quality and safety of fish and fish products, licensing of fish traders and promotion of sustainable management and utilization of the fisheries resources. However, it does not have a Fish Inspector to ensure the safety and quality of fish and fish products. The Inspector will inspect handling premises, surveillance and enforcement of the rules dealing with production, processing and trade.

2.23 Fish production in the County has improved significantly in the recent past due to increasing demand of white meat. Currently, the County has 1,728 operational fish ponds of 486,900m² with annual fish production of 593,000kg worth KShs.285,900,000. The County also has many public and private dams which are suitable for capture fisheries. Current production from the dams stands at 33,048 kg worth KShs.9,914,400 per year. The Table 3 below provides a summary of Aquaculture and Capture fisheries in Uasin Gishu County.

Table 3: Aquaculture and Capture fisheries (dams)

Fish Species Wild	System 1=Capture 2=Aquacul- ture	No./ area of ponds	Yield (kg/M ²) or Annual Off-take	Produc- tion (kg)	Unit cost of produc- tion (K.shs)	Market Value	% consumed at HH	% marketed	Marketing channels (1=Formal 2=Informal	Market (1=Local 2= Regional 3= export)	Processing (1=Yes 2=No)	# of Producers		
												M	F	Y
Tilapia	2	518,600	92,452	92,452	50,000	31,433,680	20	80	1& 2	1	2	920	420	289
Catfish	2	16	4,800	19,200	50,000	6,528,000	10	90	1& 2	1	2	11	0	5
Tilapia	1	534	70,326		80,000	23,910,840	20	80	1& 2	1	2	21	0	21
Catfish	2	16	4,800		50,000	6,528,000	10	90	1& 2	1	2	15	0	15

Source of data: Ministry of Fisheries Uasin Gishu county annual report '2012

2.24 Through the Department, the Government has funded various projects in the County to help individual farmers, Women Groups, Youth Groups, Self-Help Groups; Learning Institutions take up fish farming as an enterprise. Fish farming requires low investment technologies hence having potential for uptake by youth and women groups. It also provides the added benefit to reduce the prevalence of malaria because fish feeds on mosquito larvae.

a) The sub-sector faces a number of problems including:-

- (i) *Unreliable supply of fingerlings.* This in-turn is due to the fact that there are no authenticated suppliers of fingerlings within the County. This has made it hard for fish farmers to obtain fingerlings with ease. Most farmers obtain their requirements from Nyanza. The long distance leads to high fingerling mortality. This is despite the fact that the University of Eldoret fish farm is largely under-utilized and could be developed as a source of supply. The County Government may wish to emulate the Ethiopian government which boosted aquaculture by providing fingerlings to interested farmers at no cost. Easy availability of certified fingerlings is therefore crucial to efforts to establish a fish breeding and supply of fingerlings to farmers.
- (ii) *The High cost of fish feeds* accounts for 60 - 70 percent of the total cost of production. Promoting the development of a cottage industry through provision of fish feeds extruding machines will help lower the cost of feeds subsequently lowering the production of fish. Affordability of inputs can also be achieved by farmers pooling resources together to form co-operatives.
- (iii) *Inadequate water for fish ponds* development is another problem. Although the County is endowed with rivers and dams, there are many farmers who have no access to adequate water supply that can last the whole fish rearing period.
- (iv) *Inadequate investment in Fisheries* due to lack of funding is another challenge. Local farmers who are more involved in crop and livestock production may find it hard to invest in the fish industry due to lack of capital. In order to promote aquaculture the County Government needs to access such farmers to affordable loans.
- (v) *The uncontrolled fish importation from Uganda through Busia and Malava borders* is hurting the local fish industry. Unlike Municipal markets in other counties which have set aside adequate fish processing and selling areas within the market, Uasin Gishu fish traders have to content with a very small room within the market where they crowd to process their fish. This has also resulted in disorganized and scattered fish market points within the Eldoret town.
- (vi) The communities in this County are not traditionally fish eaters. The demand for fish is therefore, low. The department has in the past conducted 'fish-eating campaigns' across the county to sensitize the people on the importance of incorporating fish in their regular diet. This has to some extent improved the County's per capita fish consumption.

- b) Inadequate market access is due to poor market deepening. Fish farmers are not organized into groups for marketing fish. Moreover, they depend mainly on the local market which is small. This has a negative bearing on fish production in the County. This issue can be addressed by forming cooperatives and embracing e-marketing technology.
- c) Low fish value addition is caused by insufficient knowledge on the value addition processes and the resultant products. Training on fish products, their markets could spur investment in this area.

WATER, SANITATION, ENERGY, ENVIRONMENT & NATURAL RESOURCES

Water Resources and Supply

2.25 The main water resources in the County include dams, rivers, boreholes, shallow wells and springs. The County is drained by 4 major rivers, namely; Moiben with its 3 tributaries; Sosiani also with its 3 tributaries; Sergoit with 2 tributaries; Kipkarren with 9 tributaries and River Nzoia. There are over 120 dams which were constructed by the colonial Government for recreation purposes but are now water sources for most households. There are also about 250 boreholes in the County of which 170 are registered. Most homes have shallow wells.

2.26 The various sources of water now face challenges including reduced water tables due to the destruction of water catchment areas. The main water towers are Kaptagat, Timborwa and Kapchemutwo forests are affected. At the moment however, Water Resource Management Authority (WRMA) is in the process of restoring these areas through afforestation and regulating usage. Increased water pollution as a result of poor sanitation and effluent discharge are a major threat to water supply. Rivers that flow through urban areas such as River Sosiani suffer from sewerage discharge. The sippage of residuals from chemical fertilizers used on the farms is also emerging as a major source of river pollution.

2.27 The water supply schemes in the County include Eldoret Water and Sanitation (ELDOWAS), Turbo, Moi's Bridge, Sosiani, Sambut, Kipkabus, Burnt Forest and Ngeria. There are also Community water supply schemes which were once operational but have since stalled due to high operational costs. In an effort to restore and improve water supply in the County, there is need to invest in the development of new water supply schemes and revamp the defunct community water schemes. Currently, the percentage of population in the County with access to potable water is 42%; although about 90% of the population has access to water within a 2 km radius.

2.28 Some areas have started to experience conflicts over sourcing and use of water. Schools and community are experiencing such conflicts over the Moiben Catchment – Chebara dam, Usalama dam, Kipkaren dam, Osorongai dam and Kerita dam. The Water Resource Management Authority is in the process of legalizing abstraction and assisting communities to form water resource User Associations. The User Associations will have responsibility for resolving conflicts and managing catchments.

Sanitation Services

2.29 The disposal of solid waste is not a major challenge for rural households since a significant number of households (72.1%) have pit latrines. However, there is no room for complacency as the desired proportion of households using latrines under this CIDP is 85-100%. Poor waste disposal in urban areas and towns in the County is however, a major challenge and a key contributor to environmental degradation and pollution. The lack of a proper and adequate sewerage system in Eldoret and other urban centres has led to the emergence of open sewers. The Urban areas also face serious problems in managing solid waste as piles of uncollected garbage litter most estates. The uncollected garbage is home to vectors which in turn transmit diseases.

Forestry Services

2.30 There are two types of forests in Uasin Gishu: plantation and natural forests (indigenous). The plantation forests are dominated by exotic tree species like Cupressus, Lucitanica, Eucalyptus and Pine. The indigenous forests are dominated by species like Juniperus procera, Olea africana, Podocarpus gracillior among others.

2.31 Forests in the County are classified into two main categories namely: Government (national), which include Nabkoi, Timborwa, Sangalo, Lorenge, Kipkurere and Kapsaret forests. Private forests include farm woodlots and the residual portions of the former EATEC farms.

2.32 Forest resources are diminishing at a high rate due to population pressure. Forest excisions by the Government for settlement (1993) hived-off some 740 ha of Sangalo forest. The rate at which trees are being felled is higher than the replanting rate. Illegal squatters have also cleared some 500 ha of indigenous forest at Kipkurere forest. Forest fires pose an added threat; and the selling of the former EATEC farms to individuals has contributed to the reduction in the proportion of forest cover in the County.

2.33 Key environmental issues relate to soil erosion due to deforestation, change in micro-climate, loss of habitat and strong winds. This CIDP will focus on strategies that will encompass developing, conserving and protecting forests. The strategies must seek to foster the sustainable use of forest products.

Biodiversity Conservation

2.34 Research on the 39 wetlands in the County has recorded a diversity of organisms including birds, reptiles etc. The County being agricultural most animal and plant life have lost their habitats to cultivation; and the species are threatened because they are either dangerous to human beings or a threat to crops and livestock. Little is being done in terms of conservation although Moi University is establishing a conservation site at Chepkoilel campus.

2.35 The key conservation issues include:

- (i) Low awareness on biodiversity conservation;
- (ii) Deforestation due to rampant logging;
- (iii) Cultivation, settlement and charcoal burning which results in elimination of indigenous species;
- (iv) Introduction of exotic tree species; and Annual wetland burning by local communities.

2.36 Proposed interventions will include establishing arboretums; providing education to the public, domestication of wild vegetables and fruits; preservation of water catchment areas; and creation of recreation sites to encourage tourism in the County.

HEALTH SERVICES

Access to Health Services and Infrastructure

2.37 The County has 170 health facilities ranging from level 2 to 6. Most of the facilities are concentrated within Eldoret Municipality but whose catchment extends upto Uganda, Rwanda and South Sudan. At the apex of the health system is the Moi Teaching and Referral hospital. Whereas the number of existing facilities is quite appreciable they are not sufficient to service the wide catchment area including the health needs of the County itself.

2.38 The ideal situation would be for each Sub County to have a level 4 facility and several level 3 and 2 facilities. The aim would be to decongest the Moi Teaching and Referral facility especially of diseases that could be handled by lower level facilities. More facilities would be required to provide access to health services for populations living in rural areas with limited access due to bad roads and long distance away from existing health facilities. The average distance to a health facility in the County is 7 Kms which is higher than the target of 5 Kms. Table 4 below provides a summary of the current number of health facilities in the County.

Table 4: Summary of the current number of health facilities in the County

Level	Definition of Level	Public	Private	Total
6	Tertiary Hospitals (Referral Hospital)	1	0	1
5	Secondary Hospitals (e.g. former Provincial Hospitals)	0	0	0
4	Primary Hospitals (Sub-County/District Hospitals)	4	5	9
3	Health Centers, Maternities, Nursing Homes	24	2	26
2	Dispensaries, Clinics	83	51	134
Total		112	58	170

2.39 The availability of health personnel including doctors, clinicians, nurses, etc. is a critical determinant of quality and access to health services. There is a total 924 health workers, serving in the 111 County public health facilities. The County's doctor: population ratio is 1:10,034 while that of clinician/nurse: patient ratio is 1:2,331. These two indicators reflect the fact that there is a shortage of health staff in the County. Staff inadequacies are more acutely felt in technical and clinical services.

2.40 The general level of health services enjoyed by the people of Uasin Gishu County can be assessed using standard health indicators which have been established to measure the different dimensions of health. Some of the dimensions relate to the availability of health personnel as a ratio of the population served; reproductive and child health; morbidity and child mortality rates; immunization coverage; access to family planning services and the management of Sexually Transmitted Illnesses (STI) and HIV and AIDS etc. These health indicators are summarized in Table 5 below:-

Table 5: Key Health Indicators

Total population projection (2012)	1,022,034
Total health personnel (2012)	3,798
Staff: patient ratio	1:270
Crude Birth Rate (CBR)	49.4/1,000
Crude Death Rate (CDR) -	7/1,000
Life Expectancy	65.9 years
Women of child bearing age (15 – 49 years)	24%
Total Fertility Rate	3.4 %
Neonatal Mortality Rate	52/1,000
Infant Mortality Rate (IMR)	48/1,000
Children under 1 year	3.71%
Children fully immunized at 1 year of age	35 %
Children under 5 years	16.9 %
Under 5 Mortality Rate	38/1,000
Children under 5 years attending growth monitoring clinic (new visits)	38%
Children de-wormed at least once a year	25%
Pregnant women attending at least four ANC visits	22%
Deliveries conducted by skilled health staff in facility	30%
Women receiving family planning commodities	34%
Malaria Prevalence	43.4%
Respiratory Infections	20.7%
Malnutrition Rate of Under Fives	61%
HIV Prevalence Rate	4.5 %
HIV+ women receiving PMTCT	20%
Targeted adult HIV+ patients receiving ART	4.8%
TB in every 1,000 people	124
Doctor/Patient Ratio	1:10,034

Commodity Supplies and Management

2.41 Kenya Medical Supplies Agency (KEMSA) is responsible for the procurement, distribution and proper use of medicines and medical supplies in the public health facilities. However, the greatest challenge in UGC relates to the shortage of essential medicine and non-pharmaceuticals due to supply chain management. As a result patients are forced to purchase over the counter drugs, leading to risk of drug resistance due to under/over-dosage.

2.42 There is need to improve service delivery by KEMSA to eliminate shortage of drugs in the health facilities. It might be useful to consider local tendering for supply of some proportion of medical needs. All health facilities should use the 'Pull' system in ordering medical supplies to avoid shortages and at the same time

avoid having dead stocks. The system should constantly provide an update of stocks of medical and non-medical dispensed as well as estimate of remaining stock. This is necessary in order to avoid constant drug stock-outs reported in most of the facilities.

2.43 Funding for ARVs, which is funded at 90 per cent by the development partners is largely affected. This situation is not sustainable in the long run and poses a major risk to the lives of HIV/AIDS patients in the event that development partners withhold their support.

Reproductive and Child Health

2.44 Reproductive health services focus on safe motherhood, including antenatal, safe delivery, and postnatal care, especially breastfeeding, infant health and women's health. The aim of the service is to reduce cases of infant and maternal mortality. The main issue relating to reproductive and child health care in Uasin Gishu County is that not all the public health facilities established offer reproductive health services. Moreover, those that offer the services are overstretched; and staff has inadequate skills and knowledge on safe motherhood. An underlying factor is the low community involvement and participation in public health activities.

2.45 There are a number of institutions that complement the Government's efforts in providing reproductive health services in the County. These include the National Aids Control Council (NACC), National Council for Population and Development (NCPD) that deals with advocacy for reproductive health services, Non-governmental Organizations (NGO) such as Family Planning Association of Kenya (FPAK), Faith Based Organizations and private health facilities. In view of the increased need for reproductive health care, more non-state providers need to be encouraged to participate in providing services.

Morbidity and Child Mortality Rates

2.46 The burden of disease in Uasin Gishu County is mostly attributable to respiratory infections (20.7%), malaria (43.3%), skin diseases, diarrhoea and stomach-ache (9.6%), TB, heart ailments, HIV/AIDS, cancer, diabetes and mental disorders. These diseases affect the productivity of the people through loss of productive hours due to illness. In addition, most of the households spend a substantial proportion of their income on treatment. The exact magnitude of the burden of disease in the County requires to be established through specialized national or regional studies.

2.47 As reflected in table 5 above, child mortality is a major problem in the County. The neonatal mortality rate is high at 52/1000; the infant mortality rate at 48/1000 while the under 5 mortality rate is 59/1000. A reduction in child mortality rates can be addressed effectively through improved management of childhood illnesses. The Integrated Management of Childhood Illnesses (IMCI) is a strategy initiated by WHO and UNICEF that entails improving the management skills of health workers, the health systems and Community structures in childhood diseases management. Kenya and by extension Uasin Gishu County is committed to attaining Millennium Development Goals (MDGs) specifically Goal 4 which targets to reduce under 5 year mortality by 50% by 2015. The diseases responsible for the high mortality rate in children under 5 are: malaria, pneumonia, diarrhea, malnutrition and measles. These same diseases are prevalent

in Uasin Gishu County; but could be addressed through primary health care interventions. The Kenya Demographic and Health Survey, 2008/2009 shows that the death rate at 74/1000 is way above the national target of 32/1000 deaths. The achieved mortality rate of 48/1000 in 2012 is also higher than the national average.

Nutritional Status

2.48 Prevalence of stunting and wasting in children under 5 years stands at 10.8%; with (2.9%) of the under fives being underweight. A total of 76,177 children under 5 are malnourished.

Immunization Coverage

2.49 The County has immunization coverage of 79% for children less than 5 years. This is way below the County target level of 98% coverage. Efforts to increase coverage for children less than one year will require doubling considering that the County coverage for this category is only 35%. Urgent action is needed in light of the fact that the County has a high infant mortality rate of 48/1000 most of whom die from immunizable diseases.

2.50 One of the key factors contributing to low immunization coverage is that the existing health facilities have not placed immunization as one of the flagship services. As a result, only those enlightened mothers who attend post natal clinics request for immunization services for their children. In certain facilities the cold chain is dysfunctional rendering the service unavailable. Lastly, the slow development of Primary Health Care activities in the County has not aided the promotion of child immunization in the County.

Access to Family Planning Services

2.51 The population growth rate in the County is 3.8% which is high compared to the national population growth rate of 2.8%. Family Planning services are available in Uasin Gishu County in government and private health facilities. Family Planning prevents up to one third of maternal deaths by helping women avoid 'risky births'. However, contraceptive acceptance is low standing at only 34% compared to national average of 46%. The County will need to emerge with strategies to scale up the acceptance rate.

Sexually Transmitted Diseases, HIV and AIDS

2.52 A major reproductive health concern that has continued to affect a large population of Kenyans in their reproductive ages is Sexually Transmitted Diseases (STD), HIV and AIDS. Uasin Gishu County has achieved a steady reduction in HIV and AIDS prevalence from 14 % and 8% in urban and rural areas in 2002 to 7% and 6.5% in urban and rural areas in 2007 respectively. This rate further reduced to 4.5% in 2012 and is less than the national prevalence level of 5.6%. Despite this positive development the prevalence rate of 4.5% is still high and the County must still aim at achieving the target of 3.5% by 2017.

2.53 HIV and AIDS impacts negatively on the productivity of the labor force, high medical expenses, loss of man-hours and mortality. It also leads to stigmatization of those affected and infected. The main causes of the spread of HIV and AIDS in the County include unsafe sexual behavior, high poverty levels, peer pressure, mother to child transmission and high incidence of Sexually Transmitted Diseases (STDs). There is also a large catchment area of most-at-risk populations (MARPS)

contributed by the Nakuru-Eldoret-Malaba highway which transcends the County. The Eldoret-Kitale road is also a significant contributor of these populations.

2.54 To mitigate the impact of HIV and AIDS, the County needs to invest in awareness campaigns, blood screening activities, promotion of condom use, and supply of STI drugs and treatment of STI. The strategy will also entail treatment of opportunistic diseases; voluntary counseling and testing activities; and providing care and support programmes to the infected and affected. Other issues that require addressing include the following:-

- (i) Poor inter-sectoral collaboration between players implementing programmes;
- (ii) Inadequate counseling services on sexual reproductive health;
- (iii) Insufficient information and programmes on responsible parenthood targeting the parents;
- (iv) Slow behavioral change due to strong cultural beliefs;
- (v) Low condom use due to lack of clear information on use; and
- (vi) Low motivation of actors in addressing the HIV/AIDS pandemic.

Chronic Disease Management

2.55 There has been an upsurge in chronic diseases in the recent past, necessitating the need to emerge with effective strategies to combat them. Chronic diseases include mental disorders, cancers, reproductive tract infections, sexually transmitted diseases and HIV/AIDS, diabetes mellitus, arthritis and hypertension. Other conditions that have a bearing on chronic conditions include: harmful traditional practices that affect the reproductive health of particularly women, such as female genital mutilation; lack of information and counseling services on human sexuality, responsible sexual behavior, responsible parenthood, pre-conception care, sexual health; and gender and reproductive rights. The reproductive health care system, which was previously designed for adults, has to be modified to meet the needs of adolescents as well.

2.56 Most of the disease management centers in the County lack the capacity to manage chronic diseases. It is therefore apparent that the County needs to make deliberate efforts to staff and equip the existing health service delivery facilities to address chronic diseases.

2.57 There is an appreciable prevalence of debilitating health issues. These include autism, epilepsy, cleft palate, hydrocephaly spinabifida and other congenital malformation. These cases need to be referred to the appropriate institution for corrective attention. Needful cases will be taken further to rehabilitative centres, integration back to larger society and attachment to social amenities.

2.58 There are many people living with various forms of disabilities in the County. The County needs to establish proper rehabilitative centres to provide physiotherapy specifically for the PWD. A workshop should be put up to make needed devices and walking aids (wheel chairs, crutches, calipers). 4 acre plot owned by PWD is available at Kipkarren within Eldoret.

2.59 Currently most health facilities lack enough basic structures friendly to PWD e.g. ramps, wheel chairs, toilets, inpatient beds, entrances/exits and emergency tools specifically for PWD. Existing facilities have to be modified while all new structures have to consider PWD in design.

2.60 Drug and substance abuse is becoming a crisis in the County. IEC is urgently needed to address this as well as incorporating a rehabilitative centre in all level 4 health facilities.

School health services

2.61 The provision of school health services entails screening and examination of school children, immunization and provision of micronutrient supplementation in school diets. It also encompasses health education and the management of minor ailments and injuries.

2.62 Introduction of life skills and moral values including education on reproductive health has increasingly been introduced in school health programmes. Other important elements are; maintenance of a hygienic school environment, school de-worming, referrals and school safety. The promotion of school health will therefore take its place in the County's health development agenda.

EDUCATION, CULTURE, SOCIAL SERVICES AND SPORTS

Introduction

2.63 Uasin Gishu County has made positive strides in educational development. The County was ranked 4th out of the 47 Counties in performance in the 2012 national examinations. However, there are major challenges that still face the sector at all levels including the following:-

- (i) Inadequate mechanisms for assuring quality and standards in education;
- (ii) Inadequate infrastructure at all levels;
- (iii) Inadequate teaching and learning resources;
- (iv) Unavailability of ECDE teachers; and
- (v) Poor distribution of teachers at primary and secondary levels.

2.64 The need to strengthen quality assurance in basic education is not unique to Uasin Gishu County but is nationwide issue. The challenge lies in the structure and approach to quality assurance in schools which entails undertaking external inspection by a panel of Education Officers. Under this approach Quality Assurance Officers pay visits to schools to assess various aspects of quality including curriculum implementation, school facilities, the utilization of resources, teacher and student performance, safety, etc. An end of visit report with recommendations for implementation is then made.

2.65 Weaknesses in this approach which include non-implementation of the reports have caused schools to explore other innovative approaches. One such approach entails school internalizing quality assurance practices in their day-to-day running. Under this approach, the School Head, Director of Studies and Heads of Department assume the roles of quality assurance supervisors in the school. Quality assurance therefore, becomes an integral element in the culture of the schools.

2.66 Many schools in Uasin Gishu County have not adopted the above approach. They have inadequate supervisory capacity to manage quality and lack the tools to measure learning achievements on a continuous basis. There are widespread weaknesses in teacher skills due the lack of INSET services. Moreover, support to the teachers on subject-specific upgrading of mastery following revisions in the curriculum is lacking. Quality in schools is also undermined by inadequate curriculum support materials in certain subjects.

2.67 The County has adequate primary schoolteachers as reflected in the teacher; pupil ratio which stands at 1:33 compared to the national requirement of a ratio of 1:40. The main teacher problem is that some schools are overstaffed while others are understaffed. Schools in urban areas are particularly overstaffed by as many as 10 teachers whereas in the rural areas they are understaffed by the same margin. Most schools affected by understaffing are found in Turbo Zone in Kesses Division, Ainabkoi Zone in Ainabkoi Division and Meibeki Zone in Moiben Division. There is need to redistribute primary school teachers equitably throughout the County. Similarly, there is need to redistribute teachers in secondary schools as most single stream schools have a Curriculum Based Establishment (CBE) of 5 teachers instead of the required 9. These places a burden on parents to meet the cost of employing the extra 4 teachers required. Lastly, there is an acute shortage of teachers in the Adult and Continuing Education (ACE) sub-sector which only has 36 teachers to serve all the 57 locations in the County. A County Staffing Committee is required to address the staffing imbalances.

Early Childhood Development and Education

2.68 Currently there are 576 Early Childhood Development Education (ECDE) centers in the County with a total enrolment of 29,047. This represents Gross Enrolment Rate (GER) of 17.8% which is much lower than the national average at 35%. A total of 967 teachers provide services at this level giving a Teacher: Pupil ratio of 1:31. The current level of performance by the sector requires to be addressed urgently in the light of the fact that over 80% of the under 5 years who should be enrolled in ECDE are not participating. This is important due the fact that children who have had an ECDE experience develop physical skills, acquire wide vocabulary, language and ability to classify items and are aware of temporal and spatial relationships. Such children are also able to solve simple problems, acquire general range of knowledge, express ideas in words, pictures, etc.; and they develop awareness and appreciate other peoples' needs and views. It is therefore, imperative that every learner in the County gains an ECDE experience as a foundation.

Primary Education

2.69 The County has a total of 422 primary schools with an enrolment rate of 89.5%. This high enrolment rate is attributable to the Free Primary Education (FPE) strategy of the Government. It is noteworthy that the enrolment rate of girls at 91% is higher than that of boys at 88%. Despite the high enrolment at this level, the County still needs to invest in primary education in order to mop up all the eligible children who are still not enrolled. Lastly, and perhaps more important, there is a need to shore up the primary transition rate which is low and currently stands at 59.9%.

2.70 Poor primary school infrastructure is a barrier to improving access to primary education in the County. There is a shortage of permanent classrooms and a backlog of infrastructure development in some areas. There is need for the County Government to encourage the private sector to provide more primary education services. This will help expand access at this level.

Secondary Education

2.71 The County has a total of 129 secondary schools with a GER of 65%. The GER does not compare well with the national average standing at 78%. This call for more efforts to raise enrolment, retention and completion of rates. This will involve

making additional investment in secondary education infrastructure that will include new schools, classrooms in existing schools and laboratories.

Tertiary Education

2.72 The County has 2 public universities, 2 private universities, a national polytechnic, a technical college and several commercial colleges. These institutions play an important role in providing knowledge and skills particularly to the youth. It is, therefore, of strategic importance to make more investment in this sub-sector.

Adult and Continuing Education

2.73 Adult Basic Education (ABE) is one of the major components of the Adult and Continuing Education (ACE). It provides basic education and training opportunities to adults and out of school youth aged 15 years and above who have either missed their chances in the formal education system or dropped out of school before attaining sustainable levels of education.

2.74 The ABE national program targets an estimated 4.2 million illiterate adults and another 2.2 million out of school youth (1999 Population and Housing Census) 60% of these adults being women. However, this estimation was based on individual self-reporting of illiteracy status and it is believed that the level of illiteracy is actually much higher in the Country.

2.75 Many illiterates are too stigmatized and embarrassed to reveal their true literacy status. Further, the gender dimension of illiteracy is still unclear and more data is required to ensure that adult education programmes are targeted, gender sensitive and tailored to needs and expectations.

2.76 Low access and participation in adult basic education programmes is attributed to such factors as inadequate number of teachers, lack of teaching/learning materials, and inappropriate teaching methods. Access to ABE programmes in the County needs to be expanded particularly for women and people living in disadvantaged areas. In Uasin Gishu County, there is absolutely no infrastructure for ACE. Classrooms in primary schools and churches are used after the primary school children have gone home in the afternoon or evening. This situation is not conducive for effective teaching and learning. Moreover, staffing and provision of teaching and learning resources is poor. As intimated, there are only 36 permanent teachers for 57 locations in the County.

Special Education

2.77 Special education has been recognized nationally for its important role in preparing those who would otherwise be dependent to be self-reliant. For a long time in Kenya, the approach was to provide it in special schools and special units. However, special schools only cater for children with special needs in the areas of hearing, visual, mental or physical challenge. This leaves out other areas of special needs such as gifted and talented, psychosocially different, autism, multiple handicapped, specific learning difficulties and communication disorders. The demand for services for children with special needs at all levels in the County has increased as a result of the commitment to Universal Primary Education (UPE).

2.78 Whereas the policy on inclusive education is clear, challenges relating to access, equity and quality in the provision of education on training to children with special needs still exist. These include the lack of clear guidelines on the

implementation of inclusive education, inadequate tools and skills in identification and assessment of the levels of special need and inadequacies in the curriculum. The situation is compounded by the inadequate capacity among most teachers to handle children with special needs as they have not undergone training for sign language and Braille. The provision of special needs education also calls for expensive teaching and learning materials.

2.79 Nearly all public institutions in Uasin Gishu County are not disability friendly. The existing facilities were constructed without those who are physically disabled in mind. Ramps and adaptive toilets for those using wheelchairs were not considered during construction. Therefore, very few schools and facilities for Special Needs Education (SNE) are adequate in the County; and in fact, there is no secondary school adapted to any one category of handicap. The foregoing challenges notwithstanding, the Uasin Gishu County Government will make deliberate efforts to make Basic Education inclusive.

Technical, Industrial, Vocational and Entrepreneurship Training (TIVET)

2.80 Nationally, about 55% primary school leavers proceed to secondary schools. In Uasin Gishu County, the transition rate from primary to secondary is 59.9% which is slightly above the national average. Some of the learners unable to join secondary education either join youth polytechnics or the informal sector. At the end of the secondary education cycle about 12% of the original cohorts join universities while the rest join middle level colleges that offer skills training.

2.81 At the national level TIVET is being restructured in order to provide quality technical education, whose graduates can meaningfully participate in income earning economic activities. Reforms in this sub-sector are being undertaken out of the realization that since independence 50 years ago, the growth of this sub-sector has been haphazard and uncoordinated. The undesirable outcome has been ineffective training policies, disparities in training standards and disproportionate production of personnel without relevant and adequate skills.

2.82 The importance of TIVET as a vehicle for imparting skills among the youth has been recognized by the Uasin Gishu County Government. Under the CIDP, deliberate efforts will be made to surmount the challenges to the sub-sector which include the following:-

- (i) Apathy among the youth of the County towards enrolling in youth polytechnics and other TIVET institutions;
- (ii) Inflexible TIVET curriculum that does not address County-specific skills needs;
- (iii) Mismatch between learnt skills and those demanded by industry;
- (iv) Inadequate mechanisms for quality assurance in TIVET;
- (v) Inadequate physical facilities and equipment for the provision of relevant TIVET; and
- (vi) Expensive training materials and text books.

Information Communication and Technology (ICT) In Education

2.83 The *Sessional Paper No. 1* of 2005 recognizes the central role of information and communication technology (ICT) in the economic development. It is recognized that an ICT literate workforce is the foundation upon which Kenya can acquire the status of a knowledge economy. In the same light the Uasin Gishu County Government has placed the provision of ICT education at the centre-stage of its vision for the sector. It is recognized that while so doing the County has at the moment low integration of ICT in education. The County Government also recognizes that it must invest in power supply to all learning institutions as part of infrastructure building for the provision of ICT education in schools. Lastly, the County must invest in building the capacities of teachers in ICT.

SOCIAL SERVICES SECTOR

2.84 The outstanding issues in the sector include poverty, destitute, street children, OVC, youth, women, elderly, persons with disabilities (PWD), HIV/AIDs, Drugs and Substance Abuse, promotion of sports and talents, public participation etc.

2.85 The problem of poverty and more particularly low household income is caused by several factors including unemployment, high population, lack of capital etc. This has made most families in the County fail to meet their daily needs. The increase in the number of destitute has also overburdened the ability of families to provide basic needs. Eldoret town and the urban centres continue to experience other high influx of street families and children. As a result, insecurity has become a common phenomenon. The communities are also experiencing challenges of increased orphans and vulnerable children. HIV/AIDs is one of the leading causes of the increase in OVCs.

2.86 Drug, alcohol and substance abuse continue to ruin the lives of majority youth as this renders them unproductive. This has also burdens the society and families who have to set aside resources for their treatment and rehabilitation. There is therefore need therefore to put in place intervention measures for this problem.

2.87 The Common problems faced by persons with disabilities include discrimination and lack of institutions to cater for their needs. This group's needs include prevention, treatment early identification, appropriate education, rehabilitation services and support services for gainful income generating activities. There is need for proper mechanism to ensure PWD enjoy their rights to the fullest.

Sports Development

2.88 Uasin Gishu County is the home of champions especially in athletics with most renowned past and current athletes. Athletics Kenya County officials take talent identification and nurturing in athletics very seriously. The department has established and supported two youth sports athletics training centers but there is need for more centres especially at least one in every sub-location for effective talent nurturing. Football activities are all over the County with competitions at local club levels. There are about 90 active clubs in the County. Volleyball and netball activities also exist but majority of the activities are at school level. Outside school are about 6 active volleyball clubs and 10 netball clubs. There are two active rugby clubs, 3 active karate clubs, other activities such as cycling, boxing, taekwondo and other indoor games are minimal and need to be revived. In soccer

there are 3 teams playing nationwide division 1 – 1 girl’s team and 2 boy’s teams. 16 teams play Provincial league (football), 8 teams play County league and 37 teams play District league. The department of sports has been funding and supervising the running of 9 youth (under 15yrs) sports training centers providing training kit and paying allowances to the coaches for the last 3 years in the County. The centers train youth in various sporting activities such as football athletes, volleyball, cricket and netball. Generally speaking there are a lot of potentials for sports development in the County and much has to be done to realize maximum exploitation of this potential. The County needs to invest a lot in sports to realize its full benefits on the health, social, economic development and to professionalize and exploit it as an industry.

Children Services

2.89 The major identifiable problems in this sub-sector include the following:- inadequate resources to support the CT-OVCs, inadequate funding to coordinate the delivery of services to including operational costs children in Children’s Charitable Institution (CCI’s), inadequate funding to protect children from child labour, neglect, abandonment, discrimination and child trafficking. The protection of children exposed to retrogressive practices at the family level is still an outstanding issue. The responsible department needs strengthening as it has inadequate personnel and is unable to decentralize services to the sub-County level. Lastly, there is the lack of information sharing by both state and non-state service providers in the sub-sector.

2.90 The department responsible has plans to upscale CT-OVC coverage in the County from the current 2,087 households in 15 locations to more than 10,000 households in 57 locations. It however, suffers some challenges which include budgetary limitations to the social protection fund of the Government.

2.91 In Uasin Gishu County there are currently about 40 charitable children’s institutions a majority of which are found within Eldoret town. One of the mandates of the Children’s Department is to regulate these organizations and institutions to ensure that they provide services that meet the minimum standard requirements for providing services to children. The Department is also responsible for registration of new Charitable Children’s Institutions; and providing support to capacity building of the CCI managers and staffs. It continuously inspects the homes to ensure that they conform to set standards. Under this CIDP, the Department to ensure that all the children admitted in Charitable Children’s Institutions are safe and protected.

2.92 Another challenge facing the sub-sector is the lack of capacity to protect children from the various forms of violation especially those that occur at the community and family level and which are not reported. Early marriages and child sexual abuse are examples of such. The Department is constrained to reach out to all such children, their parents, guardians, schools or communities with a view to addressing the injustices. A significant number of children from all parts of the County suffer in silence because they themselves or their caregivers have not been empowered on their rights and the procedures to be followed in cases of violations. The Department requires support to develop IEC materials, for educating the stakeholders. It also requires resources to support activities such as children’s day, examples which include the World Orphan's Day and the Day of the African child.

2.93 There is inadequacy in terms the human resource required in the Department to effectively provide services to the children. The County has established only two operational offices in the former Eldoret West and Wareng Districts. This leaves four Sub- counties without adequate facilities and staffing. In addition the only children's Remand Home situated in the County and which serves the other North Rift counties is always congested and overstretched. There is need to expand this facility to avoid the problem of congestion thereby exposing children to demeaning living conditions. This is an example of a project where neighboring Counties can contribute towards the expansion of this facility because it serves all the courts in the North Rift Region.

2.94 Ideally a Children's Remand Home is meant to accommodate children in conflict with the law and not children in need of care and protection. However, because of the lack of an alternative facility for children in need, they are held together with children in conflict with the law. This is a contravention of rights of children in need of care and protection. A separate facility is therefore needs to be established to be known as a children's Rescue Centre. It will remove incidences where innocent children are held in police stations or in a Children's Remand Home and yet they have not committed any crime. These children could be lost, abandoned or are abused. An ideal piece of land needs to be identified and a children's rescue centre constructed and staffing requirements identified and sourced.

2.95 Another strategic children's facility required in Uasin Gishu County is a Rehabilitation School to cater for children between the ages of 10 and 14 who will be found to be in conflict with law and need to be confined for a maximum period of 3 years for the purpose of behavior rehabilitation. The facility will also admit children who are found to be beyond parental control and require discipline. In the year 1994 the government had identified a suitable piece of land in Moiben Sub County for the same purpose. This is another facility that could be jointly funded by neighbouring counties as a joint venture. It is important to note that the nearest rehabilitation schools from Uasin Gishu County are in Kakamega and Kericho counties. Starting with a Rehabilitation School for boys will be a step in the right direction for the future, since cases of children requiring rehabilitation are growing.

2.96 Further on infrastructural facilities the County headquarters, in Eldoret town will need to have a County Child Protection Centre (CPC) which will act as a one stop shop for referral of children's cases especially child abuse and neglect cases. In a Child Protection Centre (CPC) there will be stationed all professionals required to attend to child abuse cases. This will encompass paramedics, the police, psychologists, social workers and other support staff. The Child Protection Centre could be constructed next to the child helpline in Kapsoya; and could be in the same compound with Eldoret Children's Remand Home. UNICEF has supported the construction of CPC's in other counties; and could be approached to do the same in Uasin Gishu. Finally, all police stations in the County need to have separate holding cells for children, referred to as Child Protection Units (CPUs). There is need in the planning period to initiate and implement the construction of these units in the police stations.

FRAMEWORK FOR CHILD RIGHTS PROGRAMMING IN UASIN GISHU COUNTY GOVERNMENT

2.97 **Opportunity-** There is an opportunity to integrate children protection and participation in the County Integrated Development Plans (CIDPs) and to request the county government to give consideration to children rights and needs.

In view of the above child rights and social issues should be a priority for the county government to plan for and to support as explained below:-

1. Institutional, legal and legislation aspects

- Institutionalization and inclusion of children's function within County Executive Committee where this function does not exist.
- The County government allocate adequate resources commensurate with the very significant protection and welfare needs of all children in the county.
- Put in place a monitoring system for tracking children rights program by duty bearers including CSO programs, CCI's and day care centers. Establish comprehensive child protection and care center in the county providing integrated services and information on children issues in the county as stated above.
- Develop Legislations, policies, Programs and plans relevant and to children rights and protection in this specific county, establish monitoring systems for tracking children rights programs by the duty bearers including CSO.

2. Definition of a child

Despite the clear definition of the child in law (0-18 years) persons in positions of authority including parents and guardians have continued to violate the same citing culture, religious practices, poverty and other grounds. The County governments should put in place measures such as creating awareness to eradicate social cultural practices that violate Children Rights.

3. Respect for Children Civil Rights and Freedoms by the county government

The County government should embrace principles put in place, measures and mechanisms to ensure that:-

- Children do not get discriminated on account of their social background, parents' marital status, ethnic background, religious background among others.
- Every child including a child with disability and /or special needs has a right to an identity and registration at birth including mobile registration services to hard to reach areas.
- Right to freedom of expression, association, participation by children and to support events and activities including Day of the African child, World Orphans Day, Breast feeding week, World Day against child labour, World Play Day and Universal Children's Day
- The County governments should facilitate the participation of children in county governance forums and events including planning and budget hearings
- Ensure and enforce the constitutional requirement that every child in the county is guaranteed parental care and protection, which

includes equal responsibility of the mother and father to provide for the child, whether they are married to each other or not.

- Provide protection and support to children victims of domestic violence, protection of a spouse and any children or other dependent persons.

Basic Health and Welfare

- Ensure full immunization of children, to reduce child mortality and ensure quality pediatric health care services.
- Reduction in maternal mortality and expanded maternal health services.
- Implementation of “The National School Health Policy of 2009”.
- Implementation of the Adolescent Reproduction and Development Policy 2003 and to address high rates of HIV infections among adolescents and provision of life skills education for out of school young people.

Education Leisure and Cultural Activities

- Combat the existing and emerging religious groups and sects which advocate for members not to take children to school and to hospital for treatment and action need to be taken to combat such practices.
- Protect school land and public land from grabbers and ensure designated recreation areas for children.
- Develop education institutions for children with serious disability and ensure their full operationalisation.
- Monitor and oversee county education delivery to ensure quality education especially in public schools.
- Protect child abuse in schools especially for girl children and protection of school going children from child labour and delinquency.

Special Protection of children by the county government

- Ensure that all the children in the county are protected from abuse, neglect, harmful cultural practices, all forms of violence, inhuman treatment and punishment, and hazardous or exploitative labour as stipulated in the constitution.
- Ensure special protection and material and psychosocial support of orphans and vulnerable children, children with disability, children abusing drugs and children without the family including IDP children, children affected by armed conflicts, children living in the streets, children of imprisoned mothers among others.
- Protect children from alcohol, Drug and Substance Abuse, negative effects of ICT, video dens end censor of inappropriate information.
- Implement a comprehensive and effective juvenile justice system in the county including establishing children courts, Child protection units in police stations, child help desks among other provisions; promote diversion of children in conflict with the law.
- Protect and shield the children from the negative effects and consequences of Climate Change, the environment and local and global economic challenges and develop the knowledge and of children, families and communities on resilience and Disaster Risk Reduction strategies.
- Formulate County specific Child Protection system guided by the National Child Protection Framework and ensure that all duty bearers play their rightful role for its effective implementation. This will include enhancement of parental responsibility and alternative care for children.

LANDS, HOUSING AND URBAN DEVELOPMENT

Inadequate Housing in urban and Trading Centres

2.98 There is a general shortage of decent housing in almost all the urban and trading centers in Uasin Gishu County. Regardless of the foregoing, substantial open spaces and land that could be utilized to provide housing to residents still exist. The increased demand for housing is brought about by an upsurge of immigrants from neighboring Counties, as well as Uganda, and South Sudan. This factor has brought pressure on the available land and has occasioned a spiral in land prices. The high cost of land coupled with high cost of building materials has also contributed to the slow development of housing in Eldoret Municipality. Moreover, there are no immediate plans to construct low cost decent housing. This is one obvious opportunity for County Government to forge a public private sector participation project in housing development.

2.99 Uasin Gishu has 32 Settlement Schemes which are registered except Ex-Esselink L.R.8013 and 8014, which has a pending court case. Members who were left out during sub-division sued Directors of the RIM for Mwen Kapkesem is still with the Chief Land Registrar pending registration.

2.100 Land allocation in Turbo Settlement was done in 1994 by the Office of the District Commissioner. Although this settlement scheme is fully settled, people have not been issued with title deeds. This area was a gazette forest which needs to be degazetted to facilitate, issuance of title. It is an issue that calls for a wide consultations and liaison with other officers to secure the necessary approvals.

2.101 Uasin Gishu has got 409 land registration sections with a total of 116,939 force hold titles issued. Almost 2/3 of the parcels of land are titled and the people have collected their titles, however some people have not bothered or they have been misled by some land dealers.

2.102 There are 15 registration Blocks within Municipality and other urban centres in the County. These are areas with leasehold titles, and so far 16,900 titles have been issued upto date.

2.103 The County has not been able to get local Physical Development Plans for most of the urban centres. The development in some town centres done haphazardly. Overall, this sector has got some issues that require addressing as follows:-

- 1) Degazettment of Turbo forest to facilitate, issuance of title deeds, as this will enhance security of tenure.
- 2) Forgeries within the land registries.
- 3) Paper records make it difficult to retrieve information when required.
- 4) Lack of transport to do valuation and attend to land boundary disputes.
- 5) The department has encountered many cartels, which engage in shady land deals that have defrauded Kenyans millions of shillings.

PUBLIC WORKS, ROADS AND TRANSPORT

Inadequate Road Network

2.104 The County enjoys a significant length of good road network comprising of 310 Kms of bitumen surface, 549 Kms of marrum and 377 Kms of earth surface.

Despite this, roads accessibility in the County still remains poor. Most feeder roads are rugged and impassable, making it hard to communicate and move produce from the rural areas to the markets. The rugged nature of the roads also leads to high vehicle maintenance costs which ultimately translating into high transport costs.

2.105 A major cause of deterioration of the roads is the high amount of rainfall received in the County. It results in massive surface runoff; and without proper drainage, water collects and stagnates on the roads causing deep gullies and eventual collapse. This situation is made worse by the lack of a structured upgrading and maintenance programme. Poor workmanship and supervision; and hiring incompetent contractors is another important factor leading to the poor state of roads in the County. Lastly, inflated road upgrading and maintenance costs severely limit the length of road for maintenance within the planned budget.

Traffic congestion within Eldoret municipality

2.106 The Nairobi-Malaba Highway passes through the heart of the Central Business District of Eldoret Municipality. Due to the reduced use of the railway line to Uganda, there has been an unprecedented upsurge in the volume of road traffic, particularly heavy haulage trucks passing through the town. The road network itself is an inheritance from the colonial period, coming with a narrow gauge. It is evident that the size of road cannot sustain the volume of traffic passing through the town; let alone the resident traffic that has also grown over the last decade.

2.107 This congestion's is compounded by the fact that there is encroachment resulting from construction on road reserves. This further constricts the space for road expansion. Under this CIDP, there may be need to plan for by-passes to divert transit traffic away from Eldoret CBD. Several inlets and outlets to the CBD will also be constructed for ease of traffic flow within the town.

TRADE, INDUSTRIALIZATION, TOURISM, WILDLIFE & ENTERPRISE DEVELOPMENT

Trade and Investment

2.108 The County Government needs to align its activities with the Vision 2030 blue print and identify key sectors that the County can participate in and contribute towards the realization of the Vision. Uasin Gishu County is strategically located as a gateway for both local and Regional markets. The infrastructure in the County is fairly developed i.e. road, rail and air networks, it is also home to many financial institutions, Education institutions and Medical institutions.

Industry Subsector

2.109 Industrial development in Uasin Gishu County is diverse. These include: agro processing, construction, plastic manufacturing and textile. The major industries in Uasin Gishu County include: Rivatex, Kenknit, Rift valley bottlers, Eldoret Grains, Laminated Tubes Industries, Unga Group Millers among other developing industries. However, these industries have not fully exploited the potential that exists in terms of raw materials. Despite Uasin Gishu County being an agro-based economy, industries related to this sector have not yet been fully exploited. They include: animal feed factory, fertilizer industry, leather industry meat and milk processing.

2.110 Furthermore, the industry sector faces a number of challenges; limited land allocated for industrial development, lack of sector-based incentives and lack of a one-stop-shop. There is need for a Public Private Partnership (PPP) for the development an export abattoir, recycling of plastic and paper waste.

2.111 Another industrial domain that could be exploited gainfully is the cottage industry which requires minimal setup costs; and principally utilizes locally available raw materials. The cottage industry products could include chairs, tables, ceilings, beds, mats, etc. There is also scope for establishing plants for processing fruits and horticultural products. Potential also exists for processing livestock products such as hides and skins into leather products. Investments in the meat industry could also be viable considering that the County has a long established culture in livestock production.

2.112 The lack of sustainable funding has inhibited the competitiveness and growth of micro small and medium enterprises, including community based enterprises in the trade sector. The County Government will require addressing this constraint considering that access to credit facilities is viewed as one of the viable routes for the Youth of the County to participate in gainful income earning opportunities.

Underdeveloped Business Support and Capacity Building Services

2.113 The Uasin Gishu County boasts many institutions of higher learning with robust Research and Development (R&D) programmes. These programmes are expected to emerge with novel products that could be up-taken by industry or potential investors. A recent development in the institutions of higher learning is the establishment of incubators through which budding innovators are given opportunity to develop their products to full maturity. What is missing is the umbilical cord between industry and the learning institutions through which the former could articulate their needs and the latter could transfer the researched technology. Under this Plan stakeholders from industry and institutions from higher learning will be afforded opportunity to nurture these vital linkages. Business Process Outsourcing (BPO) is currently a major source of employment for the youths. However, this has not been exploited in Uasin Gishu County. Business Process Outsourcing (BPO) is currently a major source of employment for the youths. However, this has not been exploited in Uasin Gishu.

2.114 Another area that calls for attention is business development support. The current scenario under which the business community lacks the requisite capacity to stay abreast of the latest technological developments to be competitive must change. The strategy here needs to be two-pronged: first, to deliberately develop business products (business ideas) which can be adopted by the business community. Secondly, the business community should be supported through capacity building. Furthermore, there is lack of coordination between stakeholders in the business community; lack of backward/forward linkages. Along with this, there is limited business profiling structure within the County so as to offer useful investment advisory services within the County.

2.115 The growth of both local and Foreign Direct Investment (FDI) in the County has been slow. This is attributable to some unfavorable factors which include high energy costs, high interest rates, high cost of doing business and poor infrastructure. As a result, industries that once thrived in the County have been

forced to scale down, close down or relocate to other investment locations with a comparative advantage.

Wholesale and Retail Markets

2.116 The market value of agricultural produce has continued to decline due to their short shelf-life. The situation has been compounded by lack of wholesale and retail markets with better storage and infrastructural facilities. This has seriously hampered the growth and development of wholesale and retail trade. This makes it urgent to construct market facilities which can extend the shelf-life of commodities, particularly perishables.

Limited or Unreliable Trade Information

2.117 The lack of accurate market information has denied the sector the ability for planning, development, resource utilization and investment choices. Therefore, there is need to undertake studies to consolidate data to inform policy and decision making by business enterprises. There exists an information gap due to lack of a harmonized and centralized information source which could provide accurate trade information.

Co-operatives Development

2.118 The County has 378 registered co-operative societies out of which 135 are active. The total membership in these co-operatives is 33,256. The co-operatives cut across all sectors of the economy and have accumulated share capital and deposits to the tune of 2.1 billion as follows:-

<u>Sector</u>	<u>Active Societies</u>	<u>Share capital</u>
Urban Saccos	49	2 billion
Matatu Saccos	38	42.5 million
Rural Saccos	3	105.6 million
Marketing Co-ops	30	7.2 million
Investment Co-ops	3	38.8 million
Others	<u>12</u>	<u>5.9 million</u>
Total	135	2.1 billion

2.119 The loans that have been granted to members amount to Kshs.1.39 billion. The most active types of co-operative are the savings and credit co-operatives popularly referred to as Saccos which constitute 67% of the total active societies. The marketing co-operatives include dairy, horticulture, cereals, pyrethrum and coffee. They constitute 22% of the active co-operatives. Investment co-operatives are just emerging and mostly major in real estate. Other types of co-operatives include consumer, housing, and farm purchase which constitute 11% of the active societies. There are two Co-operative Unions in the County: a Dairy Union and the Matatu Saccos Union.

2.120 Although the co-operative sector is generally doing well, there are several challenges it is facing. There are critical governance shortcomings in the co-operative sector which have led to under-performance. The lack of clarity in roles and responsibilities of the elected leadership vis-à-vis management teams is one of the governance weaknesses. Others include:-

- (i) Misinterpretation and limited understanding of the legal framework, bylaws and guidelines;
- (ii) Low levels of formal education by some stakeholders;
- (iii) Limited application of management and operational systems;

- (iv) Inadequate internal management and operational controls; and
- (v) Political interference. There is, therefore, need for provision of training to members, the management and staff to equip them with adequate skills to efficiently run the societies.

2.121 The low capital base in the sector has hindered growth in the movement leading to investment in primary ventures. The co-operative movement in the County has not matured to venture into secondary investments such as supply of farm inputs.

2.122 All co-operatives in the County market their products raw. This lack of value addition has resulted in members getting low prices for their agricultural products. A number of the dairy co-operatives have come together to form a union; and are bulking their produce thereby benefiting from improved prices. However, the full benefits of processing produce like milk, horticultural produce and cereals through agri-based industries have not been realized. This can be attributed to lack of expertise, lack of sensitization on importance of value addition and low capital base. There is inadequate capacity in the sector to facilitate valuable research on factors influencing co-operative sector growth and expansion. Many primary co-operative societies risk running out of business due to weak internal marketing capacities. They need adequate training to undertake modern marketing strategies and value addition initiatives.

2.123 Education, training and information is one of the principles upon which co-operatives are founded. The newly developed co-operative education and training policy should enable co-operative members, leaders and employees to acquire essential skills in co-operative management. The general public also needs to be adequately informed about the philosophy, principles and benefits of the co-operative sector so that they can embrace it.

2.124 There is inadequate infrastructure both at the government and co-operative movement level. The County has no co-operative offices at the sub county level. This has constrained service delivery to the people at those levels. Building of more offices that are well equipped will improve service delivery. Many co-operative societies do not have offices and those who have, the offices are inadequate to handle serious business expected to be done by the co-operatives. The level of ICT within the co-operative sector is inadequate to reform the manner in which co-operatives manage their business. Overall, there is low level of ICT utilization, lack of ICT management framework, low levels of networking of co-operative operations, sub-standard systems and lack of information data base for the sector.

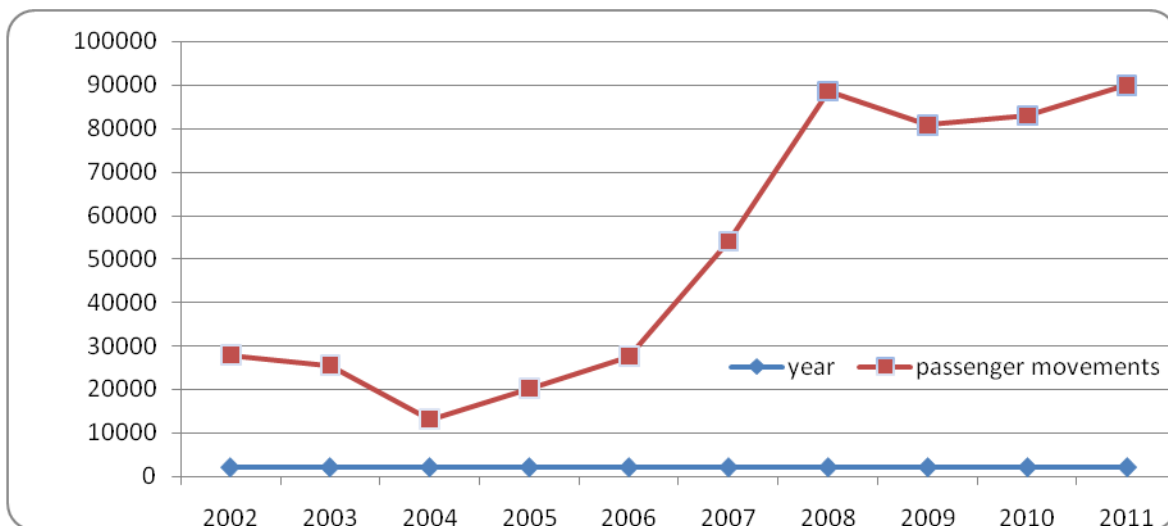
Tourism Sub-Sector

2.125 Tourism Industry occupies a central position in Kenya's economy. Over the years, the industry has been prioritized as a significant sector for growth and employment creation. This special place of tourism has well been captured in the Kenya Vision 2030 where tourism has been identified as a key sector among the six sectors for economic growth. In the year 2012, the industry earned the country Ksh.96 billion making it the 3rd leading revenue earner after tea and horticulture. The industry further contributes about 10% GDP to the economy of the country. The industry contribution to job creation is also immense. It has been established that the 10% of total workforce in Kenya directly or indirectly work in the tourism

sector. The sector's influence on other sector is quite evident given the multi-dimensional nature of the industry. This therefore has the effect of snowballing development in other sectors. For a long time Kenya's tourism product has relied on wildlife and beach attractions. In order to promote other tourism areas, the then Ministry of Tourism in its strategic plan of 2008-2012 prioritized development of tourism in less visited regions of the country. One such region earmarked for tourism development is North Rift Region which covers seven counties of Nandi, Uasin Gishu, Elgeyo Marakwet, Trans Nzoia, West Pokot, Baringo and Turkana.

Performance review

2.126 The diagram below describes the visitor's movement at Eldoret International Airport.



Source: KIA, Eldoret International Airport

2.127 Visitor's arrivals by air into Eldoret International Airport clearly indicate that there has been an upward trend in terms of passengers using the airport. The passenger figures could considerably increase if tourism in the region is opened up.

Existing Tourism Attractions and infrastructure in Uasin Gishu

Tourism attractions

2.128 Uasin Gishu County has numerous tourism attractions. Most of these attractions have however not been developed and promoted for tourism purposes. Some of the products include:-

Sports Tourism

Uasin Gishu is well known worldwide as the "city of champions" because majority of international athletes come from the region. There is however need to leverage on this for the purpose of tourism. Key areas in sports tourism that can be developed for tourism purposes include development of high class athletic training centers, stadia and sports museum. Currently Kipchoge High Performance Athletics Training Centre is available and other small facilities but they could be better promoted for tourism activities.

Home stays/Agro-Tourism

Uasin Gishu is commonly referred to as food basket for the country. Farming has been the economic mainstay for this region since the colonial period. There are many old houses once used by colonial farmers which can be re- modeled for tourism purposes in form of home stays. It is expected these ventures will attract tourists from former colonial administrators who have nostalgia of the region

Water based attractions

Potentials for tourism development of water based tourism activities exist among the numerous man-made dams and rivers available in Uasin Gishu. *Kesses Dam* is particularly potential for development of rowing and other water related sports. *Kormosho Waterfall* located about 16 km on Eldoret- turbo road is a fantastic place for development of a picnic site. The place lacks basic amenities to make it holistic tourism attraction site.

Tourism infrastructure

2.129 The Uasin Gishu County serves as the economic hub of the north rift region. It is relatively endowed in terms of good infrastructure. It is quite accessible both by road and by air. It is connected by the great Nairobi -Malaba road. Other major roads that pass through Eldoret town include Eldoret- Kitale- Lodwar-Juba road, Eldoret-Kapsabet- kisumu road and Eldoret- Iten- Kabaret road. Eldoret town also boast of an international airport which is however underutilized for tourism purposes. Currently there are no charter flights flying directly into the airport.

Tourism facilities

2.130 Uasin Gishu County has the largest number of registered accommodation facilities in north rift. In terms of licensed tour and travel operators, Uasin Gishu is still ahead of other counties in north rift region as depicted in the table below:-

County	No. of hotels, lodges & guest houses	Bed capacity	No. of travel/tour operators
Uasin Gishu	120	2492	14
Nandi	22	184	1
Trans Nzoia	53	473	1
Baringo	38	372	2
Elgeiyo Marakwet	14	52	1
Turkana	20	136	2
West Pokot	14	121	Nil

Source: Eldoret Tourism Office

Tourism Sector Issues and Challenges in Uasin Gishu County

Limited and undeveloped tourism attractions

2.131 Uasin Gishu tourism product range is limited. The County must address this challenge by identifying and developing its attractions for it to be a leading tourist destination in the country. The County needs to leverage on sports tourism since this can easily provide a unique selling point for this County. There is also need to develop other supporting tourism products such as cultural tourism, water based attractions and agro-tourism while at the same time putting emphasis on the development of small-scale tourism products which have direct impact on the livelihood of the community.

Insufficient star-rated accommodation facilities and limited bed capacity

2.132 Uasin Gishu County lacks up-market tourism class facilities in the range of 4 star and five star hotel facilities. Currently the County has a few 3 star and below star-rated facilities which do not meet the needs of the top notch travelers. To increase its competitiveness, Uasin Gishu tourism fraternity must be encouraged to built more up market hotels and or refurbish existing facilities to meet standards of 4-star and above facilities. Increase tourist traffic would also require corresponding increase in bed capacity. It would therefore be important to increase investment in accommodation facilities to meet the demand of tourists in the county.

Inadequate marketing of tourism in the county

2.133 Marketing of tourism products is significant for tourism growth and sustainability. The County must therefore devise appropriate marketing strategies to inform potential tourists of County’s attractions and facilities.

Poorly developed tour/travel operations systems

2.134 Travel agencies provide a critical link between the destinations and customers abroad. Currently, there are a few tour operators/agencies registered to do this business in Eldoret. It is therefore imperative for increased investment in this field.

Unreliable tourism statistics in the county

2.135 Currently data base on tourism is limited. It is therefore important that the County improve its research, intelligence gathering, and information management system in order to assist it in making informed policy decision and planning.

Poor monitoring of tourism standards and regulations

2.136 The County needs to constantly inspect and monitor standards of facilities in order to enhance consumer satisfaction and hence repeat visits. Of particular concern is assessment and classification of accommodation and restaurant facilities which are long overdue.

Poor networking and partnerships in the tourism sector

2.137 Tourism is mainly driven by private investors. The sector is likely to benefit more through promotion of public private partnerships. The County Government therefore needs to create forums for engagements with private tourism stakeholders at local, national and international level for increased development of tourism in the County.

SWOT Analysis

2.138 SWOT analysis gives the framework for analyzing the tourism strengths and opportunities available in the County while taking cognizance of the weaknesses and threats of the sector. The SWOT analysis of tourism in Uasin Gishu County is presented in the table below:-

Strengths	Weaknesses
County is renowned because of athletic prowess	Insufficient marketing
Good infrastructure	Few tourism attractions
Presence of Eldoret International Airport	Insufficient funds for tourism development & marketing
Strategic regional hub	Poor understanding of tourism by

	residents
Relatively well developed tourism facilities	Lack of tourist class hotels
	Few tour/travel agents marketing the region
Opportunities	Threats
Untapped potential in sports tourism, agro-tourism, water based tourism, homestays etc	Negative publicity because of post election violence of 2007/2008
Growing interest in tourism among residents (e.g. Sergoit & Wildlife Resort)	Competition from neighbouring counties like Elgeyo Marakwet
Unexploited domestic tourism market	Deforestation and environmental degradation
Growth of e-business	Cultural erosion
	Political instability
	Poor road network

INFORMATION COMMUNICATION TECHNOLOGY

ICT and Development

2.139 The Uasin Gishu County Government under this development plan will position itself to grow a knowledge-based economy in line with Kenya's Vision 2030. Towards this end, and for the county to achieve its vision and goals, it will require leveraging the potential of Information and Communication Technologies (ICT) in operations and programming implementation. This therefore makes ICT a cross-cutting sub-sector, expected to contribute to the implementation of selected strategies to enhance service delivery in Uasin Gishu County.

2.140 In terms of current ICT capabilities, the County is indeed endowed with talented youth who are ICT compliant, having been trained at various universities and tertiary institutions. The County's strategy for ICT proposed in this plan, therefore, seeks to tap into the potential offered by this favourable background in planned activities for greater ownership and sustainability. This too is in line with the national vision, which requires development programmes to provide for youth participation. As the county embarks on developing a framework for ICT integration in development and service delivery, there will be need for an in-depth assessment to establish baselines for key strategies proposed in this programme.

Automation Opportunities in the County

2.141 Current County records are largely manual and are in dire need of recreation if service delivery is to be improved. In this plan, it is anticipated that the records will be recreated to capture traders and business-specific information. The registry, which hosts data on both human resource and business transactions, needs to be reorganized and a document management system needs to be put in place to ease document searches. This can be achieved through close engagement of youth groups in wards and in collaboration with business owners. Youth and ICT centres can be empowered to facilitate traders with online access to licensing and business permit renewal.

2.142 The County has inherited existing systems from the Municipal Council of Eldoret and other councils, which have been in use in the management of various resources and operations. There is need to undertake an audit of the systems in place in order to ascertain their technical capacities, requirements for integration with planned systems and programmes in this plan, and sustainability in terms of maintenance. There is also need to conduct a study of risks and threats to

information and IT assets in order to put in place measures to ensure security of vital assets. One security measure that this plan focuses on is surveillance using closed-circuit television (CCTV) as an enabler for safety and guarantee to business communities and citizens. Areas targeted in this programme include key streets in Eldoret Town and County Offices. This can later be cascaded down to other county towns.

2.143 Another challenge currently faced by the County that will be addressed using ICT tools is staff records and deployment. There is an urgent need for implementation of an online human resource system that can be used to undertake audit of staff in the County. Such a system allows importing of staff currently in the payroll into the online portal to allow staff in the County to update their profiles and upload their certificates. This will allow for appropriate re-deployment of staff to relevant departments, based on their skills and qualifications. This online tool will also allow for capacity development of staff for re-skilling and further development to meet the CIDP targets.

2.144 The County can also exploit ICT to overcome challenges in revenue collection. For it to reap maximum revenue collection, the use of modern innovative tools is proposed. Making sure collections are done using cashless means with minimal cash handling by County staff will transform revenue collection and ensure accountability. Revenue areas identified under this Plan include business permits, licensing structures, parking fees, and defaulter fines.

2.145 It is anticipated that payments in this system will explore available options currently in use in the country, including M-Pesa, bank deposits and online payments. A further strategy will seek to put in place a spatial framework (GIS infrastructure) that will be linked with business locations (using GPS coordinates) in order to monitor status and accurate locations of any debtors in the County. This will enhance public participation in the monitoring of revenues if this is extended online.

2.146 As an enabler and automation for efficient and effective service delivery, ICT should be positioned as a key driver to economic development of the County. To this end, the County Government of Uasin Gishu is deliberately promoting as a policy the use of ICT in all operations. For instance, in recognition of the central role of ICT for development, Uasin Gishu County seeks to harness ICT to improve on the County's capacity for the collection, processing and dissemination of information in order to empower the largely agricultural population, especially in regard to the adoption of modern tools and ideas that can be implemented in order to maximize agricultural potential as well as crop and livestock diversification informed by data presentation on spatial tools.

County ICT Strategy

2.147 The ICT strategy in this CIDP indicates the planned activities, resources available, and persons responsible. This will guide the ICT agenda for the County. In addition, cross-cutting areas will be factored in to ensure harmonization and integration to avoid wastage and ensure all activities result in sustainable initiatives for the County. The objective is to integrate ICT in the operations and programmes of the Uasin Gishu County. This will be attained by:-

- (1) Automating key priority operations of the County, including cashless revenue collection, online human resource management, and supporting infrastructure (back office support components);
- (2) Designing and developing a GIS framework to guide E-development in agriculture, roads, urban planning, and other sectors;
- (3) Developing a programme for empowering youth using ICT platforms for participation in opportunities within county and central government; and
- (4) Designing a capacity development plan for all leaders, staff and stakeholders in the County.

2.148 Key for harmonious implementation of ICT programme for the County is a supportive legislative framework and appropriate policies to fast-track integration of ICT in service delivery. Thus, the County Assembly will play a key role in legislating appropriate laws and guidelines. It is important, for instance, that appropriate legislative measures are put in place to allow for revenue to be collected using available electronic options, with appropriate means for the County staff to verify in real time, the status of payments.

2.149 The current situation of manual operations has been a major cause of revenue leaks, inefficiency in service provision, and lack of accountability of resource use within the County. Thus, it is anticipated that when ICT is linked to development, clear benefits will accrue. The key thrust of integrating ICT is to enable public access to the internal processes of the County as a demonstration of transparency and accountability. Furthermore, ICT tools shall be used in monitoring to map achievements or milestones across programmes. This Plan provides a comprehensive strategy involving all stakeholders and County sectors.

Peace Building Initiatives

Key Conflict Issues

2.150 **Land:** The issue of land in Uasin Gishu is as thorny and emotive as it is in other cosmopolitan areas in the Rift Valley region. Conflict issues in this region are primarily about land. The issue of land is not a matter of who occupies where in terms of the land size and ownership of property. The history of land ownership in Uasin Gishu goes back to the colonial day blaming post-independence regimes as well.

2.151 **Political instigations and incitements** – political and ethnic loyalty is also among the key conflict issues in the County. However, a close scrutiny reveals that the conflict was not exclusively inter-ethnic in that members of the same community were also involved in violence over differences in political affiliations. The post 2008 political context has been characterized by shifting political alliances still based on ethnicity and personal rivalries which had a direct trickle-down effect in Uasin Gishu, tending to define the ethnic interactions at lower levels of the community.

2.152 **Crime, armed gangs and youths:** The threat of militia and gangs is real. Apart from the bulging numbers of unemployed youth easily getting persuaded to join these groups causing insecurity, there is a growing concern among the residents of the escalating rate of crime. These groups mostly will have an ethnic leaning and, in other cases political links. The mobilization of these groups, known for their criminal and violent activities; especially around election time is a strong

concern. However, it is worth noting that the rate of crime in Uasin Gishu County generally has dropped in the last two years.

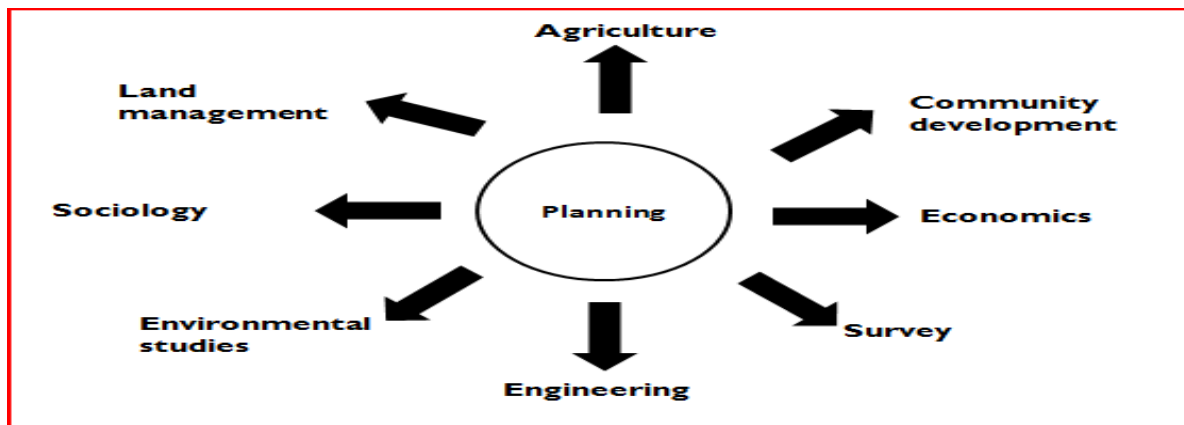
CHAPTER THREE

3.0 COUNTY SPATIAL FRAMEWORK

Introduction

3.1 This chapter presents a spatial framework for the county. Spatial framework is a key instrument for establishing medium term or long-term sustainable frameworks for social, territorial and economic development of a defined region. Its primary role is to enhance the integration between sectors such as housing, transport, energy and industry etc., and to improve national and county systems of urban and rural development, also taking into account environmental considerations. In addition, it gives geographical expression to the economic, social, cultural and ecological policies of society as comprehensive approach directed towards a balanced development and the physical organization of space according to an overall strategy.

3.2 Spatial Planning means the logical arrangement of activities on land and space to achieve order, convenience, safety, aesthetics, health amenity and sustainability. It is a method used by public sector to influence the future distribution of activities in space. Planning is multi-disciplinary, multi-sectoral approach as it touches on all aspects of life as shown in the figure below.



3.3 Spatial planning is a technical and political process concerned with the control of use of land and design of urban environment including transportation networks, to guide and ensure orderly development of settlements and communities. It concerns itself with research and analysis, strategic thinking, architecture, urban design public consultation, policy recommendation, implementation and management.

3.4 A Spatial plan can take a variety of forms including strategic plans, comprehensive plans, neighbourhood plans, regulatory and incentive plans or historic preservation plans. Planners are also responsible for enforcing the chosen policies.

3.5 Spatial planning is useful tool in setting development priorities of a region and coordinating implementation of these priorities amongst a multiplicity of

actors. Moreover, spatial framework plans guide and coordinate proposals for development and to provide a general reference for land-use regulation. Objectives of county spatial planning include:

- To identify the spatial distribution of the resources within the county, their level of utilization and potential;
- To assess the existing infrastructure their current conditions, capacity and projected demand;
- To identify fragile ecosystems and suggest intervention measures for their protection and conservation;
- To investigate human settlement trends and propose an appropriate hierarchy or urban centres that will spur rural development;
- To assess capacity of the existing institutions and organizations and suggest strategies to enhance their performance;
- To suggest an integrated spatial framework that will guide the sustainable utilization of the regional resources, bring services closer to the people;
- Spur rural-urban inter-linkages and hasten economic growth and development; and.
- Suggest priority areas for intervention.

Human Settlements

3.6 Physical and spatial organization of human life provides actions needed to accommodate the growing number of population in urban and rural communities. The concept of human settlements consist of several elements that had been previously considered separately from one another housing, building, planning and the relationship of these and such other activities as environmental change and national and international development.

3.7 Human settlement means the totality of the human community whether city, town or village with all the social, material, organizational, spiritual and cultural elements that sustains it. The fabric of human settlements consists of physical elements and services to which these elements provide the material support. The creation of workable human settlements inevitably becomes an objective of, an indicator of and a prerequisite for social and economic development of the county. An analysis of human settlement patterns in a county is critical in planning terms.

3.8 The settlement patterns in the county are greatly influenced by rainfall patterns, topography, infrastructural development, proximity to urban centres, availability of natural resources and security. However, majority of the county population is resident in rural areas. The climatic conditions are strongly influenced by altitude and physiographic features.

Human Settlement strategy

3.9 Human Settlement Strategy of 1978 is an overall framework for the management of urban growth and location of Physical Development in the urban and rural areas of Kenya. Five strategies were outlined to achieve the above are:

- i) The development of service centres;
- ii) The development of growth centres;
- iii) The development of an integrated transportation and communication system; Rural Development; and
- iv) The development of appropriate standards for urban infrastructure

The main objectives of the above strategies are:

- To continue to promote the maximum development of the rural areas to improve living standards for the majority of the people;
- To establish a more even geographical spread of urban physical infrastructure in order to promote more balanced economic growth throughout the nation and a more equitable standard of social services between different areas;
- To continue to develop a complementary network of communication so as to improve accessibility between centers of economic and social development;
- To adopt standards of urban infrastructure which more closely relate to what can be afforded by the country as a whole; and
- To continue improving the planning machinery and co-ordination between developmental agencies, which are responsible for planning, decision making, financing, implementing and administering a wide variety of services.

Functions of Human Settlements

3.10 Economic growth requires some degree of concentration of activities and people whether small villages, towns or cities in order to increase economic and technical efficiency. Human settlements therefore will play an essential role as agents of economic growth by providing favourable locations for productive investments. This means that the development of towns is a critical process in the transformation of the County into a modern state. The growth of towns should be seen as a combination of evolutionary changes in social values and motivation, technologies and economy systems. It is in towns that most of the activities and process which usually associated with modern economic and social progress, but it is in the towns problems of degradation of the environment and human qualities of life are acute for example the growth of informal settlements, pollution etc. The scale and intensity of these changes necessitate planning for human settlements as part of overall, County and National Development policies. The specific functions include:-

1. Service Function

Human Settlements facilitate the provision of Schools, Health Services, and Public Utilities, commercial banks, Cooperatives, administration, Judicial, Recreational and other social services on an economic basis. The services serve both residents and those in the hinterland.

2. Economic Function

Human Settlements provide employment in industrial, Commercial and in the Service function. The towns provide markets for the produce from the hinterland which stimulates the conversion from subsistence to a cash economy. While the manufactured goods in towns, promotes material advancement in both rural areas and towns.

3. Residential function

Human Settlements provide residence for people working in non-agricultural employment. Human settlements are therefore focal points of Commercial Industrial administrative, health, educational and recreational activities required by the population.

As economic development progress the demand for these activities will increase and in turn the development of these activities will have beneficial effect on the whole County. There is interdependence between urban and rural areas in the process of development.

Historical Development of the Region

3.11 The size and the location of towns in Kenya have a historical origin. Before colonisation there were agglomeration inform of trading centres, along the Coast of Kenya because of trading activities between people and the Arabs.

3.12 In the interior of Kenya, life was based on self sufficiency and not specialized trade patterns because of subsistence agriculture and stock herding. Markets become points of trade forming a spatial system consisting of a hierarchy of markets to deal with internal trade. The construction of railway (Mombasa to Kisumu and Nakuru to Malaba to Kampala) changed the spatial organization of towns along the railway line. The expansion of branch lines to open up the 'white highlands' led to establishment of towns like Eldoret, Thika, Nyahururu etc.

3.13 The colonial government introduced an administration based on Provinces and districts each centred on a settlement – the headquarters – generally known as 'boma'. The 'bomas' had a DC and his staff officers, law courts, police headquarters, hospital, schools, residence. The 'bomas' developed into towns e.g Eldoret, Turbo. The 'white highlands' settlement within Uasin Gishu County attracted commercial activities. The legal restrictions on land holding by Africans influenced the development of their settlements in the 'African Reserves' – Turbo.

3.14 The industrial factor – Eldoret developed due to the agri-based industries due to its rich agricultural hinterland. These historical factors have caused the development of an incoherent/disjointed settlement patterns with activities as there were two spatial human settlement subsystems. One served the needs of the colonial systems, the other needs of vast majority of the African population. The growth of markets and other community facilities/services along the roads led to the rise of unplanned, sporadic ribbon development.

Origin of Human Settlement in Uasin Gishu

3.15 The county is one of the most cosmopolitan in Kenya as a home of all the ethnic group of the Bantu, Nilotic and Cushutic origin. The Nandi and Keiyo are dominant in Eldoret East with Marakwet along the boundary with Elgeyo Marakwet County. The Nandi, Luhya and Kikuyu are distributed within Eldoret West while the Nandi and Kikuyu are dominant in Wareng. The Kalenjin are the predominant group in the County. The other ethnic groups migrated to Uasin Gishu as farm and railway workers, businessmen, workers in the agro-based industries. There are also people of Indian and European origin living in urban areas. The cosmopolitanism is well demonstrated in the whole county in both rural and urban areas- Eldoret, Burnt Forest – where people live harmoniously.

Situation Analysis

3.16 The county is characterized by both rural and urban human settlements. The pre-dominant settlement pattern however is rural in nature. This is reflected also by a total rural population of around 64.1% as compared to urban population of 35.9%. Details of these settlements are as follows:

Rural and Urban Settlements

3.17 **Rural Settlement:** As mentioned earlier rural settlement covers the greatest percentage of the county's population. Subdivisions into narrow strips of land are very common in such areas with dense population. There is a marked variation in population densities among the eight sub-counties in the county. Whereas the projected average population density for the county in 2012 was 299 persons per Km² which is expected to rise to 335 persons per km² and 362 persons per km² in 2015 and 2017 respectively (see table 3.1).

Table 3.1: Population Distribution and Density by Sub County

Sub County	2009 (Census)		2012 (Projections)		2015 (Projections)		2017 (Projections)	
	Population	Density (P/Km ²)	Population	Density (P/Km ²)	Population	Density (P/Km ²)	Population	Density (P/Km ²)
Eldoret East	241,451	192	270,606	215	303,283	241	327,231	260
Eldoret West	391,655	359	438,948	402	491,952	451	530,797	486
Wareng	261,073	262	292,599	293	327,930	328	353,825	354
Total	894,179	267	1,002,153	299	1,123,165	335	1,211,853	362

Source: Kenya National Bureau of Statistics, 2013

3.18 The Eldoret West Sub-County is the most densely populated with a population density of 359 persons /Km², while Eldoret East Sub-County is the least densely populated with a population density of 192 persons /Km². The former is attributed to high urbanization rate in the area while the latter case is due to the existence of large farms around Moiben area. The increasing population density could exert increased pressure on the available resources such as water, land, and social amenities as well as create insecurity problems and environmental degradation.

3.19 **Urban Settlements:** the total Urban population as per the 2012 population projections was 357,651 with Eldoret – 289,380, Burnt Forest – 32,649, Turbo – 22,165, Matunda - 10,031, Jua kali – 3,427. The other urban areas are Kipkaren, Timboroa, Ziwa, Moiben, Moi's Bridge etc. Eldoret Town is densely populated which had population density of 1996 persons per Km² in 2012. The high population density in Eldoret Town is attributed to urbanization and being the seat of the county government, this density is projected to rise at the end of the plan period in 2017. The areas with high population concentration are Langas, Munyaka, Huruma, Maili Nne, kamukunji which have informal settlements.

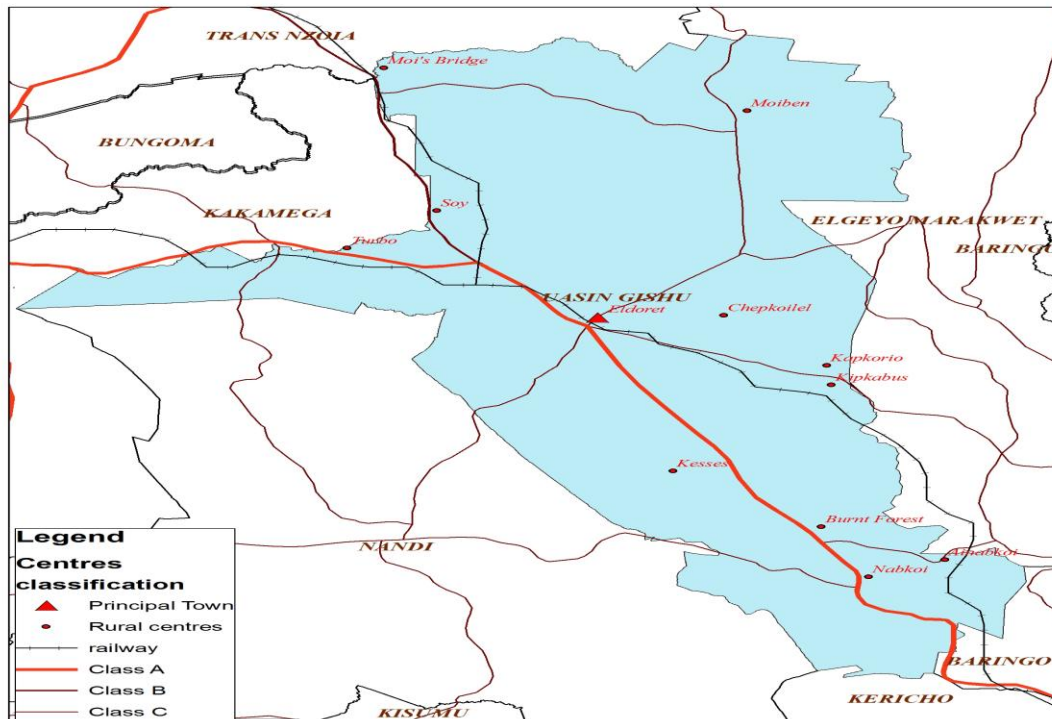
Markets and Urban Centres in Uasin Gishu County

3.20 Urban settlements in the county have tended to be nucleated and concentrated in specific centres. The Human Settlement Strategy, which is the policy paper on Human Settlements in Kenya identified Eldoret as the Principal Town in the Uasin Gishu County in the year 1978. This situation has not changed Eldoret retains its primacy in the County and North Rift region due to the high level of infrastructure and services found in the town.

3.21 In 1978, the Department of Physical Planning selected a number of centres within the region to undertake various functions as described above. However,

because the status of the centres has changed over time, these centres now need to be upgraded. The map below (figure 3.1) shows the designated urban centres in the region.

Figure 3.1 Shows designated service centres in Uasin Gishu



a) Designated Local Centre

This was the lowest level of service and was to serve the needs of the people within the walking distance of the centre. This centre was to contain a full primary school, several shops, a dispensary, a public water supply and an open air market. It was designated to serve a catchment area of approximately 5,000 people. It should be served by a minor road.

Examples of these centres were Kibolos, Chepsaita, Ngenyelil, Osorangai, Tapsagoi, Ziwa, Matunda, Ainabkoi East, Nabkoi, Cengelo, Kipkurere, Kaptabei, Leseru, Kapsaret, Elgeyo Border, Plateau, Penom.

In this category, centres such as Ziwa and Kapsaret have grown to be divisional headquarters with offices for divisional departmental heads. Ziwa has a local physical development plan (though not implemented to the later). These centres have basic social and physical infrastructure. They depend on the principal town Eldoret for higher order goods and services.

b) Designated Market Centre

It is designated to serve approximately 15,000 people in the hinter land with a residential population of 2,000. The services it should provide are a primary school, a junior secondary school (Form II level) and a health centre. These centres were designated for the development of a public water supply, sub post office, telephone facilities, a police post, and a local bus station (with an airship in the remote areas)

and other social, commercial and local administrative services. The market centres examples are Soy, Kaptagat, Timboroa, Burnt Forest, Ainabkoi West.

Due to rapid urbanization and levels of development (modernization) these centres have grown fast. Burnt Forest is a functional town along Eldoret-Nakuru road. The growth of the town has slackened due to the effects of land clashes in the 1990s and the post election violence of 2007/2008. Soy is approximately 16kms from Eldoret along Eldoret-Kitale road. It is planned and is market for agricultural produce.

Kaptagat, Ainabkoi West and Timboroa are within the forest zone of Uasin Gishu. These centres are well connected by road and railway. Their growth as railway stations was fast though with the fall of Kenya Railways their progress was negatively affected.

c) Designated rural centre

These centres include Kipkabus, Moiben and Mois Bridge which were to play an important role in the development of the rural economy. The rural centre was to serve approximately 40,000 people and expected to have a residential population of between 2,000 to 10,000 inhabitants. The rural centre was important in improving the standard of amenity in the rural areas. The rural centres should have a senior secondary school (Form IV level), a health centre with maternity facility, shopping facilities and big markets. These centres were to give priority to development of secondary and minimum roads. They would have a piped water supply, electricity and a sewage disposal system, telephone services, full postal facilities and banking facilities.

The development of basic infrastructure will enable the centres to fulfill their roles as service centres to the rural economic and will encourage the development of rural industries. These centres Kipkabus, Turbo, Moiben and Mois Bridge were to grow as towns to serve the rural population. They have a rich agricultural hinterland. They have been planned. These centres have no industries and sewage systems as it had been envisaged. The three centres except Moiben are accessed easily with tarmacked roads. The Eldoret-Moiben road has sections which are impassable during the rains. These centres have the necessary social and physical infrastructure.

d) Designated Urban Centre

This is the highest category of planned service centres. The urban centre within this category would provide services to the residential population with a population of over 5,000. The services would include a treated water supply, piped sewage system and disposal plant. The other infrastructure would be internal and external roads. The catchment population would be 100,000 to 150,000. The urban centres would have a fully equipped hospital, secondary school (Form VI level), technical college and other higher levels of education. These centres are designed to be focal points of commercial, industrial, administrative, and social services. They are to serve the present and future needs of the population and the whole national economy. They were to serve as reception centres for rural populations seeking employment and social benefits.

It should be noted that the Government departments responsible for the location of physical infrastructure as well as private developers were to ensure that the

facilities were developed. This meant that the plan had to be implemented as designed.

Eldoret falls within this highest category of planned service centre. Eldoret has grown from the small centre of 52,100 people in the 1970s to 289,380 (as per the population census of 2009). It serves a population of approximately 996,998 (2012 projection) in Uasin Gishu County. Eldoret serves the other parts of Western Kenya and the North Rift. The town is well served with social infrastructure – schools, colleges, universities, referral and county health facilities etc. There are industries that provide employment opportunities. The town and the county are well connected to other parts of the country. The connectivity include the roads- (Transnational highway), railway an airstrip within town and Eldoret International Airport approximately 16km from the central business district. The town has a local physical development plan which acts as a framework to guide development control issues. Despite the designation and the consequent preparation of local physical development plans for these centres there are challenges which have hindered the realization of the importance of service centres.

Emerging Issues: Rural Settlements

- (i) Urban sprawl - Encroachment on agricultural land by urban land use activities;
- (ii) Poor conditions of the roads;
- (iii) Uncontrolled sub-division of agricultural land: The high rate of sub-division for sale and inheritance by land buying Companies;
- (iv) Encroachment of Forest Land: The region is endowed with a number of forests e.g Kaptagat Nabkoi, Timboroa, Kipkurere, Lurenge, Singalo, Kapsaret etc. Wattle plantations used in production of tanning materials by EATEC cleared, land subdivided and sold to individuals. Those who live close to the forests target forest products such as wood and timber to supplement their livelihoods. As such, these forests face the threat of depletion;
- (v) Decrease in Production: This relates mostly to sub-division of land into very small uneconomical parcels which can hardly produce significant output;
- (vi) Encroachment on Environmentally Fragile areas: Fragile areas such as riparian reserves, hilly terrain and swampy areas, among others, have been encroached on.
- (vii) Public Land Alienation: In the development plans that were prepared before, sites for public purposes and public utilities were designated. However, these plots have gradually been allocated to private developers, hence lack of land to put up such facilities as schools, health facilities and recreational facilities, among others.
- (viii) Weak Institutional support: The Local Authorities and Settlement Fund Trustee (SFT) lack the necessary capacity to build and maintain infrastructure in the settlement areas;
- (ix) Slow process of subdivision and legalization of land in areas such as Killuka;
- (x) Sprouting of unplanned settlements e.g. Kipkorgot;
- (xi) Low levels of income resulting in increased poverty;
- (xii) Degradation of the environment especially where population densities are high. These include air, water and land. Over cultivation and improper cultivation of land leading to soil erosion, among others.

Emerging Issues: Urban Settlements

- (i) Urban sprawl/ Unplanned settlements
- (ii) Inadequate recreational facilities
- (iii) Poor road conditions in urban areas
- (iv) Mixed land use developments
- (v) Inadequate water supply
- (vi) Pollution (land, air, and water)
- (vii) Inadequate housing units
- (viii) Inadequate basic infrastructure and services eg storm water drainages
- (ix) Poor liquid and solid waste disposal
- (x) Encroachment on restricted areas e.g. road reserves, riparian reserves or environmentally fragile land
- (xi) Inadequate sanitation facilities e.g. public toilets, waste receptors, waste disposal sites
- (xii) Inadequate/Lack of public facilities such as cemeteries, health facilities.

Possible Solutions

- (i) Preparation of the Uasin Gishu County spatial plan
- (ii) Planning of all designated and undesignated urban centres
- (iii) Urgent creation of the County Physical Planning Committee and Eldoret Municipal Board to oversee development issues and all other functions provided in the Urban Areas and Cities of 2011
- (iv) Improvement of all basic infrastructure and services
- (v) Upgrading and extension of water supply and sewer systems
- (vi) Development of housing projects
- (vii) Urban renewal and regeneration
- (viii) Enforcement of By – Laws by County Government.

Land Tenure

3.22 Land Tenure is a system through which land rights are determined and documented while Land Disposition is the act through which ownership and use may change from one party to another. Different tenure systems exist in Kenya. In general, land in Kenya is classified as government land, private land or trust lands. Trust land refers to land held in trust by the county government on behalf of the residents.

3.23 In Uasin Gishu County, the land tenure system is such that there is trust land and leasehold (99 years) in urban centres. There is also leasehold tenure in the rural part of the county where Africans bought the large farms owned by the White Settlers while other parts of the County are under freehold land tenure system.

3.24 The combination of the tenure systems offers both opportunities and constraints. Areas under freehold tenure pose difficulties in enforcing regulations on land. However, the trust land areas provide the County Government of Uasin Gishu with sufficient land for future location public facilities and infrastructure.

Problems Associated with Land in Uasin Gishu County

- 1) Land Fragmentation - Subdivision of land into uneconomical land sizes, thus straining the land carrying capacity;
- 2) Lack of ownership documents thus proprietors are unable to get loans;

- 3) Informal human settlements especially in urban areas such as Langas, Munyaka, Huruma Kamukunji etc in Eldoret Town;
- 4) Human settlement and activities on environmentally fragile areas, such as riparian reserves and wetlands.

SWOT Analysis

Strengths	Weaknesses	Opportunities	Threats
<ul style="list-style-type: none"> - County skilled staff/manpower - Legislations (Physical Planning Act, Spatial Planning Bill, the Land Act, County Government Act, Urban Areas and Cities Act among others) - Local Physical Development Plans done for several urban centres within the county - Established sub county units. 	<ul style="list-style-type: none"> - Low staffing level- only 3 technical staff (Physical Planning Department) for the whole county. - Poor funding to facilitate the departmental activities - Outdated development plans - Government red tapes (bureaucracy) which applies to approvals and adoption or purchase of new materials/ technologies. - Physical Planning Department not the implementing agent of the development plans - Outdated data collection and processing format. - Departmental records are still on hard copies (analogue) which makes editing and adding new data expensive, tedious and time consuming. - Lack of transport facilities - Poor coordination among stakeholders in the land sector. 	<ul style="list-style-type: none"> - The Constitution - Offers an avenue to correct past injustices in the land sector. - Positive engagement with the County Government - The National Land Commission - expected to bring back public confidence on Government management of land as a resource. 	<ul style="list-style-type: none"> - Political interference - Poverty - Cultural practices in land subdivision – inheritance - other forces influencing land subdivision e. g. land buying companies - Current economic trends - land viewed as quick source of income. - Corruption - Adamant population to embrace planning culture

Spatial Strategies

3.25 The purpose of a spatial strategy is to provide an overview of the proposed pattern of spatial development of the county and to add value by coordinating the territorial impacts of sectoral policies. The critical issue for spatial strategies is how to maximize sustainable development through encouraging and guiding the spatial distribution of development, redevelopment and investment; the coordination of infrastructure, e.g. the transport, water, housing, health and social services that

support such development; and also the maintenance of environmental assets. Some of the spatial strategies for Uasin Gishu County include:-

- i) Prepare a land use plan and policy of the County.
- ii) Prepare zoning plans for the town to bring order in the development of the town.
- iii) Carry out urban and rural planning for the whole County, urgently. An innovative approach with the participation and ownership of the key stakeholders, including the private sector in the planning and implementation processes should be carried out. This type of planning will more flexible to unforeseen circumstances and be better linked to resources and budgeting processes.
- iv) Strictly implement legal and regulatory frameworks in order to prevent discordance. Fast track approvals of housing plan and reduce the time of construction.
- v) Need to re-plan the whole Eldoret Town which would include planning and upgrading the social and physical infrastructure in the informal settlements (e. g. Langas, Munyaka Huruma, Mwenderi etc).
- vi) Prepare integrated urban land use plans for all urban centres with population 2,000 and above such as Turbo.
- vii) Develop implementation and development control guidelines for land use and development for the county and the urban areas.
- viii) Undertake an inventory of existing public lands that would need part development plans within the county and sub county headquarters for redevelopment of development before looking for new sites whether for housing or office space

Conclusion

3.26 The absence of proper and effective spatial planning of the urban and rural areas in Uasin Gishu County has led to haphazard development which has led to a decay of the natural and human environment. This has led to proliferation of slum and difficulties in provision of important services and utilities such as road, water supply, electricity sewage reticulation, and solid waste collection.

3.27 There is an urgent need to prepare county spatial plans and adopt human settlement policies to guide the socio-economic development efforts. Such policies must be an essential component of an overall development strategy, linking and harmonizing them with policies on industrialization, agriculture, social welfare, and environmental and cultural preservation so that each supports the other in a progressive improvement in well-being of the people.

3.28 Finally, by examining all uses of land in an integrated manner, it makes it possible to minimize conflicts, to make the most efficient trade-offs and to link social and economic development with environmental protection and enhancement, thus helping to achieve the objectives of sustainable development. The essence of the integrated approach finds expression in the coordination of the sectoral planning and management activities concerned with the various aspects of land use and land resources.

CHAPTER FOUR

4.0 LINKAGE WITH OTHER PLANS

Linkage with the Constitution of Kenya; 2010

4.1 The Constitution of Kenya, Article 176(1) provides for the establishment of a county government in each of the 47 counties. The County Government shall have a County Assembly with the legislative authority to exercise oversight over the other state organs of the County. The Constitution also provides for an Executive Committee responsible to the Governor for managing and coordinating the functions of the County.

4.2 The functions of the County governments are set out in the Fourth Schedule of the Constitution of Kenya, 2010. Under this provision, the County level is assigned functions relating to Agriculture, Health, Control of Pollution, Cultural activities, County Transport, Animal Control and Welfare, Trade Development and regulation, County Planning and Development, Pre-primary Education, National Resources and Environmental Conservation; County Public Works including storm water management and Water and Sanitation services; Fire fighting and Disaster Management; Control of Drugs and Pornography; and Promotion of Community participation in governance.

4.3 The assigned functions constitute the legal mandate of the Counties. In order to transform the functions into deliverable services, the Uasin Gishu County Government has established 10 Directorates under which these functions are arranged; and through which it will implement its development programme. These structures have been developed such that they house all the functions assigned by the Constitution. The structures as developed with the concomitant human resources, tools, equipment and operational systems comprise the County institutional framework for implementation.

4.4 Article 190 of the Constitution of Kenya provides for support to the County governments for the purpose of ensuring that they have the capacity to perform the functions assigned to them. The national government has been instructed under the same provision, to take measures which will assist the County Government to assume full responsibility for its functions [Article 190 (c)]. With the foregoing provisions the Uasin Gishu CIDP has been prepared with the major assumption that this support as envisaged by the Constitution will be availed to the County. The development of the CIDP itself is a constitutional requirement as stipulated under the Constitution of Kenya, Fourth Schedule Part 2 Article 8 which provides for county planning and development.

4.5 Lastly, Article 43(1) of the Constitution of Kenya, 2010 on the Bill of Rights establishes indicators for basic services which encompass the right to the following:-

- (i) Highest standards of health care services including reproductive health;
- (ii) Accessible and adequate housing and sanitation;
- (iii) Freedom from hunger and access to adequate food;
- (iv) Clean and safe water in adequate quantities;
- (v) Social security; and
- (vi) Education.

The Uasin Gishu County Integrated Development Plan has addressed all the above rights and basic services under its programme.

Linkage with Vision 2030

4.6 In the period 2003 – 2007, the country made significant improvements in the economy. This was due to social and economic policy reforms which were implemented within the framework of the Economic Recovery Strategy for Wealth and Employment Creation (ERS) 2003 – 2007. Following the successful implementation of this strategy, the Government developed the Kenya Vision 2030 as a long term plan to guide the country on political, economic and social transformation between 2008 and 2030.

4.7 The Vision 2030 provides the overall policy framework that should lead the country to attain the status of a newly industrialized country by the year 2030. The Vision 2030 will be implemented in medium term plans of 5 years – with the first one that has just ended: the First Medium Term Plan 2008 – 2012.

4.8 The objectives established under the Uasin Gishu CIDP are directly responsive to the aspirations of Kenya Vision 2030. Regarding agriculture, the CIDP has earmarked the sector as having responsibility for household food security; and as a source of income and employment. The CIDP has identified the potentials inherent in the sector for value addition utilizing crop, livestock and fishery products.

4.9 Regarding education, the Kenya Vision 2030 is emphatic on the country's commitment to the attainment of Education For All (EFA) and the Millennium Development Goals. The country responded by developing the Kenya Education Support Programme (KESSP) which placed the implementation of FPE at the centre-stage of the sector's development. The CIDP has benchmarked all its educational indicators on the national targets as established in Kenya Vision 2030. The CIDP has accordingly established indicators for access, transition and performance in Basic and Tertiary education based on those established in Vision 2030.

4.10 Land issues relating to population pressure and factors such as growing population densities which are issues in Vision 2030 have been addressed under the CIDP. The unplanned settlement and continued fragmentation of land into uneconomical units has received due attention in the CIDP as an important phenomenon in Uasin Gishu County. In the same vein, the conversion of wetlands and catchment areas into farm land leading to increased vulnerability and environmental damage has been addressed. Similarly, insecure land ownership is a major issue that has been flagged under Vision 2030 and in this CIDP. According to Vision 2030, land adjudication and registration covers only 30% of the country. The CIDP is equally sensitive to the need for security of tenure in land ownership in the Uasin Gishu County. It also deals with issues of sustainable land use and the need to automate land information to expedite land transactions and enhance the security of land records.

4.11 The Vision 2030 also recognizes the important role the trade sector is set to play in Kenya. To achieve the economic growth of 10% wholesale and retail trade have been identified as key to achieving this target. The sector is expected to mainstream the informal sector by ensuring secure business locations, access to

credit, training and access to markets. The Uasin Gishu CIDP has echoed these aspirations and has accordingly selected strategies for implementation.

Linkage with Neighbouring Counties in Cross-cutting Projects

4.12 The development of the CIDP is conscious of the need for inter-County collaboration in planning and implementation of cross-border projects and programme activities. The CIDP has singled out such projects and mentioned the need to establish trans-border teams for implementation. It has also identified those projects which will be implemented within the County; but whose catchment transcends the neighbouring Counties and even neighbouring countries.

4.13 The CIDP has for example proposed the translocation of the existing Moi Referral Hospital from the current location to a new and expansive location on the outskirts of Eldoret town. Whereas this facility will be implemented as a national level project, it will confirm the status of Uasin Gishu County as the hub of medical referral services for the entire region. Moreover, the establishment of the proposed facility defacto obviates the need for the other Counties in the region to plan for the establishment of other referral services of the same scale.

4.14 Other trans-border projects including the protection of catchment areas and establishment of Borstal Homes and Protection Centres for Orphans and Vulnerable Children have been identified as possible areas of cross-border collaboration. Lastly, programmes that fall under Regional Development Bodies and which transcend County borders have been identified for collaborative implementation with neighbouring countries.

Linkage with the Millennium Development Goals (MDGs)

4.15 Over the years, global challenges have continued to affect Kenya immensely. The rise in global food prices, global energy and the slowdown in economic growth affected the economies of many countries around the world, Kenya included. These developments continue to impact negatively on the Kenyan economy leading to high domestic food, energy and transport costs.

4.16 Kenya was one of the 189 countries of the world to adopt the MDGs whose main objective was to obtain the commitment of the signatories to defining a common vision of development; and in the process, ensuring basic human development. This was to be done by adopting the MDGs. The eight MDGs agreed upon include: eradicate extreme poverty and hunger achieve universal primary education; promote gender equality and empowerment of women; reduce child mortality; improve maternal health; combat HIV and AIDS, malaria and other diseases; and ensure environmental sustainability and develop global partnership for development.

4.17 Under this County Integrated Development Plan, responsibility for addressing the national obligations for MDGs has been placed under the respective sectors. Eradication of extreme poverty and hunger have infact been flagged as two of the development goals of the CIDP. At the sectoral levels, responsibility for their attainment has been placed under two Directorates: Agriculture, Livestock and Fisheries; and Trade Industrialization, Tourism, Wildlife and Enterprise Development.

4.18 It is envisaged that the objectives set under these sectors and the concomitant strategies selected to achieve them will enable the County move towards achieving the relevant MDG targets.

4.19 Similarly, achievement of universal primary education and the promotion of gender equality and empowerment of women have been appropriately addressed under Education, Culture, Social Services and Sports sector. The CIDP has benchmarked its indicators for primary education development in the County on both national and MDG specifications. The attainment of the targets in primary education will therefore, walk the County towards attaining the MDGs.

4.20 The MDG regarding reduction in child mortality has also been addressed under the County chapter on Health Services. The CIDP target is to reduce the County Infant Mortality Rate from 48% in 2012 to 10% by 2018 – thus, moving the County closer to the MDG target. Strategies for combating HIV/AIDS, malaria and other diseases have also been articulated under the Health Sector. The County CIDP proposes to reduce the HIV prevalence rate from 4.3% in 2012 to 3.5% by 2018. Strategies for addressing malaria and other diseases include the intensification of Primary Health Care and Community Health interventions, Integrated Management of Childhood Illnesses (IMCI) and Chronic Disease Management have all been selected under the CIDP.

4.21 MDG requirements relating to environmental sustainability have been appropriately addressed in the CIDP under the Water, Energy, Environment and Natural Resources sector. Lastly, whereas issues relating to global partnership for development will be more comprehensively addressed at the national level, the CIDP nonetheless recognizes the importance of global and regional collaboration in the appropriate areas of its programme.

Linkage with Sectoral and Urban Plans

4.22 The Uasin Gishu CIDP has been developed with full cognizance of the issues and challenges currently facing the Kenya's development sectors. The Chapter of the CIDP on County Sociol-Economic Development, Challenges and Strategies presents a situation analysis of the key sectors; but on a County scale.

4.23 Reference has, therefore, been made to the national Strategic Plans of key sectors. This is because some of the sectoral challenges facing the Country may be found in the County. The selection of County objectives and strategies in the CIDP therefore, to a large extent mimics those found in the national sector plans.

4.24 The CIDP also bears a strong linkage with the Strategic Plan of the Municipal Council of Eldoret: 2008 – 2013. The Municipal Plan identified ten pillars that would steer the Council towards the achievement of its Vision. These are:

- 1) Decongestion of CBD;
- 2) Enhancement of Disaster Management;
- 3) Effective management of solid waste;
- 4) Promotion of environmental conservation and beautification;
- 5) Enhancement of revenue collection, efficient and prudent utilization of resources;
- 6) Maintenance of high health standards, combating diseases and HIV/AIDS pandemic;

- 7) Facilitation of positive change in the lives of the disadvantaged and less fortunate in Eldoret;
- 8) Maintenance of high quality education and enrolment in primary schools;
- 9) Enhancement of institutional capacity building; and
- 10) Strengthening institutional governance and improvement of public image.

4.25 All the above pillars have been assimilated under the CIDP as objectives. This therefore makes the Municipal strategic plan a sub-set of the CIDP. Lastly, the new organizational structures under the CIDP have inherited some aspects from the Council's organization structure. On completion of the restructuring and staff rationalization initiatives proposed in the CIDP, the structures and staff will be completely fused.

CHAPTER FIVE

5.0 THE INSTITUTIONAL FRAMEWORK FOR IMPLEMENTATION

5.1 To implement the planned activities of this CIDP, the County will focus on strategic staffing which will entail defining the staffing requirements of the programme and internal operations. This is important considering that the aim is to appropriately match skills and job requirements. At the same time, the aim is to fuse together staff from the Civil Service and the former Municipal Councils. The activities will involve recruitment, promotion, transfer, redeployment, attrition, retention etc.

5.3 An assessment conducted indicates the following shortcomings: inadequate staff with sufficient skills, lack of plans for staff development, undefined Schemes of Service, weak financial and procurement systems, an ineffective performance management system, inadequate facilities, equipment and unreliable transport, inadequate office facilities, insufficient ICT integration in operations, inadequate financial resources, lack of representation in some sub-counties wards, locations and sub-locations. All these constraints require addressing for the effective implementation of the CIDP.

PUBLIC SERVICE MANAGEMENT

5.4 UGC faces a variety of complex institutional challenges. To address these challenges, Human Resources, in collaboration with our stakeholders, must provide knowledge, service and excellence that transcend organizational boundaries. This strategic plan aligns Human Resources with top priorities identified in the CIDP

Issues driving the need for strategic staffing

1. Increased public expectation for responsiveness.
2. The need to ensure that employees possess the right skills to meet the county priorities – focusing on critical issues
3. Employee development and classification: Addressing the skills gaps for existing employees; To address the obsolete/nil employee skills
4. Changes in how the county government will do its business to meet the prioritized needs
5. Devolved government functions that have to be carried out at the county level – integrating all the county staff (former National government staff, Wareng and Burnt forest staff and Eldoret Municipal staff)
6. To train staff on change management - To develop career paths and systems that will attract/retain qualified and diverse applicants.

Human Resource focus areas

1. Harmonization of terms of service –
2. Payroll system - Payroll clean up. Head count – qualification and validation of certificates – KNEC and other education institutions.
3. Restructuring/amalgamation - HR audit vis a vis county functions/skills. Steps after the HR audit which will determine gaps and surpluses, help in making decisions to create and develop staffing plans from the proposed structure and coming up with the desired workforce which in turn is expected to be efficient and effective by measuring results

4. Restructuring of staff from central government, TA, County and council employees, different payrolls.
5. Developing a performance management system.
6. Managing rationalization – severance pay, skills, competence
7. Auditing – creating an internal oversight framework
8. Developing policy guidelines for all the HR operations
9. Capacity building: Change management, Performance management, Team building and understanding devolution
10. A citizen service centre and the need to integrate services.
11. High Ethical standards: Ensure that our actions and behaviors are grounded in high ethical standards and contribute to a respectful and welcoming work environment.
12. Compliance with the law
13. Reduce people interaction with money

5.5 Human Resource’s strategic goals are:

Leadership: Strengthen leadership capability and capacity throughout the county of UG to encourage high levels of performance and productivity that sustain excellence.

Efficiency and effectiveness: Achieve overall efficiency and increase operational effectiveness to support and advance county goals.

Performance management: measuring performance.

5.6 **Health & safety** Focus on health and well-being, reduce the health care cost trend and enhance productivity. (Measured by using downtime of each staff). How? Offer regular opportunities to identify health risk factors and access high-quality interventions to reduce them, Implement targeted interventions to help county staff and their families better manage chronic conditions that impact health costs, absenteeism, productivity and quality of life. Implement cultural and physical improvements to support healthy behaviors.

AUTOMATION OF HR RECORDS AND OTHER COUNTY RECORDS

Human Resource Technology Plan

5.7 Automation of HR processes. Examples of technology needs include: end-to-end integration with and new applicant tracking system, completion of e-Forms, enabling workflow to support managers for HR policies and procedures (e.g reminders, probationary period reminder, triggers and rehire eligibility), data collection of HR information such as exit interview data, time-to-fill and cost-per-hire information for recruitment, development and tracking of workplace safety metrics, tracking of performance management information and automated survey tool to assess HR performance and effectiveness.

5.8 This will involve centralizing the county registry. Future needs will include ability for e-forms and correspondence to be automatically attached through workflow background checks, employment verifications, court records checks and driver’s license checks, compensation.

Performance Management

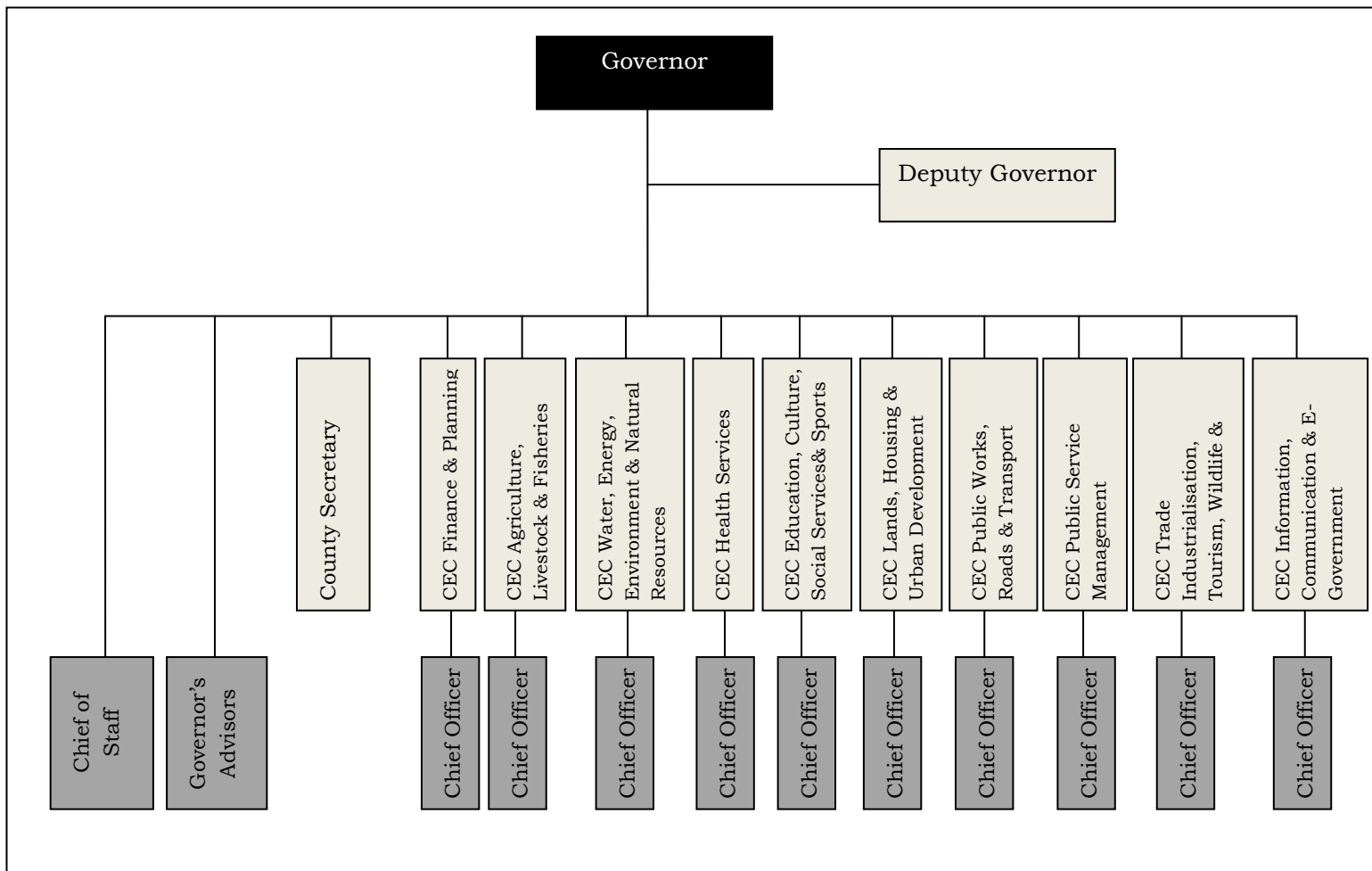
5.9 A solid performance management system is the foundation for incentive compensation and succession planning programs. Succession planning begins with definition of target performance and behaviors, assessment of bench strength, identification of future leadership needs and development of a plan to close the gaps. Performance management begins with competency-based job descriptions with expected performance and behavioral outcomes. Managers must understand the differences between unsatisfactory, meeting and exceeding performance expectations.

5.10 All employees should have an annual performance evaluation with goals for the next year. High performers should be rewarded. Low performers should have performance improvement plans with a specified time period for improvement – with no improvement they should be removed from the position.

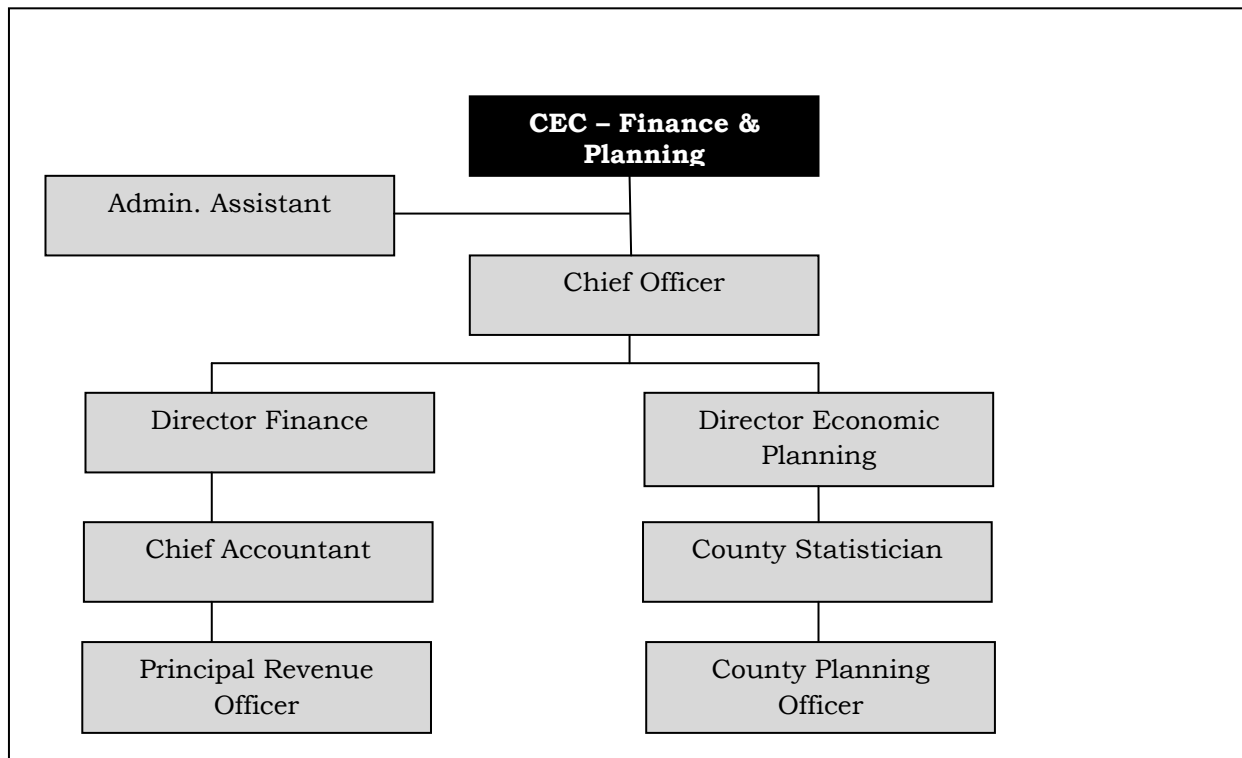
Proposed Organization Structures

5.11 The services of the County will be run through the following organizational structures:

Uasin Gishu County Government Executive Organization Structure



Organization Structure of Finance and Economic Planning



Finance, Economic Planning

This Directorate will be responsible for the following functions:-

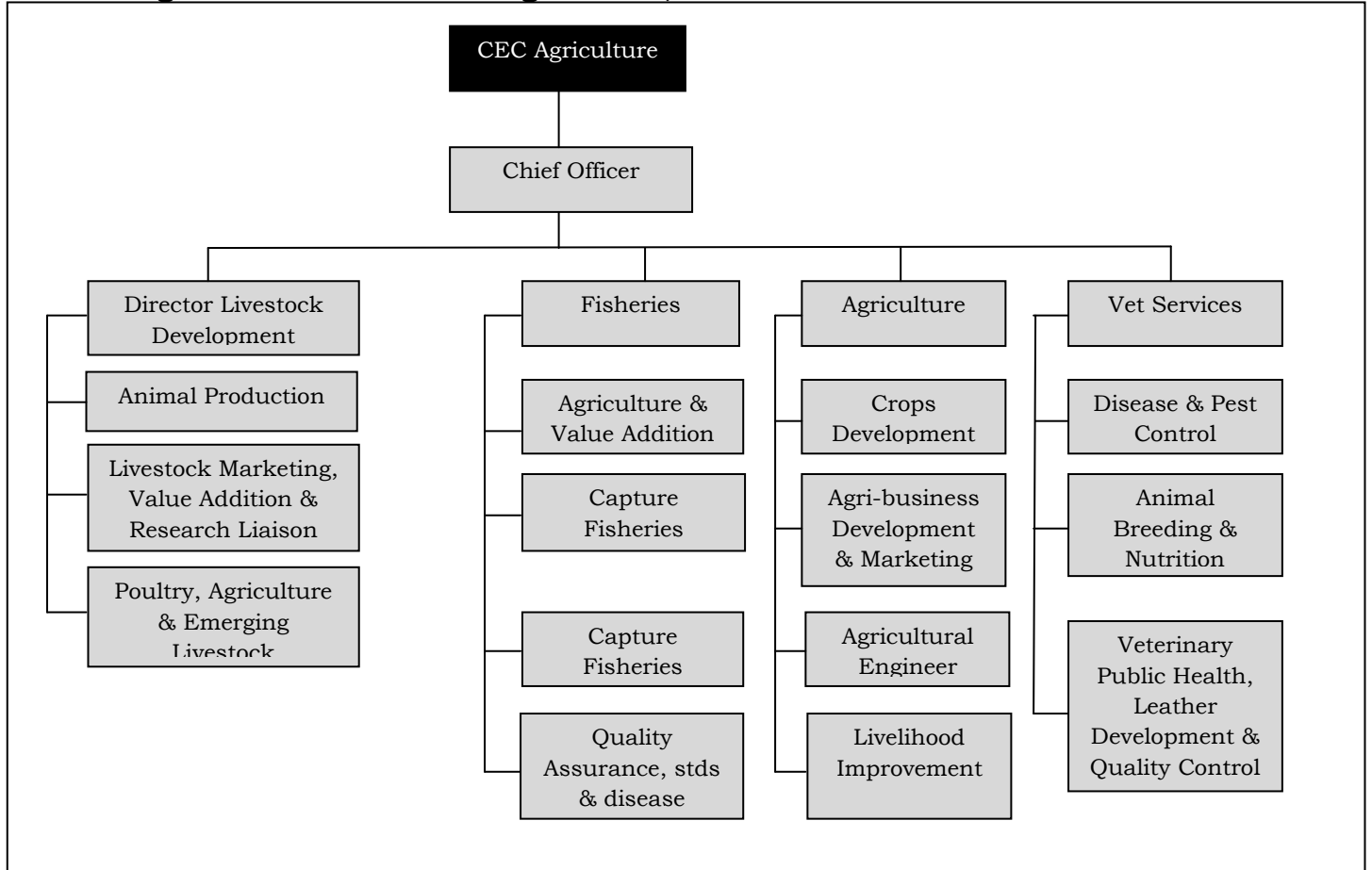
County Functions in Finance

- 1) County budget preparation and implementation;
- 2) Budgetary monitoring and reporting;
- 3) Revenue collection and management;
- 4) Expenditure management and control;
- 5) Cash office management;
- 6) Management of accounting books, records and reporting; and
- 7) Financial audit and reporting.

County Economic Planning and Development Functions

- 8) Coordinate the development of County Integrated Development Plan;
- 9) Monitor, Evaluate and Report on the implementation of County Integrated Development Plan;
- 10) Coordinate the implementation of National development policies and programmes;
- 11) Establishment of County and lower level Information and Documentation Centres;
- 12) Manage County statistics;
- 13) Coordinate the preparation of County annual work plans; and
- 14) Coordinate the preparation of County budgets and monitor budget implementation.

Organization Structure of Agriculture, Livestock & Fisheries



Agriculture, Livestock and Fisheries

This Directorate will be responsible for the following functions:-

County Functions in Agriculture

- 1) Formulate and align County policies to National Policies for Implementation at County levels;
- 2) Develop and disseminate appropriate technologies and strategies through Good Agricultural Practices (GAP) through strengthened Farmer Extension Research linkages;
- 3) Capacity build farmers and other stakeholders through Agriculture Advisory services and coordinate farmer trainings at the Agriculture Training Centres (ATCs);
- 4) Provide field extension services to farmers on technology application in crop husbandry practices and integrated pest and disease management;
- 5) Carry out food security and nutrition campaigns through stakeholder and other mechanisms;
- 6) Promote food safety and safe use of pesticides at the same time providing farmer training on pre and post harvest handling of crops and produce;
- 7) Maintain mechanisms for Early Warning Systems through proper collection and management of data and information on crops and food security;
- 8) Promote farmer organizations and Youth in Agriculture, farming as a business, Agriculture Value Chains and Entrepreneurship;
- 9) Provide data and information on farm inputs and create mechanisms for increased access to farm inputs;

- 10) Promote the concept of Warehouse Receipting Systems (WRS), market surveys and disseminating information on market prices to farmers;
- 11) Provide advisory services on soil and conservation technologies;
- 12) Prepare agriculture land use plans and assist farmers do farm layouts and farm plans;
- 13) Provide advice on maintenance of standards on agricultural machinery and equipments for on-farm mechanization and agro-processing (calibration of equipments and machinery);
- 14) Promote on-farm water applications and management;
- 15) Provide advisory services on agricultural environmental management and biodiversity; and
- 16) Mainstream socio-economic (cross cutting) perspectives in Agricultural Development.

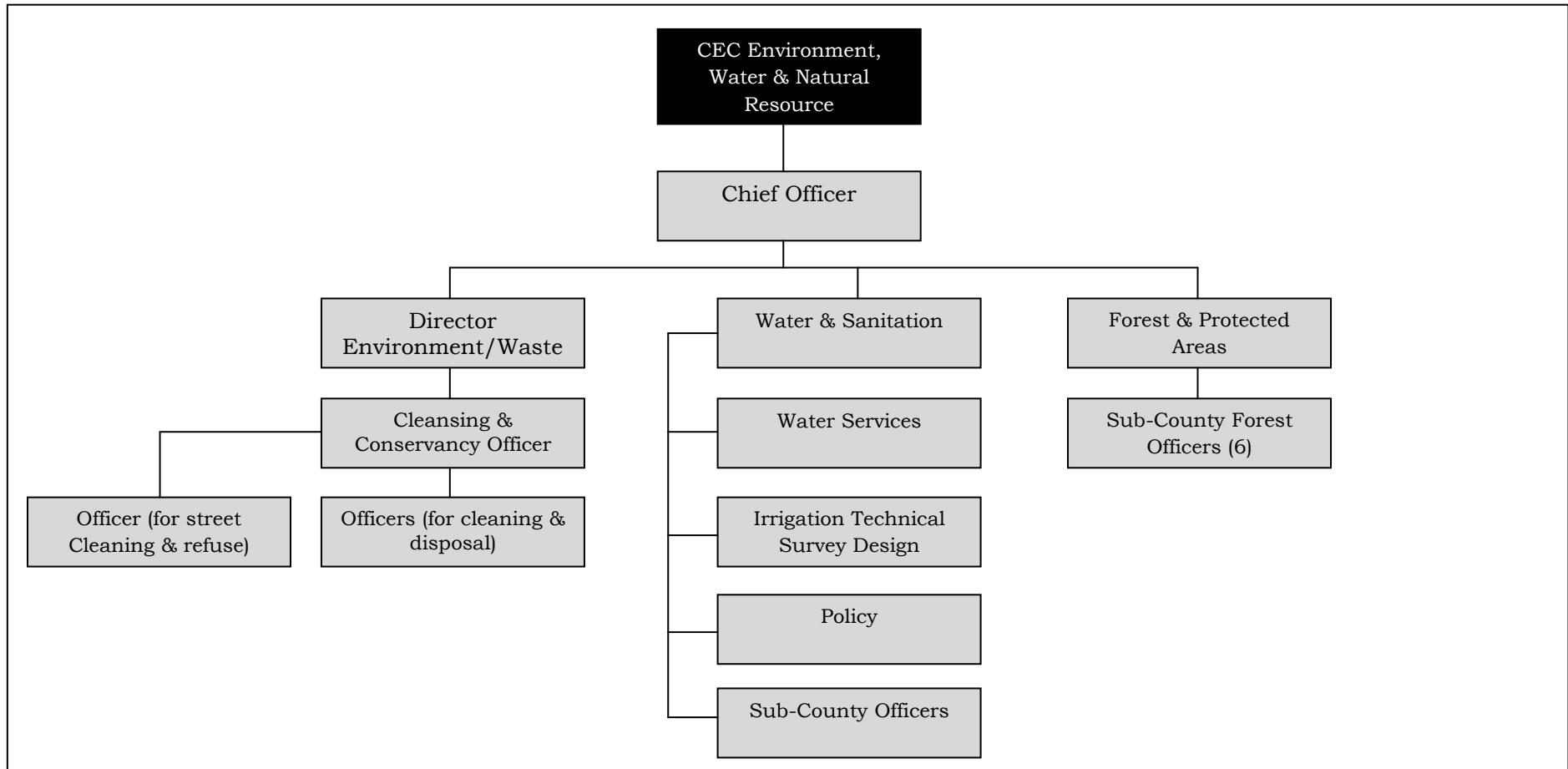
County Functions in Livestock

- 17) Implementation of national policies in livestock development;
- 18) Animal control and welfare services;
- 19) Provision of facilities for the accommodation, care and burial of animals;
- 20) Coordination of implementation of national disease management strategies;
- 21) Disease vector surveillance and control;
- 22) Coordination of primary animal health care, including vaccination campaigns;
- 23) Coordination of provision of livestock sale yards, livestock markets and associated infrastructures;
- 24) Coordination of construction of County abattoirs;
- 25) Implementation of animal reproductive services including Artificial Insemination;
- 26) Implement livestock programmes and projects; and
- 27) Develop markets and agro-processing infrastructure.

County Functions in Fisheries

- 28) Implementation of national policies on fisheries development;
- 29) Provision of fisheries extension services;
- 30) Enforcement of compliance with regulations and standards on fish quality;
- 31) Promoting market development and value addition initiatives;
- 32) Development and maintenance of County specific fish related infrastructure;
- 33) Development and implementation of local fisheries projects;
- 34) Fisheries licensing and management;
- 35) Collection of Fisheries Statistics;
- 36) Implementation of training programmes and plans for fish farmers; and
- 37) Supervision of government activities related to fisheries management and security to ensure that there is harmony and adherence to fisheries laws and regulations.

Organization Structure of Water, Energy, Environment and Natural Resources



Water, Energy, Environment and Natural Resources

This Directorate will be responsible for the following functions:-

County Functions in Water and Irrigation

- 1) Implementation of specific national policies and programmes;
- 2) Water supply, storage and distribution;
- 3) Development of County Water Strategy and Plans;
- 4) Implementation of national strategies, standards and dam safety guidelines;
- 5) Coordinate research and development on:
 - Appropriate technology
 - Water security
 - Reuse of water utilization.
- 6) Implementation of research findings;
- 7) Coordinate the regulation of water provision, monitor compliance with set standards on water quality, effluent standards and service levels;
- 8) Implement regulatory requirements;
- 9) Implement national water quality and effluent discharge standards and service provision regulations;
- 10) Coordinate implementation of water rules, regulations and water dispute resolution mechanisms;
- 11) Coordinating the participation of communities in water governance at the local level;
- 12) Coordinate the management of water related disasters, manage early warning systems, ensure preparedness and support recovery for drought and flood disaster, monitor utilization of disaster management resources;
- 13) Formulate County specific based disaster management strategies;
- 14) Implement disaster management programmes;
- 15) Coordinate implementation of national WAB development programmes and projects;
- 16) Coordinate development of cross-county and inter/intra basin transfers water systems (storage, pipelines, canals treatment works);
- 17) Resource mobilization and funding of community irrigation schemes;
- 18) Establishment and maintenance of linkage mechanisms with stakeholders and National Government;
- 19) Water catchment protection and conservation;
- 20) Monitoring and evaluation of small holder/community irrigation schemes; and
- 21) Coordination of development and management of sewerage and storm water systems should be captured in the water services functions.

County Functions in Energy

- 22) Implementation of County specific policies on electrical energy, renewable energy, geothermal exploration and development;
- 23) Collection of data/statistics necessary for energy projects designs e.g. river flow data could be provided at County level;
- 24) Supervision, monitoring and evaluation of Rural Electrification Projects;
- 25) Implementation of Rural Electrification Projects;
- 26) Supervision of generation of hydropower, thermal, nuclear, wind, solar within the County;
- 27) Generation: small hydropower, small geothermal, thermal less than 3MW as IPPs;

- 28) Undertake feasibility studies for County based projects;
- 29) Coordination of County-based feasibility studies;
- 30) Generation of energy statistics;
- 31) Undertake County specific feasibility studies for projects less than 3MW;
- 32) Coordination of licensing and registration, formulation and enforcement of standards, codes and regulations;
- 33) Licensing and registration of projects of 3MW and below;
- 34) Planning, Development, Operation and Maintenance of Mini-grids and dispersed (isolated) systems;
- 35) Generation of Energy Support Data;
- 36) Mobilizing financial resources for County-specific energy projects;
- 37) Monitoring and evaluation of Renewable Energy Projects, particularly those being undertaken by Ministry of Energy SAGAs and consultants;
- 38) Coordination of research studies – desk studies, design and development plans for County – specific research projects and innovations;
- 39) Coordination of piloting – identifying and piloting technologies that have potential in each of the Counties;
- 40) Coordination of rolling out/scale up of technologies that have potential in specific Counties;
- 41) Promotion of appropriate renewable energy technology through extension, training/capacity building, public awareness campaigns and demonstration;
- 42) Promotion of Energy Efficiency and Conservation (EEC);
- 43) Training energy managers;
- 44) Undertaking energy audits in public buildings, industry, commercial buildings and institutions;
- 45) Promotion of Minimum Performance Standards (MEPS) and Labels for energy equipment and appliances;
- 46) Undertaking preliminary assessments, mapping and allocation of steam (Geothermal) blocks;
- 47) Coordination of implementation, monitoring review and impact evaluation;
- 48) Preliminary assessments, mapping, demarcation, feasibility studies and allocation of coal blocks;
- 49) Coordination of development of coal mining and infrastructure;
- 50) Registration and enforcement of standards, codes and regulations;
- 51) Coal Promotion Marketing and Public awareness;
- 52) Coordination of exploration, feasibility studies and development of oil and gas blocks;
- 53) Coordination of demarcation and allocation of potential oil blocks;
- 54) Coordination of preliminary exploration of oil and gas;
- 55) Coordination of feasibility studies and development of geothermal stations;
- 56) Statistics and data collection;
- 57) Statistics and data reporting and enforcement of regulation especially environmental energy – Energy Act 2002;
- 58) Gas Transportation distribution (Gas reticulation); and
- 59) Petroleum and Gas handling and storage.

County Functions in Environmental and Forestry Services

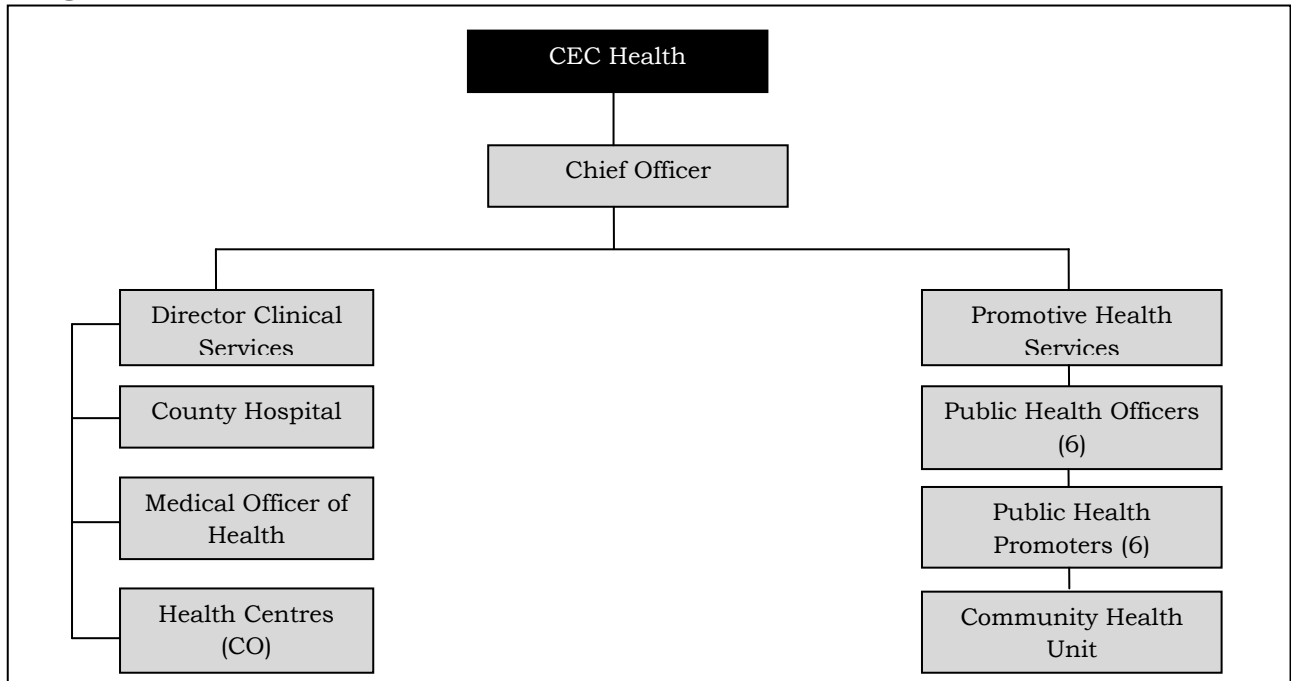
- 60) Implementation of national policies at the County level;
- 61) Conservation, control and protection of water catchment areas;
- 62) Control of:- Air pollution, Noise pollution, Other public nuisance and outdoor advertisement;
- 63) Management of forest and water conservation;

- 64) Management of parks and sanctuaries;
- 65) Acquisition of data on weather, climate, water and related environmental information;
- 66) Provision of essential data and information to support systems such as agriculture, water resources, human health, disaster management and transport for improving the well-being of societies;
- 67) Rehabilitation and protection of indigenous forests in the all catchment areas;
- 68) Rehabilitation and restoration of degraded river basin systems;
- 69) Waste management systems;
- 70) Development and coordination of the implementation of National Climate Change Response Strategy;
- 71) Development and promotion of initiatives for mainstreaming poverty reduction in environment programmes;
- 72) Mainstreaming gender in environmental governance;
- 73) Promotion of school-based partnerships and clubs in environmental conservation and management;
- 74) Integrated lake basin development programmes;
- 75) Licensing of prospecting rights;
- 76) Licensing for quarrying of building and construction materials;
- 77) Inspection of mines;
- 78) Inspection of explosives;
- 79) Coordinate NEMA field operations;
- 80) Mobilize resources for implementation of NEMA activities;
- 81) Facilitate environmental education;
- 82) Enforce environmental regulations and standards; and
- 83) Promote compliance with the environmental laws, regulations and standards.

County Functions in Land Reclamation

- 84) Location policy formulation to address specific County reclamation function;
- 85) Form build capacity of land reclamation County Committees;
- 86) Map and quantify degradation level;
- 87) Enforce reclamation of degraded lands;
- 88) Design, implement and evaluate flood ad degradation mitigation measures;
- 89) Control and plan land degradation preventive initiatives for the region;
- 90) Supervise projects to ensure compliance with technical guidelines and standards;
- 91) Coordinate work plan and budget preparation and implementation Form and build capacity of Land Reclamation Committees;
- 92) Technical/engineering maps, supervise, design and ensure compliance;
- 93) Extension and outreach (preventive services) and cross cutting issues;
- 94) Environment conservation and protection – forestry;
- 95) Work with communities and coordination implementation of identified reclamation initiatives – Construction sites;
- 96) Identify and implement flood management and land degradation preventive initiative;

Organization Structure of Health Services



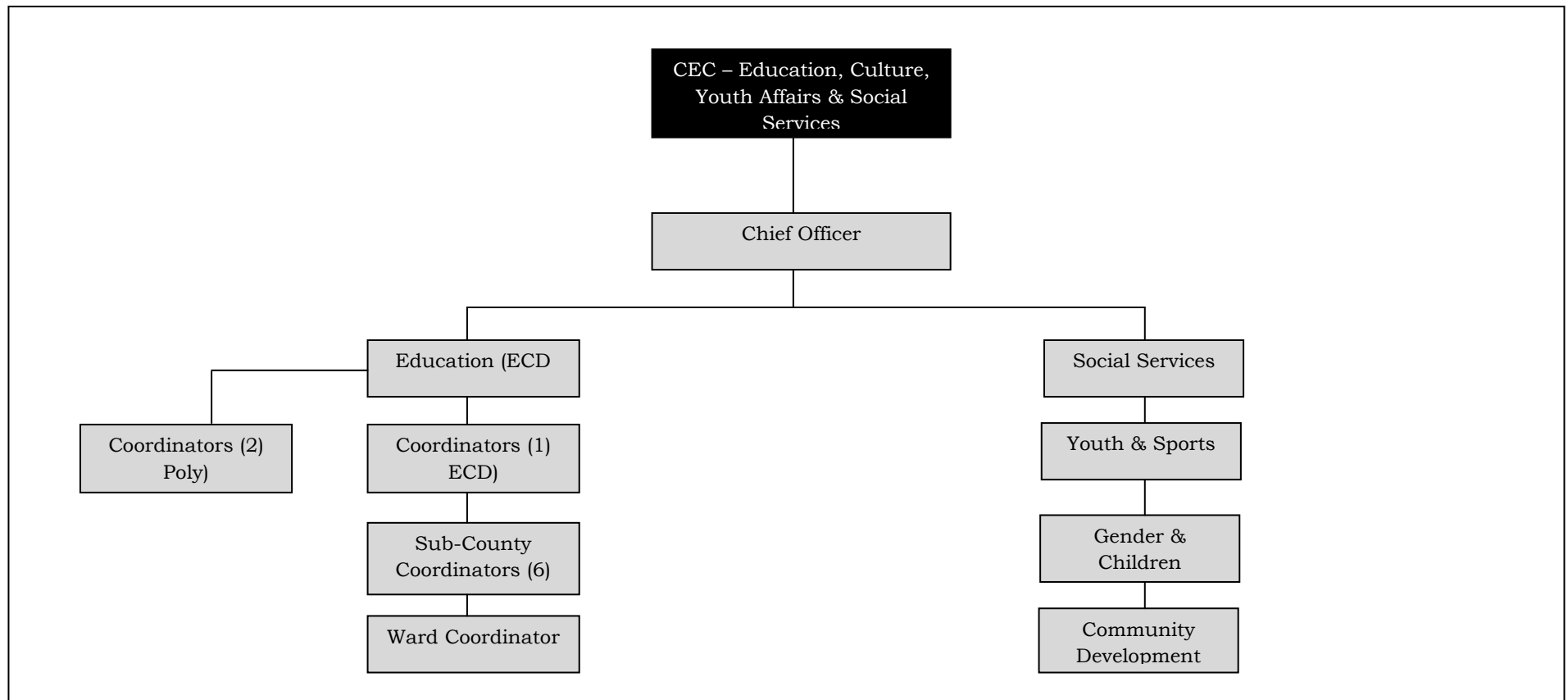
Health Services

This Directorate will be responsible for the following functions:-

County Functions in Health Services

- 1) Implementation of National and County policies at the County level;
- 2) Provision of Community Health Services;
- 3) Provision of Health Education;
- 4) Quarantine Administration;
- 5) Implementation of preventative health programmes including vector control;
- 6) Provision of reproductive health services;
- 7) Provision of radiation protection services;
- 8) Mosquito control;
- 9) Provision of promotive health services;
- 10) Promotion of food quality and hygiene;
- 11) Health inspection and other public health services;
- 12) Provision of National Public Health Laboratory Services;
- 13) Provision of Government chemist services;
- 14) Provision of curative service, National Government policy to top up (conditional grant);
- 15) Treatment and management of HIV/AIDS and other Sexually Transmitted Infections;
- 16) Provision of maternity services;
- 17) Management of clinics, hospitals, health centres and dispensaries;
- 18) Provision of Health Insurance Services;
- 19) Provision of Clinical Laboratory Services;
- 20) Development and management of public mortuaries, cemeteries and crematoria;
- 21) Coordinate procurement, distribution and management of drugs and medical supplies;
- 22) Community Services.

Organization Structure of Education, Youth Affairs, Culture and Social Services



Education, Youth Affairs, Culture and Social Services

This Directorate will be responsible for the following functions:-

County Functions in Education, Youth Affairs, Culture and Social Services

- 1) Implement, maintain and improve standards in education and training institution other than universities;
- 2) Coordination of quality assurance and standards assessment activities in the County;
- 3) Coordination of subject mastery and pedagogical skills upgrading;
- 4) Ensuring the approved list of teaching/learning materials reach the sub-County;
- 5) Coordination of co-curricula activities in the County;
- 6) Ensure that established parameters are maintained and improved in the County;
- 7) Advise the County Board on matters pertaining quality and standards;
- 8) Ensure the guidelines are observed in schools;
- 9) Advising the County Education Board on matters related to education standards;
- 10) Maintain records of QASOs in the County;
- 11) Coordination of talent identification in the County;
- 12) Coordinate, process and analyses assessment reports in the County;
- 13) Coordinate collaboration with stakeholders and other partners in education;
- 14) Ensure adherence to international conventions and commitments;
- 15) Monitor and evaluate Ministry of Education programme at the County level;
- 16) Implement reforms in Education for improved service delivery in the sector;
- 17) Coordinate data management in the County;
- 18) Supervise the implementation of ICT in education;
- 19) Coordination of Public Private Partnerships;
- 20) Coordination of education projects in the County;
- 21) Eligible learning institution access FPE funding;
- 22) Monitoring and tracking receipt and utilization of FPE in all (100%) public primary schools;
- 23) ToTs cascade training on IM procurement and financial management to Head teachers and SMCs;
- 24) Sufficient copies of IM documents availed to all public primary schools;
- 25) Implementation of education policies;
- 26) Capacity building for education managers, teacher (stakeholders);
- 27) Collect financial requests from different schools; rank them in order of merit and forward them to the County for infrastructure to Headquarters;
- 28) Monitoring of infrastructure projects funded by the GOK/Development partners and forwarding the reports to HQs with a copy to CDE;
- 29) Provide technical support and monitoring of donor funded projects;
- 30) Implementation of school health policies and strategies;
- 31) Implement the school meals programmes;
- 32) Conduct training workshops for the stakeholders SMCs and community members on the implementation of school health, nutrition and meals programme;
- 33) Support school children de-worming, provision of Vitamin A supplementation, immunizations, trachoma control and other infection control;
- 34) Implement the provision of safe water and sanitation and health, hygiene promoting education;

- 35) Implement the skills based health hygiene and nutrition education;
- 36) Provide and receive feedback of the M&E of the SHN & M activities;
- 37) Implement ECDE policy;
- 38) Domesticate the policy;
- 39) Monitor policy implementation;
- 40) Supervision of curriculum delivery;
- 41) Provision of facilities, equipment, learning and play materials for pre-school;
- 42) Conduct inset for teachers;
- 43) Develop the standards for each classroom for ECDE and provision of adequate budgetary allocation for schools and operational costs for ECDE sub-sector;
- 44) Conduct training/sensitization workshops;
- 45) Provide funding for advocacy;
- 46) Domesticate the curriculum;
- 47) Train and build capacity of teachers;
- 48) Supervise KNEC Exam;
- 49) Coordination of training of teachers;
- 50) Receive, vet/recommend schools and ensure compliance with set regulations;
- 51) Undertake school mapping to determine new sites;
- 52) Approve and recommend schools for registration;
- 53) Recommend change in status schools;
- 54) Enforce closure of non-compliant schools;
- 55) Registration of applicants for PI course;
- 56) Assessment of applicants using prescribed form;
- 57) Meriting of qualified candidates;
- 58) Submission of merit list to MOE through the County Education Director;
- 59) Dispatch of letters to successful candidates;
- 60) Mainstreaming of SNE issues;
- 61) Promotion of equitable allocation of resources to SNE institutions/learners;
- 62) Promotion of inclusion/participation of SNE learners in programmes earners;
- 63) Statutory assessment of SNE learners;
- 64) Financial support to SNE learners;
- 65) Confirmation of BOG Selection/Appeals;
- 66) Coordinate recruitment;
- 67) Prepare SNE teachers' demand list per sub-County;
- 68) Partnerships' agreement and partners mapping;
- 69) Needs assessment/service provision gap analysis and validation;
- 70) Objectives realignments;
- 71) Supplement financial support to SNE institutions/programmes;
- 72) Bursaries and income generating activities;
- 73) Monitor policy implementation;
- 74) Provision of facilities, equipment, learning and instructional materials for primary, secondary and special needs schools;
- 75) Coordinate primary and secondary INSETs;
- 76) Implementation of Alcohol and Drug abuse policy in the workplace;
- 77) Identification and realization of performance targets;
- 78) Preparation of data and statistics of Education Officers;
- 79) Implementation of national ACE policies on teacher management, BAE, special programmes and life-long learning;
- 80) Coordination of the implementation of County specific policies;

- 81) Monitoring and supervision of implementation of national and County specific programmes;
- 82) Provision of basic, post literacy, NFE and special programmes;
- 83) Provision of secondary education for adults and out-of-school youths;
- 84) Monitoring and implementation of the NQE;
- 85) Monitoring County specific policies on collaboration, networking and partnerships with CSOs, FBOs, CBOs and NGOs in the provision of ACE;
- 86) Signing of MoU with partners;
- 87) Vetting of ABE, NFE and CLRC managers;
- 88) Verification of registration documentations;
- 89) Coordinate the implementation of BAE policies and functions;
- 90) Coordinate the functions of Advisory Committees;
- 91) Ensure adherence to guidelines and regulations governing ACE programmes and projects;
- 92) Resource mobilization for ACE programmes;
- 93) Coordinate curriculum implementation in ABE, ACE, NFE centres;
- 94) Coordination of the distribution of T/L materials;
- 95) Assessment of ABET 2 curriculum;
- 96) Implementation of language of instruction policy;
- 97) Coordination of monitoring, supervision and evaluation of ACE curriculum;
- 98) Establish committees to coordinate advocacy and publicity for ACE programme;
- 99) Source and disseminate IEC materials;
- 100) Develop and design publicity materials;
- 101) Establishment of Boards of management to run the ACE, ABE and Institutes;
- 102) Approval of courses and programmes offered at the MDTIs;
- 103) Specialized ACE teachers' training at MDTIs;
- 104) Coordinate ACE teachers' assessment;
- 105) Continuous teacher education and assessment programmes;
- 106) Coordinate the conduct of research in ACE;
- 107) Registration of examination centres;
- 108) Coordination of examinations;
- 109) Prepare the Officers to conduct evaluations at their level;

County Functions in Youth Affairs

- 110) Promotion of Youth Health;
- 111) Nurturing Youth Artistic Talent;
- 112) Addressing Youth Crime and Drugs;
- 113) Promoting Youth Agriculture and Environmental Protection;
- 114) Mainstreaming Gender Concerns in Youth Programs;
- 115) Addressing Special Needs of Youth;
- 116) Providing Guidance and Counseling Services for Youth;
- 117) Managing and promoting Youth Enterprise Funds;
- 118) Developing Youth Employment Programs;
- 119) Promoting Research for Youth Development;
- 120) Integrating ICT in Youth Programs;
- 121) Promoting Empowerment of Youth;
- 122) Participating in development of Youth Policy;
- 123) Providing essential infrastructure for Youth Development;
- 124) Developing Youth Networks for Social Mobilization;
- 125) Promoting Youth peace in Social Integration;

- 126) Promotion of Youth projects;
- 127) Administration of programmes and Institutions for children's care and development;

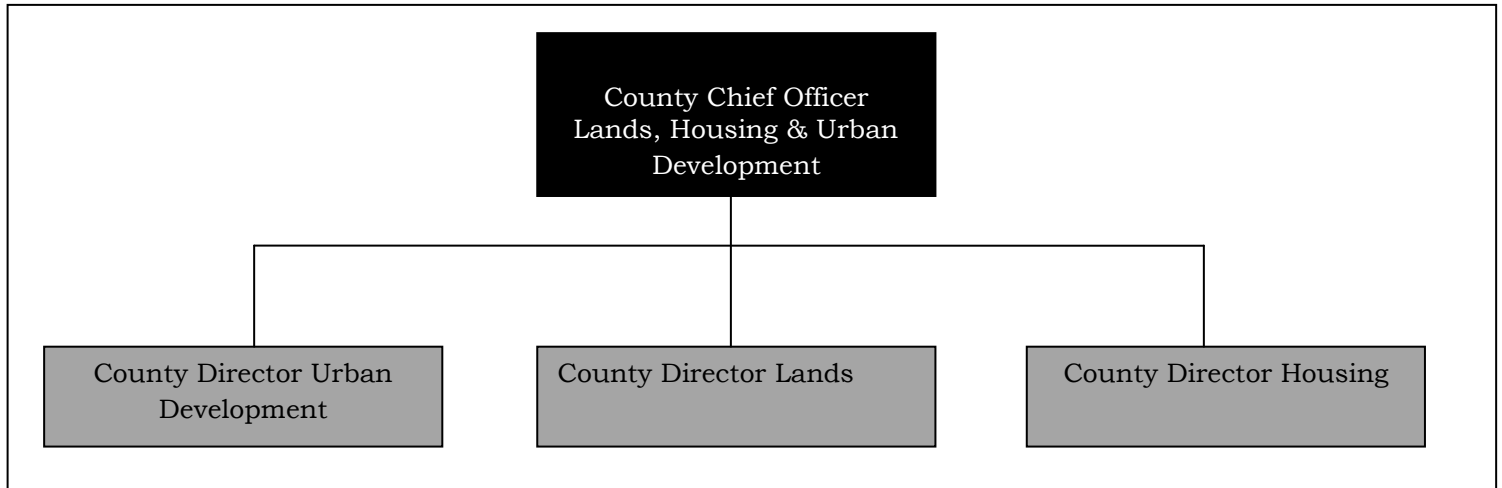
County Functions in Culture and Social Services

- 128) Implement policies and programmes on child protection and care including CT-OVC programme;
- 129) Enforcement of policy, guidelines and standards on child protection, participation, care, reintegration and children going through the juvenile system in the County;
- 130) Maintenance and custody of records and data on the management of children services in the County;
- 131) Networking with relevant government department, public and private agencies to ensure the efficiency and effectiveness of all social programmes established in the interest of all children in the County;
- 132) Coordination, supervision and monitoring of the sub-Counties operations and activities;
- 133) Advocacy and resource mobilization;
- 134) Establishing and coordinating children assemblies;
- 135) Monitoring and evaluation of all children's programmes in the County;
- 136) Monitoring and regulating the activities of organizations dealing with children to ensure they meet the standards e.g. monitoring and regulating childcare facilities;
- 137) Placement and follow-up of children in foster care;
- 138) Rehabilitation and re-integration of children in the community;
- 139) Psychosocial support to dysfunctional families with vulnerable children;
- 140) Monitoring of all children's programmes in the County including childcare facilities and charitable children institutions;
- 141) Establishing and providing secretariat of Area Advisory Councils (AACs);
- 142) Coordination of the process of recruitment and supervision of Volunteer Children Officers (VCOs);
- 143) Implementing the Child protection systems (Child Protection Units, Child Protection Centres, Children Courts, Child Help Lines);
- 144) Implementing street children programmes and rehabilitation;
- 145) Follow-up of children in foster care services;
- 146) Collecting, collating and maintaining data on the management of children services in the County;
- 147) Sensitization and creation of awareness on child rights and welfare including celebrations regional and international children days;
- 148) Implementing policies and legislative frameworks for gender and social development;
- 149) Coordinating and monitoring gender mainstreaming in County programs/projects and activities;
- 150) Coordinating and monitoring the promotion of awareness on harmful cultural practices such as Female Genital Mutilation/Cutting (FGM/C) and Gender bases Violence (GBV);
- 151) Coordinating and monitoring the thirty percent (30%) affirmative action on gender representation in social economic development;
- 152) Collaborating with National Council for Persons with disability in provision of financial subsidies to persons with severe disability;
- 153) Coordinating and monitoring the provision of financial subsidies to build capacity of household with needy older persons aged 65 and above;

- 154) Promoting and coordinating recruitment and placement of volunteers in community development;
- 155) Monitoring and coordinating community mobilization and development programmes;
- 156) Collaborating with WEF in the empowerment of women through the provision of alternative financial support to individual women and women groups;
- 157) Implementation of training programmes for Persons with Disabilities in Vocational Rehabilitation Centres;
- 158) Ensuring gender mainstreaming in all County programmes;
- 159) Liaising with other partners in the provision of volunteer services and coordinate the provision of social welfare to vulnerable groups within the County;
- 160) Involve communities in development activities and supervise programmes and community institutions within the County and collaboration with line ministries and stakeholders;
- 161) Collaborating with NCPWD in disability mainstreaming issues in County programmes;
- 162) Promotion of Kiswahili, sign language and indigenous languages;
- 163) Home Craft Centres;
- 164) Mainstreaming gender into development;
- 165) Providing support to Women Enterprise Development Fund;
- 166) Promotion and coordination of volunteer services;
- 167) Promoting community development;
- 168) Regulating cinemas, videos shows and hiring of equipment;
- 169) Development and management of Museums;
- 170) Promotion of sports and cultural activities;
- 171) Management of County parks, beaches and recreation facilities;
- 172) Control of drugs and pornography;
- 173) Provision of Library Services;
- 174) Regulating Sports and Cultural facilities;
- 175) Organizing and coordinating sports functions and events at the grassroots, national and international levels;
- 176) Coaching and officiating sports activities;
- 177) Mobilizing financial resources for sports programme and activities;
- 178) Establishing youth sports centres and facilities and ensuring care and safety of sports facility users;
- 179) Registering sports clubs;
- 180) Collaborating with the relevant public and private institutions on development of sports facilities;
- 181) Controlling doping and drugs/subsistence abuse in sports;
- 182) Organizing and coordinating training for sports technical and administration personnel;
- 183) Identification, Counseling and Training of Clients;
- 184) Network with funding agencies for youth and women groups.
- 185) Introduce revolving fund for youth/women;
- 186) Registration and regulation of youth/women groups;
- 187) Support development and maintenance of social halls, sports stadia, playfields and resource centres;
- 188) Establishment of rehabilitation centres;
- 189) Formation and capacity building for development committees;
- 190) Funding and support for HIV/AIDS programmes;

- 191) Conduct annual sporting tournaments.

Organization Structure of Land, Housing and Urban Development



Lands, Housing and Urban Development

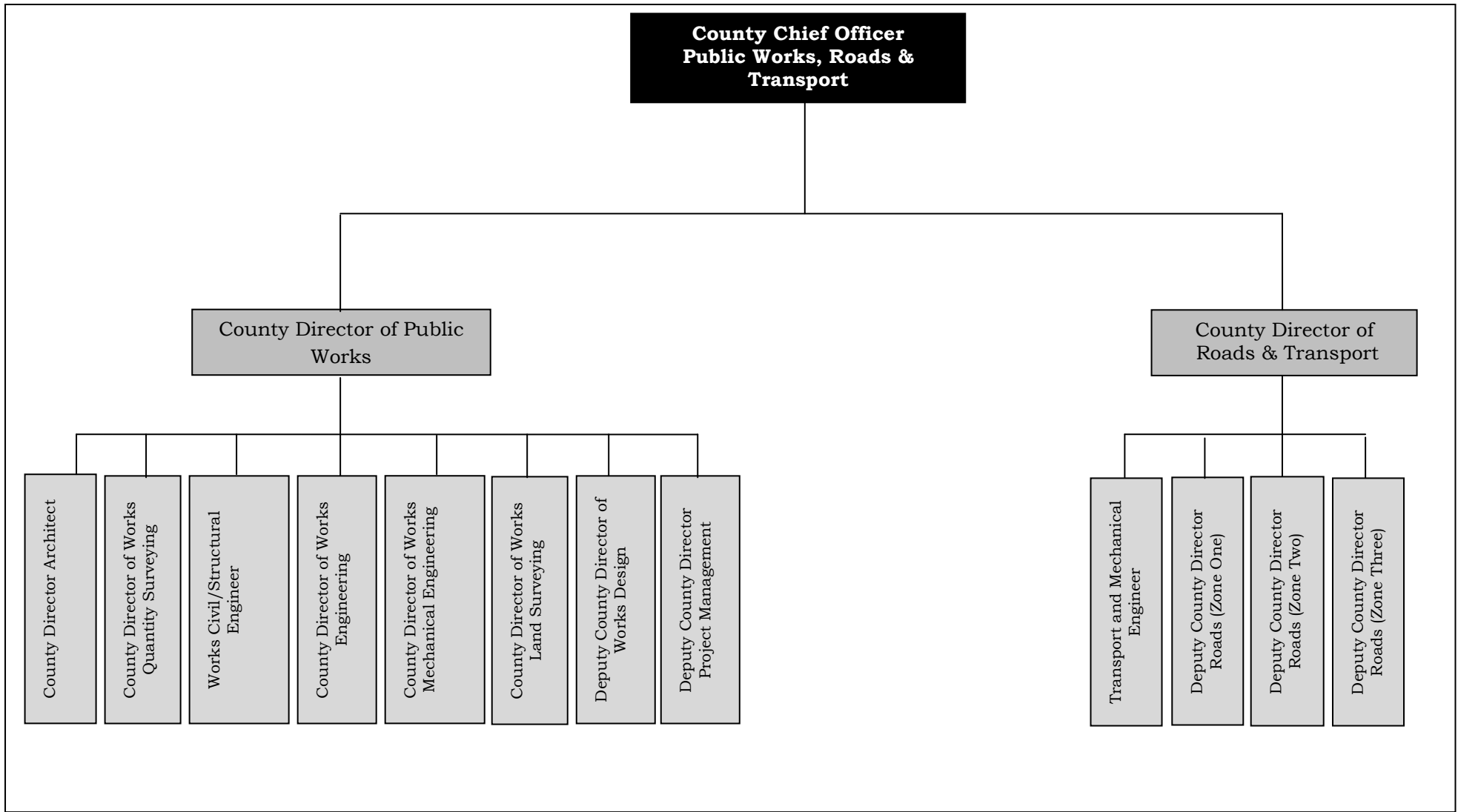
This Directorate will be responsible for the following functions:-

County Functions in Lands, Housing and Urban Development

- 1) Urban development at the County level;
- 2) Prepare and maintain plans of property boundaries in support of land registration;
- 3) Execution of all cadastral surveys;
- 4) Preparation and maintenance of Registry Index maps and deed plans;
- 5) Examination, approval and authentication of all cadastral surveys;
- 6) Provision of base maps for utility management and other developments;
- 7) Sale of maps and plans;
- 8) Thematic mapping;
- 9) Provision of geospatial information products;
- 10) Carry out hydrographic surveys for inland lakes and rivers;
- 11) Carry out tidal observations;
- 12) Basic calibration and maintenance;
- 13) Preliminary quality control and assurance of Geographical data generated by other organizations;
- 14) Technical advisory services on Estate Management to County Government agencies;
- 15) Implementation of social and physical infrastructure policies and strategies for slum upgrading;
- 16) County housing surveys and statistics;
- 17) Office accommodation for County Government functions;
- 18) Facilitating access to housing through various strategies and programmes;
- 19) Housing for disciplined forces and constitutional offices;
- 20) Oversee implementation of Maintenance Policy;
- 21) Planning and development of Housing Infrastructure Projects;
- 22) Capacity building for communities on Appropriate Building Materials and Technologies;
- 23) Identification, implementation and management of projects in slums and information settlements to improve living standards;

- 24) Conducting research on housing and human settlements;
- 25) Preparation of County budgets and profiles as per the Transition of Devolved Government Act for 2011;
- 26) Housing development;
- 27) Overseeing the implementation of the National Building Regulations;
- 28) Implementation of real estate management policies and strategies;
- 29) Developing housing units for sale and low cost rental houses for County public servants; and
- 30) Maintenance of inventory of County Government houses and buildings.

Organization Structure of Public Works, Roads and Transport



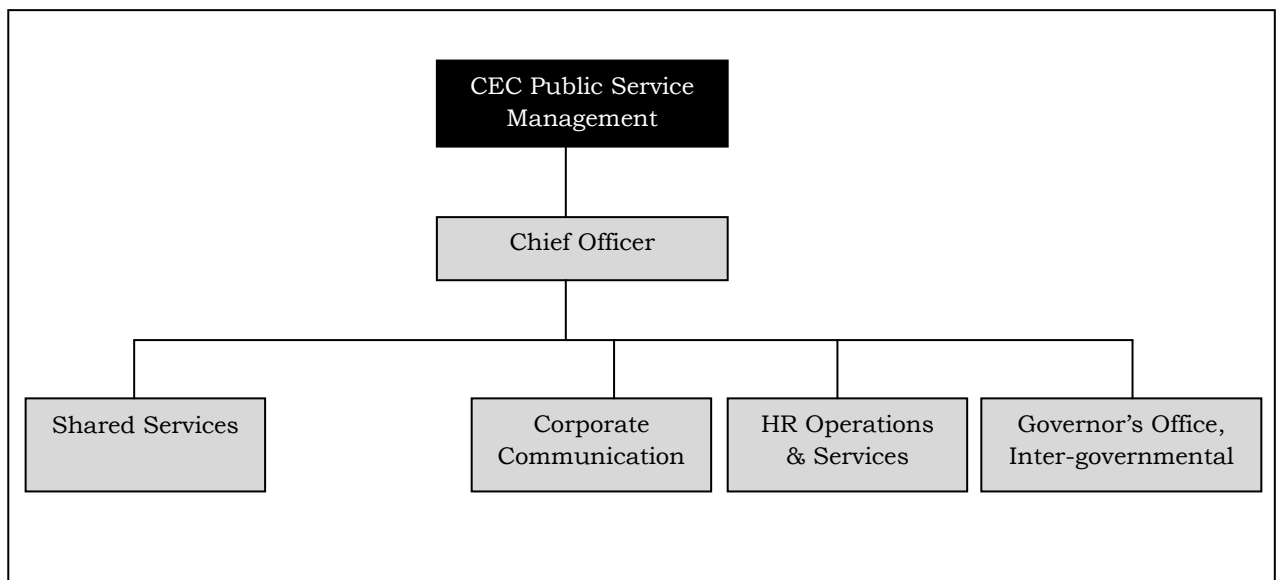
Public Works, Roads and Transport

This Directorate will be responsible for the following functions:-

County Functions in Public Works, Roads and Transport

- 1) Implementation of policies construction of government buildings;
- 2) Award and supervise construction works for government buildings;
- 3) Implementation of policies and guidelines in the maintenance and rehabilitation of government buildings;
- 4) Implementation of policies and guidelines in the provision of mechanical and electrical building services for government buildings in the County;
- 5) Maintenance and update inventory of County Government property;
- 6) Implementation of policies and guidelines in the provision of construction and maintenance of other public works in the County;
- 7) Implementation of policies on road works, transport quality standards, materials, mechanical and transport services for County roads;
- 8) Undertake performance and technical audit on road construction and maintenance for County roads;
- 9) Implement findings on material research and testing to ensure compliance both for Government and Private sector construction and industry on County road works;
- 10) Provision of equipment for development and maintenance of infrastructure, technical consultancy and other mechanical services to the public and private sectors;
- 11) Kenya Building Research Centre (KBRC);
- 12) Design;
- 13) Fire Services; and
- 14) State functions (Presidential Visits).

Organization Structure of Public Service Management



Public Service Management

This Directorate will be responsible for the following functions:-

County Functions in Public Service Management (HRM & Consultancy)

- 1) The head of HRM at the Counties will be responsible to the County Secretary Public Service Management for planning, coordinating, administration and control of activities of Human Resource Management Unit;
- 2) Establish and operationalize County HRM Units;
- 3) Carry out Staff Audit, identify staffing gaps and propose optional staffing levels in the County;
- 4) Liaise with the Ministry of State for Public Service and other Ministries/Departments on HRM Matters;
- 5) Prepare budget for the HRM Unit in the County;
- 6) Ensure correct interpretation of the HR Policies, Rules and Regulations, Labour laws and other relevant statutes;
- 7) Ensure compliance with the public service values and principles by all County staff;
- 8) Provision of counseling services;
- 9) Initiating Review of Schemes of Service/Career Progression Guidelines (there will be a placement office);
- 10) Initiating Review of organizational structures, staffing levels and placement of staff;
- 11) Providing guidance on interpretation and implementation of Schemes of Service/Career Progression Guidelines;
- 12) Undertaking implementation of recommendations of external consultants;
- 13) Playing the role of liaison officer in tasks involving external consultancy;
- 14) Developing terms of reference for assignments involving external consultants;
- 15) Undertaking routine job analysis;
- 16) Undertaking periodic assessment in regard to efficiency and effectiveness of operational processes and procedures, and making recommendations to the accounting officer;
- 17) Undertaking periodic survey on service delivery and related challenges;
- 18) Undertaking employee satisfaction survey;
- 19) Tracking implementation of change;
- 20) Developing new initiatives to enhance efficiency and effectiveness in service delivery and customer satisfaction;
- 21) Developing measures to improve service delivery; and
- 22) Coordinating implementation of Business Process Re-engineering initiatives;
- 23) Intergovernmental relations;
- 24) Coordinating devolved units;
- 25) Coordinating County shared services;
- 26) County/corporate communication (PR, Customer care, and media).

County Functions in Public Service Management (HRD)

- 27) Provide policy guidelines and advice on HRD issues;
- 28) Coordinate training and capacity building activities in the Counties;
- 29) Source for scholarships and funding from Development Partners in collaboration with the National HRD;
- 30) Ensure proper interpretation of HRD policies and guidelines;

- 31) Facilitate training and capacity building in Counties, liaise with institutes of higher learning for collaborative and other tailor made training programs for the County;
- 32) Liaise with National Government for technical assistance;
- 33) Provide technical advice to County Training Committees (CTCs);
- 34) Manage linkage between National and County Government;
- 35) Provide technical support to Counties in undertaking Training Needs Assessment (TNA);
- 36) Advise County departments on recognized training institutions and examination bodies;
- 37) Establish linkages and liaise with public training institutions/providers for staff training;
- 38) Develop and implement demand driven training programmes in the County;
- 39) Manage County In-service training;
- 40) Audit HRD activities in the Counties;
- 41) Monitor and evaluate training;
- 42) Inter-governmental relations;
- 43) Corporate communication;
- 44) Shared services support roles;
- 45) Gathering, processing, packaging and disseminating news and information for development to the public through the Kenya News Agency County network;
- 46) Implementation of National policies, programmes and strategies;
- 47) Developing Information Strategies and Programmes;
- 48) Analyzing information research and providing appropriate solutions to information services;
- 49) Electronic and print coverage of development projects, socio-economic and cultural activities;
- 50) Ensuring the flow of information that enhances security, peace and national cohesion;
- 51) Coordinating and maintaining information services which include County News and features desk, photographic, electronic media, accreditation, technical and mobile cinema services;
- 52) Developing standards and regulations in management of information services;
- 53) Publishing and circulation of Rural Press publications;
- 54) Managing and developing content for rural information resource centres;
- 55) Library services; and
- 56) Archiving and shooting historical photographs.
- 57) Effective and efficient coordination and management of the Public Communication in the Counties and Sub-Counties;
- 58) Formulating, interpreting and implementing County Government Public Communications Policies, Strategies and Programmes;
- 59) Coordinating Publicity, Advertising and Public Awareness Campaigns at the County;
- 60) Developing strategies for implementation of Public Communications and undertaking Research on Public Opinion on specific sectoral areas and emerging issues at County Government levels;
- 61) Advising the County Government on best Media Handling practices;
- 62) Coordinating Speech-Writing for the County Governor;
- 63) Formulating and implementing Advocacy and Public Campaign programmes in the County;

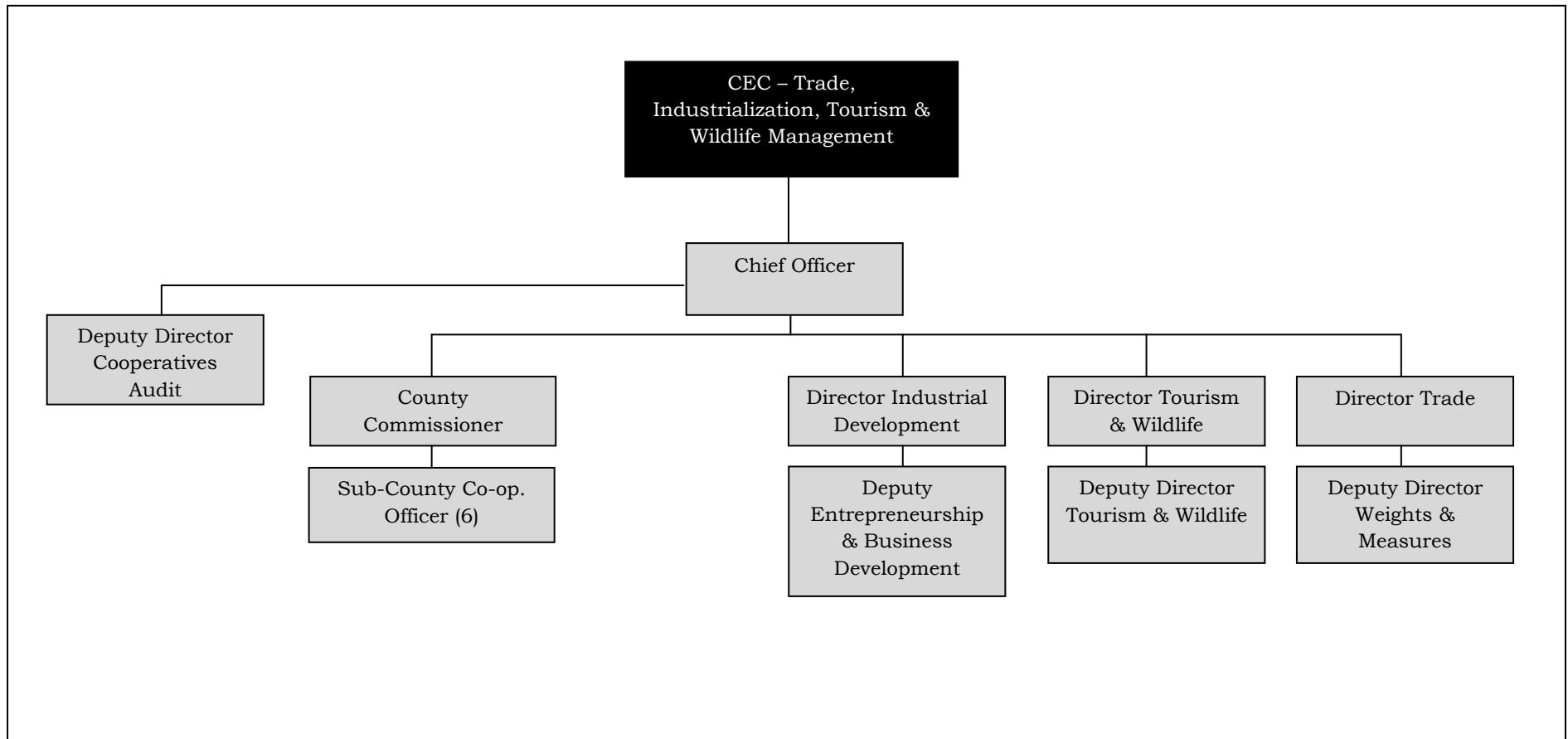
- 64) Publication of magazines, newsletters and other County materials;
- 65) Coordinating, branding and maintaining of positive image of the County Government;
- 66) Developing communication strategies for development projects in line with the Constitution, Millennium Development Goals (MDGs) and Kenya Vision 2030 at the County;
- 67) Managing Public Communications services that enhance Security, Peace and National Cohesion through Media Monitoring and Research;
- 68) Promoting Stakeholder Engagement and Public Participation in National Development in the County;
- 69) Management of content for County websites;
- 70) Supervising Media Monitoring and Research Programmes and Projects at County level; and
- 71) Publishing and circulation of County publications;
- 72) Capacity building and include sign language;
- 73) Create media centre at the County.

SHARED SERVICES

County Functions in Procurement

- 74) Interpretation and implementation of the procurement Act and other relevant National Policies;
- 75) Monitoring and ensuring adherence to procurement rules, regulations and guidelines;
- 76) Preparation of the County Procurement Plan;
- 77) Offering secretariat services to the County Tender Boards and Stock Surveys and implementation of the decisions thereof;
- 78) Undertaking Market Surveys;
- 79) Undertake stock taking and facilitate stock verification;
- 80) Maintaining accountable documents and records for accountability; and
- 81) Undertaking procurement in line with regulations in force;
- 82) Legal Services;
- 83) Logistics;
- 84) Registry;
- 85) Procurement;
- 86) Human Resource – (Welfare).

Organization Structure of Trade Industrialization, Tourism, Wildlife and Enterprise Development



Trade, Industrialization, Tourism, Enterprise Development, Tourism & Wildlife

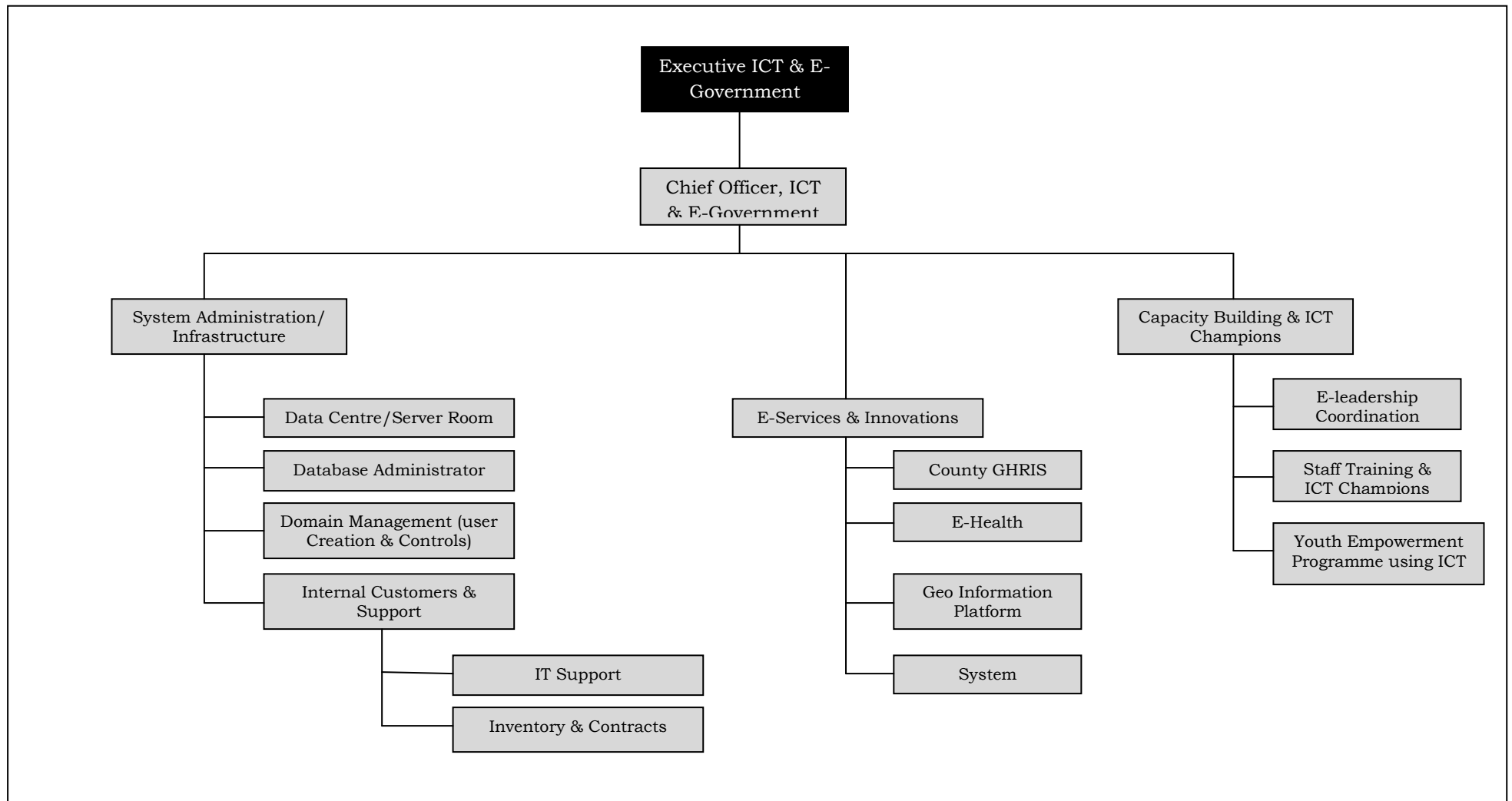
This Directorate will be responsible for the following functions:-

County Functions in Trade, Industrialization, Cooperative Development, Tourism and Wildlife

- 1) The implementation of the National Trade Policy;
- 2) Promotion of investments;
- 3) Trade licensing and regulation;
- 4) Provision of Business Development Services;
- 5) Coordination and development of micro, small and medium business engaged in trade;
- 6) Development of wholesale and retail trade;
- 7) Management of credit scheme for micro and small businesses;
- 8) Collection of business information and Management of County Business information centres;
- 9) Promotion of export business and domesticating bilateral, regional and multilateral agreement on trade and investment at the County level;
- 10) Advocacy for the provision of market infrastructure;
- 11) Promotion and facilitation of intra, inter-County trade;
- 12) Management of County physical markets and regulation of hawking activities;
- 13) Promotion of fair trade practices;
- 14) Promotion of use of e-commerce;
- 15) Conduct of trade fairs/exhibitions and facilitating trade mission in the County;
- 16) Regulating betting, casinos and other forms of gambling;
- 17) Racing activities;
- 18) Regulating Liquor licensing;
- 19) Promotion of consumer protection;
- 20) Coordination of the management of the SME Industrial Parks and IDCs;
- 21) Carry out resource surveys and resource endowment mapping in the County and identify opportunities for industrial investment;
- 22) Collect, process, analyze and disseminate industrial statistics and information to facilitate investors in manufacturing sectors to develop and expand new business opportunities in the County;
- 23) Undertake market and technology research, collect market information, and organize trade fairs and product exhibitions to stimulate market access;
- 24) Develop and manage database on capacity of Micro-Small and Medium Industries (MSMIs) to deliver quality inputs and products;
- 25) Undertake training and technical assistance to MSMIs through feasibility studies, business plans, mentoring and management training;
- 26) Facilitate financing mechanisms including supplier credit, equipment leasing and rentals;
- 27) Identify and initiate industrial Research and Development (R&D) activities and commercialization of research findings;
- 28) Implementation of cooperative policies, standards and regulations;
- 29) Implementation of strategies for promotion of cooperative movement;
- 30) Promotion of cooperative value addition, processing and marketing;
- 31) Promotion of cooperative finance and banking services (SACCOs);
- 32) Arbitrations/settlement of co-op disputes (Co-op tribunal);
- 33) Undertake investigations/inquiries into cooperative malpractices;

- 34) Conduct co-op education and training services;
- 35) Co-op audit and registration of audited accounts;
- 36) Co-operative extension, consultancy and advisory services;
- 37) Implementation of national tourism policies, strategies and programmes;
- 38) Development and implementation of County tourism development plans, programmes and projects;
- 39) Coordinate and facilitate the management and control of County specific tourism matters;
- 40) Development of partnerships between County Government and other stakeholders on tourism matters;
- 41) Implementation of bilateral, regional and international agreements in tourism;
- 42) Development of community based tourism projects and programmes;
- 43) Develop programmes for attracting tourism investments in the County;
- 44) Enforcement of the provisions of the Tourism Act and any other laws relating to tourism in the County;
- 45) Render technical support to entities engaged in tourism activities and services;
- 46) Facilitate provision of funds for development of tourism facilities in the County;
- 47) Sensitize communities on conservation of tourism attractions;
- 48) Market tourism in the region in collaboration with the Kenya Tourism Board;
- 49) Collection and compilation of tourism information and data in the County; and
- 50) Coordinate maintenance of tourism product and facilities standards and quality management in liaison with industry stakeholders.

Organizational Structure of Information Communication and e-Government



Information Communication and e-Government

This Directorate will be responsible for the following functions:-

System Administration and ICT Infrastructure

- 1) Oversee the development and works in the County DataCentres and/or server rooms
- 2) Maintain user access controls and credentials for accessing key information assets in the County network (Domain Management)
- 3) Maintains database security and availability to guard against any disruption to business systems and transactions in UG County (Database Administration)
- 4) Supervise IT User Support and Computing Device Access and / or inventory for efficient and effective service delivery of staff to UG County Customers

Creation of E-Platforms and Innovations in Service Delivery

- 1) Design, implement and maintain an Online Human Resource Platform for management of all HR functions in the County
- 2) Design, implement and maintain an Online Health Information Management System for Better County Health Care Management
- 3) Develop and enable online Geo-Information System for accurate management of spatial data and records of the County (cadastral, roads and facilities, natural/environmental features, admin segment etc.)
- 4) Coordinate the development of systems for efficient and effective provision of services (automation or data management) in the County.
- 5) Facilitate ICT-driven or facilitated businesses start-ups (includes Business Process Outsourcing, Enterprises to offer services to other entities including County Governments and agencies)

Undertake Capacity Building on ICT integration and Create ICT Champions across all levels in the County

- 1) Coordinate the capacity building of leadership for accurate and informed decision-making on ICT related issues at all levels in the County (e-leadership)
- 2) Coordinate the training of UG County Staff on ICT literacy and Integration in service delivery
- 3) Create ICT Championship and Facilitate forums for ICT advocacy in service delivery across all levels of UG County (ICT Champions at schools, health institutions, departments / sections, wards / sub-county etc.)
- 4) Develop a Youth Empowerment Programme using ICT for mentoring youth on key skills for participation in socio-economic pillars of the County

County Functions in Fire Rescue & Disaster Management

- 1) Implementation of policies in construction of newly and existing buildings;
- 2) Implementation of policies and guidelines in the provision of prevention and inspection services;
- 3) Implementation of policies on standard operating procedures (SOPs);
- 4) Provision of apparatus for operation and suppression;
- 5) Undertake performance and technical audit on premises, moorland/forest, industrial, commercial or residential and maintenance of the emergency equipment;
- 6) Design new emergency projects;
- 7) Help to coordinate the management of other related disasters apart from fire, manage early warning system, ensure preparedness and response has been reticulated, monitor the utilization of disaster management resources;
- 8) Formulate county specific based disaster management strategies;
- 9) Implement disaster management programmes;
- 10) Promote compliance with the safety precautions, laws, regulations and standards;
- 11) Inspections of premises;
- 12) Help in coordination on recruitment of retention firefighters/emergency responders;
- 13) Implementation and coordination of training on retention and volunteer emergency responders;
- 14) Provide information for publicity, advertising, and public awareness campaign through media, ICT and road shows; and
- 15) Coordinate safety on sports facilities and during sporting activities.

CHAPTER SIX

6.0 RESOURCE MOBILIZATION FRAMEWORK

Financial Resources

6.1 The implementation of this UG CIDP is estimated to cost Kshs._____. Table 1 shows an annual breakdown of the total estimated cost of implementing all activities of the Uasin Gishu CIDP, actual/projected funds from the Government and other sources:-

Table 1. Financial Resources

	2013/14	2015/16	2017/18	Total
Estimated Cost				
Actual/projections of GOK				
Other Sources				

6.2 The main source of funds to implement this UG CIDP will be from the National Budget. In addition, the County will source for additional funds from internal sources, Development Partners and the Private Sector through Public Private Partnership (PPP). In developing the strategies for resource mobilization, analysis of the planned activities that the County intends to undertake during the plan period was carried out.

Strategies for Resource Mobilization

6.3 In the plan period, the following strategies will be used to enhance the mobilization of funds for the County's activities and programmes.

Establish a framework for public private partnership in resourcing key activities

6.4 The private sector is a major source of funding to some of the County's programmes. Through the public private partnership, the County will undertake the following activities to source for increased funding:

- Initiate and facilitate more programmes that encourage public private partnership in business development such as infrastructure development, building schools, markets, hospitals, housing, e-commerce etc.
- Hold awareness forums on the available programmes for public private partnerships.
- Organize and run stakeholder forums in the planning, financing and implementation of the County's initiatives.

Strengthen monitoring of funds utilization

6.5 To ensure optimal utilization of the County's funds, the following activities will be undertaken:

- Monitor and evaluate the County's programmes regularly to ensure prudent use of funds to avoid wastage.
- Run sensitization programmes for the implementing departments on monitoring and evaluation.
- Prepare work plans based on the County's CIDP.
- Prepare and implement an effective and efficient procurement plan.

Resource requirements

6.6 The source and estimated amount of financial resources required to implement the Uasin Gishu CIDP are given in Table 2 below.

Table 2: Projected Resource Flows (Kshs. Millions)

Source of Funds	2013/14	2015/16	2017/18
GoK*: Development	2,059,700,000	2,265,670,000	2,492,237,000
GoK: Recurrent	3,590,208,693	3,949,229,562	4,344,152,518
Others**	1,000,000,000		
Contributions by NGOs and Other Implementing Partners – Bilateral (WFP, USAID, World Vision, International Development Agencies)			

*The figures are based on the printed estimates of recurrent and development expenditure 2013/14.

**The figures are based on the current donor funding to projects.

THE BUDGET SUMMARY

Uasin Gishu County Budget 2013-2018

UASIN GISHU COUNTY SUMMARY BUDGET - 2013/14 - 2017/2018						
		BUDGET FOR PLAN PERIOD (IN KES)				
#	SUMMARY OF BUDGET BY RESULT	2013/2014	2014/2015	2015/16	2016/17	2017/2018
1						
2						
3						
4						

CHAPTER SEVEN

7.0 THE COUNTY DEVELOPMENT PRIORITY PROGRAMMES AND PROJECTS

Introduction

7.1 This chapter presents the strategic direction of Uasin Gishu County which is defined by its Vision, Mission and Goals. The chapter also contains the set objectives which will be realized in order to attain the Goals and Mission of the County. It also presents the concomitant strategies selected for attaining the set objectives. Lastly, the Chapter presents the Implementation Plan containing the Logical Framework Matrix. This is considered the heart of this CIDP as it contains the programme of intervention over the five-year period of the Plan. The values which shape the behavior of members of the County Government and staff are also outlined.

VISION, MISSION AND CORE VALUES

7.2 In the County, we recognize the need to anchor our operations and behavior on a predetermined set of principles and values. We are also aware that the implementation of our programme will be guided by our Vision, Mission, Core Values and Goals that are outlined below:

Our Vision

"A Prosperous and Attractive County in Kenya and Beyond".

Our Mission

"To serve and improve our people's livelihoods through good leadership, innovative technology and efficient infrastructure".

Our Core Values

7.3 Our operational environment and behavior is governed by a set of guiding principles which constitute our desired culture. The following Core values reflect our overall philosophy, setting moral and professional standards:-

- Integrity*** - In all our undertakings, we are committed to act in an honest and professional manner.
- Teamwork*** - We undertake to work collaboratively as colleagues to achieve County goals.
- Innovativeness*** - We are committed to transforming the service provision to meet and exceed the expectations of Uasin Gishu County Residents.
- Accountability*** - We are committed to be responsible for our actions and continuously improve service delivery, report appropriately to stakeholders and clients.

Customer Focus - We commit to place the customer at the center of our focus in service delivery.

Goals

7.4 This County Integrated Development Plan has established the following five goals:

1. To attain household food security;
2. To reduce poverty and increase incomes;
3. To improve literacy levels;
4. To enhance the health status of the citizens; and
5. To improve infrastructure in the County.

Objectives and Strategies

7.5 In order to attain the County goals, the set objectives must be achieved. Under this CIDP, a number of objectives have been set. The concomitant strategies for implementation have also been selected and presented under each major area of intervention in the matrix below:

CORPORATE GOVERNANCE

Objectives	Strategies	Description
Objective #1: To enhance good corporate governance in the Uasin Gishu County Government.	1. Building the capacities of the County Assembly, the Governor's office, and the Management Staff.	Under this strategy, the UGC Members of the County Assembly, the Governor's office and the Management Staff will be exposed to training on Best Practices in Corporate Governance. The training will be necessary as it will equip them with the skills required to effectively implement the County development programme; and for managing its operations. The proposed training will be inter-laced with benchmarking visits to other Counties and Countries that are already practicing good corporate governance approaches.
	2. Developing and establishing the requisite legal frameworks under which the County will be governed.	Under this strategy, the various County specific laws and statutes will be enacted by the County Assembly to give expression to those aspects of the Constitution of Kenya, 2010 that relate to the County; and to those aspects of the Acts of Parliament which require further expression at the County level. The County will also enact its own laws and by-laws which will govern the administration and management of County affairs. In all respects, the County Legal Frameworks should be in harmony with the provisions of the Constitution of Kenya and the Acts of Parliament.
	3. Establishing organizational structures and harmonizing structures with functions.	Under this strategy, the roles of the various governance structures in the County will be clearly defined. The functions as assigned by the Constitution between the national and county levels will also be clearly defined. While implementing this strategy, the focus will be on effective service delivery to the people of Uasin Gishu. Regarding structures, the County Government will establish structures appropriate for facilitating internal operations and enhanced service delivery. The resultant organizational structures will ensure that all key positions in the main functional areas are captured. The guiding principle being that structure attends to function. The structures will also provide for clear accountability linkages between the County, sub-County, Ward and Village levels.
	4. Establishing sound policies and management systems.	Under this strategy clear policy frameworks will be developed to guide operations in all important areas. Existing systems some which may have been inherited from the Local Authority and Central Government will be reviewed, strengthened and made relevant with contemporary demands. New policies and guidelines will also be developed to guide operations and programme implementation within the County legal frameworks.
	5. Rationalizing staffing.	The implementation of this strategy will entail the following: <ul style="list-style-type: none"> (i) Taking stock of the existing Establishment. This is important considering that the County Government has inherited staff from the National level and the Local Authorities. It is important to establish the total number of employees since they comprise the County's total Establishment. (ii) Matching the staffs with functions. This will entail assessing the current staff skills against the functions. This exercise will reveal staffing gaps where they exist; and inform further

Objectives	Strategies	Description
		human resource management decisions. It will also reveal areas of overstaffing which require rationalization. This same strategy will also be employed to rationalize payroll costs.
	6. Strengthening the sub-County, Ward and Village levels for service delivery.	<p>Implementing this strategy will entail the following:</p> <ul style="list-style-type: none"> (i) Undertaking a functional analysis to determine those functions to be performed most at the sub-County levels; (ii) Assessing the existing capacities – both human and technical – to establish capabilities and gaps; (iii) Developing and implementing capacity building activities at the sub-county levels; (iv) Identifying partners for programme implementation; (v) Establishing community level structures for development and building their capacities; and (vi) Establishing mechanisms for co-ordination and accountability.

FINANCE AND ECONOMIC PLANNING

Objectives	Strategies	Description
Objective #2: To enhance the revenue levels of the County.	2. Developing new Commercial Investments.	Implementing this strategy will encompass transforming all the unexploited assets of the County including land into viable high-income generating investments. The Situation Analysis has revealed the existence of some “dead assets” that belong to the County which could be transformed into high yielding investments. Investment projects will be developed and funds obtained from competitive sources to finance implementation. Where viable investments are identified, strategic investors will be invited to partner with the County Government in joint ventures.
	3. Establishing a Land Bank.	This strategy is gilt-edged in that it seeks to avail land to prospective investors in Eldoret town and in other urban areas of the County. It is also a revenue generation strategy. Its implementation will entail identifying and acquiring land in strategic areas of the County for banking. Land banking is also an objective of the Spatial Plan of this CIDP.
	4. Aligning County expenditure to available income.	Under this strategy, the County budget will be managed in such a manner that only planned expenditures are financed. This implies that the management of County funds will mimic that of the MTEF approach where resources are only focused on planned activities. In this regard, over-expenditures and the indiscriminate virement of funds will not be possible. Automating the financial management system will help to ensure that the envisaged budgetary discipline is enforced. The added benefit accruing from this approach is that the absorptive capacity of the County be will be enhanced since planned activities will be fully-funded and implemented. Efforts will also be made to ensure that the Recurrent Budget of the County is financed from internal

Objectives	Strategies	Description
		sources while the Development Budget will be funded from the national budget.
	5. Strengthening financial management systems.	Implementing this strategy largely entails establishing an IT-enabled financial management system. Such a system will encompass appropriate financial controls designed to keep expenditures within budgeted levels and to minimize revenue losses.
	6. Strengthening the procurement function in the County Government.	This will entail establishing an effective procurement system with appropriate structures and guidelines. The County Procurement System should be modeled on the national procurement framework of the Procurement Oversight Authority (POA). A Procurement Plan will be developed to guide all procurement activities. The aim will be to ensure that procurements are made in line with the County Plans and Budget.
	7. Improving the quality of services to clients.	Customers of the County Government will be inclined to pay for services that are of a higher quality. The current mode of provision for services such as Water, Sanitation, Housing, Power supply, Land Registry Services, licensing etc requires improvement. Improving quality will inspire customers to pay for the services and in the process, raise the County's revenue level. Service standards in all the key service areas will therefore be established. Available literature indicates that potential for revenue generation in Uasin Gishu County is high but requires sustained efforts for improved performance.
	8. Contracting-out non-core services.	Lessons learnt from the Civil Service Reform Programme of the National Government confirm that contracting-out non-core services often leads to improved quality in service provision; and in revenue generation. Under this strategy, non-core services which require contracting-out will be identified and appropriate action taken.
	9. Rationalizing the staff Establishment.	The implementation of this strategy is meant to reduce the costs of the payroll. It will start by undertaking a Headcount to ascertain the physical presence of the staff. This will be followed by a Staffing Norms Study to assess the staffing levels against the needs. The third step will involve matching staff against predetermined job descriptions. Lastly, staff with the requisite qualifications and skills will be retained while those not required will be separated from the County.
	10. Automating revenue collection and management.	Under this strategy, it is proposed to employ ICT to enhance revenue collection. Collections will be done using cashless means which imply minimum handling of cash by County staff. It is proposed to employ IT for a start in the following revenue areas: i) Land Registry Transactions; ii) Business Permits; iii) Licensing structures; iv) Parking fees collection; and v) Defaulter fines.
	11. Harnessing	Implementation of this strategy will be two-pronged. First, it will entail inviting those partners with

Objectives	Strategies	Description
	Development Assistance from partners.	programmatic interest in Uasin Gishu to identify their areas of interest in the CIDP. Under a sector-wide approach, they will be invited to deploy their funds towards implementation of the identified programme activities. The second approach will encompass requesting development partners to provide direct budgetary support to the County Treasury. The County will then deploy such funds to the priorities articulated in the CIDP.
	12. Forging partnerships with the private sector for the provision of services.	Under this strategy, the County will invite the private sector to supplement or complement its efforts in service provision. Areas of such partnership will be identified by both partners and the terms of collaboration agreed upon. An emerging area of possible collaboration is a Build, Operate and Transfer (BOT) arrangement where the investor will be allowed to recoup a return on their investment; but subsequently cede ownership of the investment to the County at the agreed time.
	13. Strengthening revenue collection from traditional sources.	There exist other traditional areas of revenue collection which will take time before automation is actualized. Revenue collection from local markets, the Jua Kali Sector, petty traders etc. will require strengthening to make them more efficient and to seal leakages. Reports emanating from Counties that have improved collection of revenue in such traditional areas have reported marked improvements.
Objective #3: To enhance the implementation of the County Integrated Development Plan.	1. Developing Departmental Plans of Operation.	Under this strategy all the 10 Directorates of the County Government will develop their respective Annual Plans of Operation. The Operational Plans will amplify the activities and projects to be implemented by each Directorate in a given year. The Plans of Operation will capture both County and National level priorities earmarked for implementation in Uasin Gishu County. They will also form the basis for individual work planning by officers of the respective Directorates and for Performance Contracting between the Governor and the Chief Officers.
	2. Developing Individual Work Plans.	Under this strategy, all staff will be expected to buy into the CIDP through their Individual Work Plans. The Individual Work Plans will contain the tasks assigned to each officer and the expected deliverables on an annual basis. They will also be the basis for performance assessment and rating of staff.
	3. Establishing a Performance Management System.	Under this strategy a Performance Management System comprising of Performance Appraisal and Performance Rating will be established. The System will link Performance Planning and Performance Appraisal. The establishment of this System is expected to inject equity in the workplace; and to form the basis of reward or sanction for staff.
	4. Establishing Performance Contracting.	This strategy will be implemented as a way of reinforcing the Performance Management System and will largely entail the Chief Officers signing a Contract on Performance with the Governor.
	5. Establishing effective coordination mechanisms on CIDP	Under this strategy, mechanisms for coordinating inter-departmental activities and projects will be established. This will include establishment of project teams, structured departmental meetings and structured monitoring meetings.

Objectives	Strategies	Description
	implementation.	
	6. Implementing the Monitoring Plan of the CIDP.	This strategy will entail establishing mechanisms for constant monitoring of the Key Indicators of Performance as established under the CIDP. It will also involve periodic documentation and reporting on those indicators in order to facilitate effective steering of the CIDP implementation. Structured Monitoring Workshops involving all key stakeholders will be mounted to receive and deliberate on sectoral performance and resource utilization.
	7. Evaluating the CIDP programme.	Under this strategy, the County will mount periodic evaluation sessions (Annual, Mid-term and End-term) for the purpose of assessing the Performance of the entire Programme and making whatever changes found necessary.
	8. Strengthening the Planning Function in the County.	Under this strategy, the Planning Function will be strengthened in terms of qualified personnel. It will also be strengthened in terms of the requisite tools and equipment to perform the Function. The Planning Function will be expected to provide support to all line Directorates.

AGRICULTURE, LIVESTOCK AND FISHERIES

Objective	Strategies	Description
Objective #4: To increase agricultural production and productivity.	1. Promoting Good Agricultural Practices (GAP) in all aspects of farming.	This strategy entails: i) Fostering timely land preparation and proper timing of planting; ii) Using quality planting materials, quality inputs and quality livestock breeds; and iii) Employing effective plant and animal management practices.
	2. Training farmers on effective approaches.	Under this strategy, it is proposed to use efficient and effective methods of imparting technology to farmers. Modern approaches of providing farmer extension services including: i) Farmer Field Schools, Demonstration farms, Farmer Group Benchmarking visits, etc. will be employed; and ii) Conducting demonstrations on newly researched production technologies.
	3. Revamping and strengthening extension services to farmers.	Under this strategy, it is proposed to: i) Establish a County –specific extension service with Extension Officers trained on more effective methods of providing services to famers; ii) Strengthening the extension service through proper tooling of the extension force and equipping it with adequate transport; iii) Establishing linkages between the County Extension Service, Universities and Research Institutions in order to transfer technology to the Extension Officers.

Objective	Strategies	Description
	4. Providing farmers with information on weather patterns, quality seeds, GAPs, affordable inputs through mobile telephones, media and County Resource Centre channels.	Under this strategy, the County ICT system will be employed to relay appropriate extension messages to farmers on weather changes and recommended agricultural practices. Farmers will also access information from the County Resource Centre to be established under this CIDP.
	5. Strengthening Artificial Insemination and Veterinary services.	Under this strategy more providers of quality AI services will be appointed and service contracts drawn with them. The contracts will bind the providers to assure that farmers within their respective catchment areas are fully serviced. In addition the cold-chain infrastructure will be monitored closely to ensure that there are no stock outs of semen. The ultimate aim is to position Uasin Gishu County as the principal supplier of quality semen to the counties in the region.
	6. Accessing farmers to agricultural credit at affordable interest rates.	The implementation of this strategy will entail: i) Identifying lines of credit with existing financial institutions dedicated to farmers; ii) Opening lines of credit with new financial institutions for availing funds to farmers as individuals or groups. Enterprise specific lines of credit (e.g. for horticultural, poultry, dairy, etc.) will be established as part of enterprise specific promotion.
	7. Reducing the cost of farm inputs.	Under this strategy, it is proposed to promote the development of sustainable farmer co-operatives through which members can benefit from economies of scale through the bulk purchase of farm inputs. Through co-operatives and other farmer groups, members will be enabled to negotiate with established suppliers for affordable farm inputs. Part of the strategy will also entail subsidizing (where possible) farm inputs.
	8. Providing improved grain and milk storage facilities	This strategy seeks to provide storage facilities for farmers particularly those who produce grain. Implementation will part entail: i) Strengthening the Warehouse Receipting System in the County to ensure that the costly storage is affordable. The development of farmer groups will be promoted in order to enable members accumulate viable grain quantities to participate in the WRS; ii) Supporting farmers to build on-farm driers and storage facilities; and iii) Providing more facilities for milk cooling especially for evening milk.
	9. Establishing Farmer Groups and Co-operatives at the local level.	This Strategic objective is to establish viable farmer structures for ease of linking the members with agricultural extension services, supply of inputs, credit or other beneficial services that are better availed under a group arrangement. The development of farmer co-operative societies in the County is slow compared to SACCOS. Under this strategy, this trend will be reversed.

Objective	Strategies	Description
	10. Promoting the production of export crops.	At the moment, the County's participation in the production of export crops is low; and this denies the farmers the high levels of revenue enjoyed by farmers from other Counties who produce export crops such as tea and coffee. It is proposed to zone the County and advice farmers to diversify into export crops as appropriate. Some areas of the County are suitable for the production of high – value horticulture (e.g. flowers), coffee and beef.
	11. Promoting mechanization in farming.	Under this strategy, the County will establish a viable machinery hire scheme under which farmers will access machinery services (tractor, combine harvesters, etc.). Already plans at the national level are at an advanced stage to acquire tractors for this purpose. The County Government will establish a unit to manage its tractor hire scheme.
Objective #5: To improve livestock production, value addition and marketing in Uasin Gishu County.	12. Promoting integrated agricultural farming systems.	The aim of this strategy is to promote integrated agricultural practices where farmers can engage in multiple farm enterprises on their farms. Implementation of this strategy seeks to optimize farm incomes through the utilization of shared farm inputs. This strategy will be implemented by training farmers on appropriate production systems (intensive systems – e.g. keeping dairy, pigs, poultry, rabbits, horticulture, fish, etc.) on the same farm. On-farm demonstrations will be employed to show farmers the practicality of the approach.
	13. Improving availability of high quality feeds and water.	This strategy aims at building the capabilities of livestock farmers to increase forage and pasture production on their farms. The emphasis will be on how to provide homemade feeds utilizing available feedstock. It will also entail training farmers on how to harness and manage water resources for livestock use.
	14. Improving breeding services.	The implementation of this strategy seeks to enhance farmer access to improved livestock breeds. This will be achieved by licensing more Artificial Insemination providers. The strategy will also entail training framers on heat detection in diary animals. The strategy will entail promoting livestock breeding technologies encompassing A.I., use of sexed semen and embryo transfer. A Genetic Resource Centre (GRC) will be established in Eldoret Town to act as the focal point for revamping livestock breeding and multiplication farms both in the public and private sector.
	15. Improving animal disease and pest control.	This strategy is important in the light of the fact that this CIDP intends to position Uasin Gishu as a major source of animal and beef export. The strategy will be implemented by carrying out animal and disease surveillance and conducting intensive animal vaccination campaigns; and training stakeholders on diseases control, dip management and good animal husbandry practices. Lastly, animal movement will be strictly regulated through controlled issue of permits.
	16. Promoting commercial agriculture.	The strategic objective is to promote farming as a commercial venture among farmers in Uasin Gishu County. The strategy will be implemented by establishing an Agri-business Centre in Eldoret Town (or at any of the outlying Farmer Training Centres), to act as a resource centre for farmers.

Objective	Strategies	Description
Objective #6: To increase the production of fish in the County.	17. Increasing fish production.	This strategy is essential in the light of the fact that the fish sub-sector in the County is yet to be fully developed despite the substantial potential that exists. In order to implement this strategy, a total of 1,000 potential farmers have to be identified and trained in intensive aquaculture systems. The strategy will encompass integrating fish farming with livestock and agricultural crop production on the farm. The County will strengthen liaison with researchers in University of Eldoret, Dominion Fish Farm, and Sagana Aquaculture Centre to develop high quality fish breeds. The cottage industry in the County will be supported to produce quality feeds using locally available feedstock. In addition to farm- based fish ponds, the strategy to promote fish production will also entail revamping dam fisheries. This will be undertaken by identifying dams with high potential, stocking them with Tilapia and forming farmer groups around those dams. This will enable the groups secure the necessary inputs in bulk.

WATER, SANITATION, ENERGY, ENVIRONMENT AND NATURAL RESOURCES

Objectives	Strategies	Description
Objective #7: To increase the volume and access to clean and potable water.	1. Protecting and conserving existing water sources.	Implementing this strategy will entail various actions: i) Undertaking feasibility studies to gauge the discharge of the existing sources, define the populations to be served and to determine the system to be used for water supply (pumping or gravity); ii) Protecting and conserving all water sources and catchment areas in the County; iii) Regulating river water Abstractions will have to be regulated; iv) Sensitizing communities on water management through the development and strengthening of user Associations; v) Strengthening the communities structures through training on water management aspects; and vi) Supporting communities to protect and conserve the catchment areas through afforestation programmes.
	2. Expanding current and building new treatment works.	The implementation of this strategy will entail mapping the existing water treatment works and designing expansion programmes. It will also entail undertaking survey for the construction of the requisite infrastructure including elevated backwash tanks, clear water tanks, pump sets, pump houses, platforms for dozing chemicals and laboratories for assessing water quality.
	3. Building more reservoirs for storage	The implementation of this strategy will entail conducting mapping of reservoirs to determine their location and capacities. Based on the information obtained new reservoirs will be constructed.

Objectives	Strategies	Description
	of potable water.	
	4. Expanding reticulation systems to enhance water distribution.	Although 80% of the people of Uasin Gishu County have access to safe and clean drinking water, only 25% of the supply is through piped water infrastructure. The water reticulation system in Eldoret is particularly inadequate serving only 180,000 people or less than 50% of the town's total population. The underserved areas include: Moi Chepkoilel Campus, Kimumu, Munyaka, Ngomogo, Kapsoya North, Kingongo, Mwenderi, Mwirunti, Yamumbi, Langas and Outspan. Newly settled areas are particularly underserved. Implementing this strategy is therefore timely; and it will be accomplished by mapping and designing new water distribution networks. Main water pipes will be laid down as per the established networks and sub-stations for monitoring the networks will be constructed. Community sensitization activities will be undertaken to create awareness on how to access the main network.
	5. Establishing community-based water projects.	<p>The implementation of this strategy is meant to increase the volume of water supplies through the involvement of communities. The following actions will be undertaken:</p> <p>i) Conducting public sensitization/awareness campaigns to harness community level resources and foster increased participation, establishing and registering community groups to be trained on water projects management.</p> <p>This strategy will also entail rehabilitating, reviving and expanding existing community-based water projects. During the public participation forums around the County, the participant's pin-pointed specific community water projects which require rehabilitation and expansion. These are reflected in the Logical Framework Matrix as priorities for implementation.</p>
	6. Promoting rain water harvesting.	In the light of the fact that Uasin Gishu County has ample rainfall, rainwater harvesting could be a viable source of potable water particularly for schools and institutions. To implement this strategy, communities will be trained on rain water harvesting and on how to construct the necessary infrastructure including storage. The County Government will support groups and institutions to access affordable finance for infrastructure including storage tanks.
	7. Harvesting and managing storm water.	Storm water is a major source of water that could be harnessed and used by the community for irrigation and livestock farming. To implement this strategy, communities will be trained on how to construct the requisite infrastructure for storm water harvesting such as tunnels, underground tanks and cisterns.
	8. Tapping underground water.	The County Government will establish technical services for conducting geo-surveys and hydrology investigations to determine availability and potability of underground water. Communities willing to tap these services will be enabled through training on the technical aspects of tapping and utilizing underground water. The County Government will also support community efforts to drill boreholes where appropriate. It will also encourage the establishment of Community Water

Objectives	Strategies	Description
	9. Rehabilitating dams to enhance water production and supply.	Management Committees and build their capacities to run the water projects. The aim of this strategy is to revamp and rehabilitate the existing dam infrastructure which was largely constructed during the Colonial period. Currently most of the dams are not as productive as initially designed and yet still have significant potential as water reservoirs and sources of supply. Under this strategy it is proposed to de-silt at least 12 dams annually which require de-silting and rehabilitation. The activities under the strategy will also entail fencing at least 24 dams every year; and carrying out afforestation programmes around the dams. During the public forums, specific dams were identified for rehabilitation under this CIDP.
Objective #8: To enhance environmental protection.	1. Identifying and sustainably utilizing wetlands.	Implementation of this strategy entails conducting feasibility studies on wetlands to develop an inventory of riparian, wetland and catchment zones. Identified wetlands will then be zoned-off; and communities educated on their importance and how to conserve and use them.
	2. Increasing forest cover and the sustainable use of forest resources.	This strategy is of central importance in light of the fact that forest cover in Uasin Gishu is less than 10% of the total land area. Programme activities will include: i) Identifying and mapping degraded forests in an effort to forestall further degradation; ii) Planting sustainable tree species in an effort to re-afforest the degraded areas; iii) Strengthening existing Forest Associations through training and exposure to markets for forest products. iv) Promoting the establishment of tree nurseries through groups; v) Supporting youth to establish woodlots in institutions and homesteads; and vi) Enforcing County laws to curb logging.
	3. Reducing land degradation and loss of bio-diversity.	This strategy will be implemented by educating farmers to use their land sustainably. For example, they will be educated on keeping livestock that can be sustained by the carrying capacities of the land. Farmers will also be trained on appropriate soil conservation measures. Under the same strategy efforts will be made to rehabilitate, regulate and restore quarried areas. Lastly the County Government will undertake feasibility studies on bio-diversity in order to establish an inventory on the same.
Objective #9: To establish effective meteorological services for early warning systems.	4. Strengthening the capacities of the County for gathering and disseminating metrological data and information.	This strategy will entail acquiring and installing modern equipment and instruments for weather stations. This strategy will also involve increasing the number of observation stations for data collection. Communities will be sensitized and made aware of the importance of meteorological information particularly in agricultural planning. Increasing community capacities on utilization will be central to the strategy.
Objective #10: To improve solid waste and waste	1. Increasing the number of solid waste dumpsites.	Implementation of this strategy will entail identifying appropriate locations for relocation of new dumpsites based on established criteria. It will also involve paying compensation to the owners of the land acquired for dumpsites. Part of the criteria for dumpsites will include, ease of access, level of settlement (densely populated areas to be avoided), location away from catchment areas to

Objectives	Strategies	Description
disposal.		avoid sippage of effluent into underground water. Under this strategy it is also proposed to acquire 50 acres of land and to increase the number of dumpsites in the County from 1 to 5.
	2. Expanding existing sewage treatment works.	To implement this strategy will entail mapping and designing existing sewage treatment works. The aim is to remove any technical constrictions in the existing sewage system and to carry out any rehabilitation works as appropriate.
	3. Building new sewage treatment works.	This strategy also entails mapping new lines in areas that are not served by the existing sewage lines. Many of the newly settled areas in Eldoret are not served by the existing sewage lines. Utilizing the Spatial Maps developed under this CIDP, it will be possible to generate maps for new sewage treatment lines in these settlements. Similarly, new sewage treatment works will be designed and constructed. Following these developments, it will be possible to channel water from households in Eldoret town for treatment before release into the river.
	4. Expanding sewer network systems to enhance waste water disposal.	Implementation of this strategy aims at expanding the spatial coverage of the sewer network system to cover not just the settled areas; but to anticipate future settlements as well. This will entail mapping existing urban areas and designing proposed sewer networks for these areas. It will also entail laying the main sewer lines as per the designed networks. Communities will then be sensitized as to the need to link into the network and on the requirements for access.

HEALTH SERVICES

Objective	Strategies	Description
Objective #11: To enhance the health status of the citizens of Uasin Gishu County.	1. Establishing and equipping health facilities within the County.	This strategic objective of this strategy is to provide an adequate institutional infrastructure through which the people can access health services. Implementation will entail completing the construction of all on-going health projects started in the County. In addition, a level 2 (dispensary) facility will be established in each sub-location; a level 3 (Health Centre) in each ward and a level 4 (Hospital) in each sub-County. The implementation of the strategy will also entail establishing a level 5 Referral Hospital at the County level in Eldoret Town.
	2. Strengthening referral services.	Implementation of this strategy will entail establishing a new level 6 Private Referral Hospital in Eldoret Town. It is proposed that the County Government enter into a PPP arrangement where it will provide the requisite land and physical infrastructure while the private developers will build the hospital. This development will enhance the status of Uasin Gishu County as a hub for referral services not only for the neighbouring Counties but also for Kenyan's neighbours (South Sudan, Uganda, Rwanda, Democratic Republic of Congo (DRC) and Burundi).
	3. Providing adequate staff, drugs and equipment.	Implementation of this strategy will entail undertaking a staff rationalization exercise to equitably redistribute existing health personnel among the facilities. Where the exigencies of service demand, new staff will be employed. The supply of drugs to the health facilities will be streamlined

Objective	Strategies	Description
		as part implementation of this strategy. It will entail constantly monitoring stock levels and managing procurement such that stock outs are avoided. Similarly, requirements for equipment will be established and supply made.
Objective #12: To reduce the prevalence of communicable diseases and conditions.	1. Promoting primary healthcare, community health and household hygiene.	<p>Implementation of this strategy involves basic preventive, promotive, curative and rehabilitative care. It is the best route for the County to achieve Health for all. There is growing evidence that the strategy is effective in reducing child mortality and in controlling specific diseases such as HIV/AIDS, TB and malaria. Strategy implementation will entail:</p> <ul style="list-style-type: none"> i) Establishing community level structure; and ii) Selectively and training community level volunteer cadres to work as Community Health Extension Workers (CHWs) and Traditional Birth Attendants (TBAs). <p>The Community Health Strategy will entail strengthening the capabilities of communities to access, analyze, implement and manage health care. It will be implemented as a bottom-up approach that emphasizes linkage between the Community structures and others in health service provision. Under this strategy, a sustainable level 1 service health service will be established.</p>
	2. Eliminating communicable diseases.	<p>Implementation of this strategy entails expanding HIV/AIDS counseling, testing, care and management services. It also entails vaccinating all children under 1 year; and distributing long-lasting insecticide impregnated mosquito nets to all children under 5 years. The third dimension entails deworming all children twice in each year. Other communicable disease are measles, diphtheria and diarrheal diseases.</p>
	3. Halting and reversing increased in non-communicable diseases.	<p>The implementation of this strategy seeks to reverse the upsurge in non-communicable diseases resulting from non-healthy living. Its implementation will entail:</p> <ul style="list-style-type: none"> i) Educating the public and the ideal body mass index; ii) Screening women of reproductive age for cervical and breast cancer; and iii) Involves providing the public with regular information on mental health and heart diseases. Other diseases are diabetes and renal diseases.
	4. Expanding HIV and AIDs care and management services, and promoting safe sex and behavior.	<p>Implementation of this strategy entails identifying most-at-risk segments of the population and hot-spots in the County; and safe sex behaviours. This will be supported by availing individual protection facilities for those affected and infected.</p>
	5. Increasing access and utilization of quality and cost –effective	<p>This strategy aims at reducing the maternal and child mortality rates in the County. Its implementation will entail providing education to mothers on the importance of ante-natal care and counseling on post –partum period for mothers. Also important will be the need to provide</p>

Objective	Strategies	Description
	maternal clinical health services.	immunization services for the child. At the community level, implementation will entail sensitizing communities on safe motherhood and training Traditional Birth Attendants on modern mother child health skills. In order to deepen the reach of the intervention, targeted outreach activities will be conducted for the inaccessible areas. Lastly, appropriate IEC materials will be developed for dissemination to other stakeholders including men.
	6. Reducing harmful reproductive health practices.	Implementation of this strategy seeks to reduce inimical practices such as FGM. Strategy implementation will include community training and sensitization on the effects of such practices; and advocating for alternative rites of passage for boys and girls. Education of both boys and girls is also important part of this strategy.
	7. Improving contraceptive preference for family planning.	Implementation of this strategy will entail training all health workers on contraceptive services and providing education on family planning. The education component will be buttressed by the daily provision of contraceptive services in all health facilities in the county. It will be prudent to integrate the contraceptive services such as Primary Health Care and Community Health.
	8. Expanding rehabilitative services.	Implementation of this strategy will entail training and establishing rehabilitative services and health education to cater for drug/substance abuse and all forms of GBV. This will entail opening up more facilities, each level 4 hospital, and integration in primary health care initiatives.

EDUCATION, CULTURE, SOCIAL SERVICES AND SPORTS

Objectives	Strategies	Description
Objective #13: To improve the quality of education at all levels.	1. Improving school infrastructure.	The implementation of this strategy seeks to expand the opportunity of access for learners at all levels of education in the County. Strategy implementation will entail sensitizing the communities on the need to provide land for the development of schools where public land is available. Additional classrooms, labs and library facilities will be constructed in existing schools. At the primary school level, the aim will be to provide for ECDE expansion in existing schools. At the secondary school level, the aim is to provide additional classrooms for the expanding number of learners graduating from primary schools some of whom lack spaces in secondary schools. The additional aim of the strategy is to improve quality in schools by providing laboratories and libraries. It has been indicated during the planning visits around the County that some of the schools lack these essential facilities.
	2. Distributing teachers equitably.	The selection of this strategy recognizes the fact that the teacher is the locus of learning. As such, there is a need for this vital resource to be equitably distributed among the schools in the County. To implement the strategy, a county staffing Committee will be constituted to undertake a teacher balancing exercise. Teachers in overstaffed schools will be transferred to understaffed ones.

Objectives	Strategies	Description
		Similarly, new teachers will be deployed in understaffed schools. The County Staffing Committee will also be responsible for ensuring stability in turnover of teachers; and for replacing teachers lost through natural attrition.
	3. Improving teaching methodologies.	The aim of selecting this strategy is to enhance academic performance in schools. Various studies in Kenya have revealed that teachers lack the skills for effective teaching; while others lack the subject mastery of content. As a result, learners are only able to assimilate a reduced proportion of content compared to their contemporaries in counties where teaching is effective. Implementing this strategy will entail conducting – INSET for teachers on new teaching methodologies; and strengthening assessment to ensure compliance. New approaches to quality assurance including school-based quality assurance will be institutionalized in all schools in the County.
	4. Providing adequate teaching and learning materials.	Implementation of this strategy entails ensuring that teaching and learning materials, particularly books are available to learners. It is planned that a pupil: Textbook ratio of 1:1 in core subjects is adhered to in all schools in the County. Information available to the planning team indicates that this position has not been easy to sustain in the County due to the fact that schools have lost a substantial amount of textbooks to neighbouring Country through theft. This negative development will be addressed by ensuring that schools have strong rooms for keeping both books and the laptops envisaged under the Government’s programme of e-learning in schools. The County will also establish a sustainable policy on replacement of lost teaching and learning resources.
	5. Strengthening assessment in schools.	The aim of this strategy is to enhance quality in learning in schools. Its implantation will take a two-pronged approach. The first will entail ensuring that each school is exposed to at least 3 County Assessment Panels in each year. This will be accomplished through a revamped and strengthened County Quality Assurance System. The second will entail establishing in-school quality management panels headed by heads of schools, Directors of Studies and Heads of Departments. Both approaches will seek to monitor curriculum implementation and trends in school improvement and development.
	6. Increasing teacher/student contact time.	Various studies have shown a positive correlation between enhanced teacher/learner contact time and improvement in learner performance. To implement the strategy will entail the following: (a) Constructing teachers houses stay longer in schools interacting with learners; and (b) Providing transport for teachers to commute between schools and their residence.
	7. Establishing learner – friendly schools.	The aim of this strategy is to make schools learner-friendly. The strategy will be implemented by providing adequate facilities including furniture, latrines and beautification activities will be integrated to implementing the strategy. Similarly, providing disability-friendly facilities and fencing off school compounds will be part of the strategy.
Objective #14:	1. Providing free ECDE.	This strategy was deliberately selected in order to shore-up enrolment in ECDE in the County.

Objectives	Strategies	Description
To improve access to Early Childhood Development Education (ECDE).		Implementation of the strategy will entail various dimensions. First ECDE classrooms will be constructed in all existing and new public primary schools. This will ensure that every child transiting to standard one has had an ECDE experience. Secondly, the County Government will recruit ECDE teachers. This implies that the teachers will be employed under a unified Scheme of Service. Thirdly, the County Government will provide the requisite teaching and learning materials. The UGC will also ensure that a school feeding for ECDE learners is established. Lastly, communities will be sensitized in the value of ECDE education as a vital foundation for formal learning.
Objective #15: To improve access to Adult and Continuing Education (ACE).	1. Providing infrastructure.	Implementation of this strategy will entail constructing classrooms for adult learners in existing primary schools. It will also entail establishing libraries in villages to act as resource centres for adult learners. For the proposed strategy to be effective, more teachers for ACE will require to be recruited and distributed equitably among the ACE centres in the County. Teaching and learning materials for ACE need to be provided and made available to the learners as part of the efforts to enhance enrolment at this level. Lastly, communities will be sensitized on the importance of ACE.
Objective #16: To improve transition rates at all levels of education.	1. Providing free and compulsory education at all levels of education.	This strategy seeks to increase transition from one level of education to the other, particularly from primary to secondary education. To implement this strategy, the County Government will first start by eliminating all forms of unnecessary levies in schools that act as barriers to participation. Secondly, the County Government will partner with the National Government to provide adequate infrastructure.
	2. Establishing one additional public university.	Implementing of this strategy seeks to expand opportunities in the County for university education. It will entail convening a County Forum to deliberate on the modalities of establishing the University. A special Task force will then be constituted and charged with responsibility for developing the project and engaging the National level on the same.
	3. Providing in-service training for Principals, Deputy Principals and Heads of Departments and subjects for secondary school staff.	This seeks to sharpen the skills of these senior staff in order to raise performance of candidates at KCSE in order to raise transition rates to the national universities.
	4. Expanding secondary school places.	The implementation of this strategy will be in line with the national strategies aimed at expanding secondary education in Kenya. It will entail establishing Day Secondary Schools attached to all public primary schools. Secondly, it will entail putting-up additional streams in existing secondary schools in order to expand places. Finally, the national policy prohibiting repetition in secondary school will be upheld and enforced by the County Government.

Objectives	Strategies	Description
Objective #17: To promote inclusive education in schools.	1. Providing infrastructure for special needs education.	Implementation of this strategy entails establishing a special needs education school in the County for the visually impaired and physically handicapped. The strategy will also entail expanding facilities in the two existing schools at the primary level. Lastly, the strategy will entail establishing a SNE Secondary School.
	2. Mainstreaming disability in learning institutions.	Implementation of this strategy entails providing disability friendly infrastructure and environment in schools. It must also be reorganized that teaching and learning materials for SNE are expensive. The provision of adequate infrastructure including hearing aids, Braille, etc. is critical in this regard. SNE also requires the provision of adaptive devices such as rumps, toilets that would make the lives of the learners relatively comfortable. Mainstreaming disability would also entail sensitizing communities to enroll persons with disability in schools.
Objective #18: To enhance ICT uptake in schools.	1. Supplying power to learning institutions.	Implementing this strategy would imply ensuring that all schools have a reliable source of power supply. For those schools near National Grid, the strategy would entail linking the schools to the supply. For those schools located away, alternative sources of power including solar energy could be installed.
	2. Building the capacity of teachers in ICT.	This strategy will entail conducting INSET for teachers in ICT. As a long-term strategy, the County will collaborate with the National Government to ensure that ICT is integrated in teacher training curriculum.
	3. Providing resources for ICT in schools.	Implementation of this strategy will entail the provision of ICT equipment including laptops to learners. It will also involve construction computer labs and storage rooms in schools.
Objective #19: To enhance social cohesion and mobilize communities participate in decision making and development.	1. Supporting the youth and women for self-reliance.	Implementing this strategy involves the following:- i) Facilitating the formation of youth and women self-help groups. This will be done by mounting sensitization campaigns on the merits of groups for development. Groups will also be given technical advice on how they should be managed and made sustainable; ii) Assisting the groups to establish Revolving Funds. The groups will be taught how to mobilize savings from members and how to manage lending; iii) Providing training to the youth and women in all the 30 Wards of the County.
Objective #20: To promote sports and talents among the youth.	1. Upgrading and expanding the sports facilities.	The implementation of this strategy involves the development of stadiums and maintenance of existing ones. In addition to developing the physical sporting infrastructure, regular sporting tournaments will be arranged where the youth can showcase their talents.
	2. Promoting goodwill between the County	This strategy will involve establishing Ward/Village level committees with responsibility to promote sports. The committees will be the liaison structures between the communities and the County.

Objectives	Strategies	Description
	and stakeholders.	

LANDS, HOUSING AND URBAN DEVELOPMENT

Objectives	Strategies	Description
Objective #21: To assure security of land to owners tenure.	1. Developing a Land Information System.	Implementing this strategy will entail collecting all relevant data pertaining to existing land ownership; scanning it and uploading the data on computers. This is in order to facilitate easy access to land records and retrieval of the same for reference purposes. The ultimate aim of this strategy is to ensure that a land records database and an automated County Land Registry established.
	2. Documenting all public land in the County.	Implementing this strategy will entail: i) Conducting a search in existing and past records to identify all public land; ii) Registering the surveyed land; and iii) Repossessing all public land identified which may have been wrongfully allocated to private individuals.
	3. Issuing title deeds to genuine land owners.	Under this strategy, titles will be prepared and issued to land owners as appropriate. It is expected that the County will raise substantial revenue from this exercise.
Objective #22: To enhance sustainable land use in the County.	1. Preparing zoning plans.	Implementation of this strategy will entail: i) Identifying the main ecological zones and their respective potentials; ii) Determining the economically viable minimum land size in each zone; iii) Identifying the viable economical activities suited for each zone; iv) Identifying informal settlements and limiting the urban sprawl.
	2. Preparing the County Spatial Plan.	The implementation of this strategy has been highlighted as a stand-alone chapter under this CIDP. In a nutshell however, it will entail implementing the following activities: i) Issuing a public notice to prepare the plan; ii) Engaging stakeholders in consultative meetings regarding the County Government's intentions to draw the Spatial Plan for the County; iii) Collecting primary and secondary data on existing land use, prominent features and potentials; iv) Drafting proposals on alternative Spatial Plans; v) Mounting a second stakeholders meeting to discuss the alternative plans; vi) Amending the plans to include the input of the stakeholders; vii) Preparing the implementation matrix; viii) Seeking approvals to implement and publishing the resultant Spatial Plan.

PUBLIC WORKS, ROADS AND TRANSPORT

Objectives	Strategies	Description
Objective #23: To improve access to transport and communication in the County.	1. Making roads all weather.	The implementation of this strategy will entail upgrading existing earth roads to gravel standard. It will also entail upgrading the existing gravel roads to bituminous standard. The second aspect of this strategy will involve developing a programme to ensure timely, periodic and routine maintenance of the roads. Thirdly, only qualified contractors with sufficient capacity to undertake the specified works will be commissioned. Other measures will involve enforcing compliance on the use of the right axle loads on all roads in the County. The Directorate responsible for roads will establish sufficient technical capacity to oversee and supervise construction. Specifications for road works will include widening, improving the drainage system and bush clearing.
	2. Decongesting the Central Business District of Eldoret Town.	This strategy involves surveying and designing of by-passes, new roads, walkways and cycle ways. This will be followed by constructing the designed passages. Care will be taken to provide for parking and emergency services such as fire and ambulances. The second part of this strategy entails developing a comprehensive urban development plan which provides for all services and amenities expected of a modern city.
	3. Connecting the missing links in the road network.	This strategy entails conducting an inventory of the missing links in the road network of the County. Implementation will involve designing and surveying the new roads and bridges. An important aspect in implementation will be effecting evictions and clearing encroachment on the road reserves and passage ways.

PUBLIC SERVICE MANAGEMENT

Objective	Strategies	Description
Objective #24: To strengthen the Human Resource function.	1. Harmonizing the Terms of Service of staff.	Implementation of this strategy follows a comprehensive staff audit to establish the level of Local Authority and Civil Servants deployed in the County. According to National Government records, a total of 2,464 Civil Servants of various job groups (JG "A" to JG "V"), and a total of 914 Local Authority employees were deployed to Uasin Gishu County respectively. Since the terms and conditions of these staff are varied, it will require the County Government to set a uniform standard of determining remuneration to ensure equity and harmonization of the conditions of service. This however, should be done within the framework of the standards determined by the National level.
	2. Cleansing the payroll.	Implementing this strategy entails payroll clean up. This follows Head Count exercise meant to physically verify the existence of an officer on the payroll. The exercise will also encompass verification and validation of the qualifications and academic/professional certificates.

Objective	Strategies	Description
	3. Restructuring the Human Resource Function in the County.	This strategy will entail fusing the staffs from the former Civil Service and Local Authority – based on job descriptions, specifications and workload requirements. The re-deployment exercise will be based on staffing plans and the proposed organization structures. The ultimate outcome is to emerge with an optimal workforce to deliver services efficiently.
	4. Establishing a Performance Management System.	Establishing a Performance Management System in the County encompasses institutionalizing mechanisms for work planning and measurement. Under the system, the performance of staff will be assessed based on their Individual Work Plans. The system is expected to engender equity and objectivity in the workplace.
	5. Managing rationalization of staff.	Implementing this strategy will entail planning the deployment and retention of the desired workforce. It will also involve planning separation with staffs whose skills are not required. The plans will include severance pay and terminal benefits for staff not retained.
	6. Developing policy guidelines.	This strategy will entail developing a Policy and Operations Manual which will contain all the Human Resource and other operational policies for the workplace.
	7. Building the capacities of staff.	This strategy will entail developing and implementing a Human Resource Development Plan.
	8. Establishing a Customer Service Charter and a Citizen Service Centre.	This strategy will entail establishing service standards in all Key Service Areas. The Citizen Service Centre will be a facility where citizens will call-in to table their needs and obtain response/service from County staff.

TRADE INDUSTRIALIZATION, TOURISM, WILDLIFE AND ENTERPRISE DEVELOPMENT

Objectives	Strategies	Description
Objective #25: To provide reliable business information to investors and the business community.	1. Profiling and compiling a database on the investment opportunities in the County.	The implementation of this strategy will result in the establishment of a directory on existing businesses, the sectors they are involved in and areas with potential for possible investment. For Uasin Gishu County investment opportunities are abound in all sectors including Agriculture (Agro processing), Wholesale and Retail, Manufacturing, Financial Services, Business Process Outsourcing/Off shoring (BPO), Health, Education, Sports and Tourism etc. To implement this strategy will entail undertaking research on the various value chains inherent in the above sectors to identify areas of possible business development and investment. The export trade and information on investment opportunities will enable both investors and exporters make decisions on available investment and export opportunities. The information assembled from the studies will then be deposited in the Business Information Centres of the County for dissemination to potential investors.
	2. Provision of accurate reliable up to date export trade and information on investment opportunities in the County.	

Objectives	Strategies	Description
Objective #26: To increase access by SMEs to affordable financial services.	1. Lowering the interest rate charged on loan funds and raising the loan amounts.	This strategy will be implemented through the Uasin Gishu Joint Loan Board and other financial institutions. Towards this end, regular interactive forums will be mounted for traders and potential investors through which the JLB's products can be marketed. Under the strategy, it is proposed to raise the current loan ceiling to Kshs.250,000 and the rate of interest charged lowered from 12% to 8% which is considered affordable in the light of the low average returns on investment for most SMEs. Other activities under the strategy will entail forging linkages with microfinance institutions and other lenders to lobby for low interest rates to SMEs.
	2. Provide information on financial assistance.	
Objective #27: To avail Business Development Services (BDS) and capacity building initiatives to SMEs.	1. Conducting regular entrepreneurship trainings for SMEs.	This strategy will be implemented with the aim of imparting business entrepreneur skills on business owners and include business sustainability and succession strategies to younger generations. Prior to their training, the needs of the entrepreneurs will be assessed and appropriate training programmes designed to address them. Information on important aspects of business success including market access and product quality improvement will be provided. The export modules include export market entry and opportunities, export financing, product development and adaptation. The market reports will facilitate decision making on product development and target markets. Design programs that will support growth of entrepreneurial skills amongst people with disability.
	2. Conducting scheduled export trade training modules for entrepreneurs.	
	3. Dissemination of market research reports already undertaken e.g. UAE, DRC etc.	
Objective #28: To enhance private sector development in line with Vision 2030.	1. Facilitating the promotion of exports, creation of an investment friendly climate by having clear regulations and incentives for investors in Uasin Gishu County.	This strategy will establish a one-stop-shop for procuring a business permit and liaise with key stakeholders to implement activities that lower the cost of doing business in Uasin Gishu County. The investment incentives that will be proposed will include industrial land leased to potential investors for a specific period with a possibility of renewal. The strategy also will identify incentives that are sector specific that will make Uasin Gishu County an attractive investment location. The strategy is expected to focus on the economic pillar of Vision 2030 in identifying business activities in the priority sectors.
	2. Creating an industrial park for investors.	To implement this strategy the County Government of Uasin Gishu will identify and secure land in a suitable location (preferably on the periphery) in Eldoret town for the creation of an industrial park. This effort is integral to the larger strategy of the County Government to establish a Land Bank from which investors can be allocated land on considered terms for the construction of their business premises. This will be in line with the establishment of an SME park that is envisaged in the Vision 2030 Flagship project.
	3. Profiling the Jua Kali	In order to implement this strategy, a policy and regulatory framework under which the informal

Objectives	Strategies	Description
	sector and product innovations.	sector in Uasin Gishu can be managed will be developed. County Laws and related by-laws will be developed for the purpose of regulating and streamlining Jua Kali activities. The various categories of informal sector players will then be profiled and their specific needs identified. This will be followed by the design of capacity building interventions meant to enhance the skills levels of the Jua Kali operators and the quality of their products. Profiling of their products will facilitate their exposure and presence in the market place.
	4. Conducting technology transfer and product development training to both formal and informal sectors, Jua Kali artisans e.g Briquette making machines, Biogas, Candle machines, Exporters in services, horticulture, Dairy and manufacturing sectors etc.	The implementation of this strategy aims at exposing formal and informal sector players Jua Kali artisans to technology and innovations with potential to enhance the quality of their existing products and to propel them into new business horizons. Under this strategy the relevant Directorates of the County Government will harness information on new technology and avail the same to the sector players artisans. It will also mount relevant and product-related training to the sector players artisans aimed at raising their skills levels and product quality.
	5. Linking with KEBS, KIRDI and Universities to train traders on product development i.e standardization, branding, packaging and patenting.	To implement this strategy the County Government will establish mechanisms for collaborating with universities, KEBS, KIRDI and other technical tertiary institutions, KEBS, KIRDI EPC, Ken Invest, KIPI, KIBT and other research institutions on the development and implementation of training programmes for traders. Through the same mechanisms universities will be encouraged to transfer any incubated technology to entrepreneurs for commercialization.
Objective #29: To promote value addition in agricultural products.	1. Identifying agricultural products for value addition.	Implementation of this strategy will entail undertaking value chain studies and analysis on those agricultural products with potential for value addition. The findings of the studies will then be deposited in the County Business Information Centres for uptake by investors. This will be followed by training to reinforce the value addition technology and to build the capacities of the entrepreneurs for production and marketing. This will be accomplished by building linkages with universities, technical tertiary institutions, KIRDI and KIE on product development and technology transfer.
Objective #30: To promote trade	1. Equipping Business Information Centres	This strategy will entail training of SMEs on ICT and E-commerce. The information will be sourced from various institutions that are mandated to promote trade and investment and from specific

Objectives	Strategies	Description
and Investment commerce in the County.	with ICT facilities.	ministries that are in charge of priority sectors.
	2. Availing up to date data on trade and investment opportunities.	
Objective #31: To strengthen the co-operative movement in Uasin Gishu County.	1. Building the capacities of managers and stakeholders in corporate governance.	Under this strategy, the managers of co-operative societies and stakeholders will be trained on good corporate governance practices. The co-operatives will be strengthened in terms of operational systems, by-laws and other guidelines. Adequate internal management of operational controls will also be established. The management will also be exposed to benchmarking visits to successful co-operatives in other counties.
	2. Expanding the capital base of the co-operative societies.	The low capital base of co-operatives societies has hindered growth leading to low investment and lack of expansion. Expanding the capital base of the societies will involve lobbying by the County Government for affordable loan facilities for the co-operatives from both domestic and external sources.
	3. Providing co-operative education.	This strategy will be implemented within the framework of the newly established Co-operative Education and Training Policy. The aim is to enable co-operatives members, leaders and employees acquire the skills and knowledge to enable them effectively carryout their roles and responsibilities. It will be mandatory for managers of co-operative societies in the County to undergo this training.
	4. Formation of common interest groups.	Under this strategy, deliberate efforts will be made by the County Co-operatives office to encourage the formation of common interest groups. Such groups will include the youth, farmers, women etc and will be exposed to co-operative education and other BDS services.

INFORMATION COMMUNICATION TECHNOLOGY & E-GOVERNMENT

Objectives	Strategies	Description
Objective #32: To create a policy and legal framework to guide integration of ICT in service delivery in	1. Establish a County Policy and Strategy for ICT integration in service delivery.	To undertake this strategy, the County will engage wide to stakeholders in ICT both within and without, in order to establish practical and focused ICT policy. This will entail the following: i) Identifying priority areas for policy and ICT4D strategy for the county; ii) Identify and hold a stakeholder forum to discuss policy statement and ICT4D strategy for the County; iii) Seek partnership and development support for implementation of ICT4D Strategy.
	2. Create an e-	For ICT4D to play a crucial role in the County, leaders across all levels require to be

Objectives	Strategies	Description
County.	leadership capacity development framework	integrated systematically in the development, planning and implementation process of ICT4D policy and strategy of the County. Key elements under this programme include: i) Identify capacity needs of all leaders in the County (Executive and MCAs) ii) Undertake capacity development (training and tools) for leaders based on needs identified above
Objective #33: To integrate ICT in County's development programme and operations.	1. Establishing ICT infrastructure.	Implementation of this strategy entails providing the requisite framework for use in moving the Uasin Gishu County to digital operations. The aim is to inject efficiency in service provision to the people of the County and stakeholders. Establishing the basic infrastructure entails the following: iii) Develop basic guidelines and operational policies to help users utilize ICT services and solutions; iv) Establishing a modern Data Centre to host key server and storage facilities. Providing an area with appropriate conditions such as air-conditioning and alternative power sources will be a necessary element of the infrastructure. Key equipment will be procured and installed in the Data Centre; v) Staff will be provided with computers to access the central information systems. Youth in the County will also be encouraged to open and operate digital centres for access online to County services; vi) The County will establish communication strategy for interaction within and with external publics. Appropriate infrastructure will be established in the Data Centre/Server Room for this purpose; vii) Security measures to ensure that the IT assets are secured from damage and unauthorized access will be installed. The following will be installed as a minimum: - Firewall to reduce the impacts of threats to the County Network; - Anti-virus to fight off any threat to the software; - Protection against any illegal use by County staff. viii) The ICT Department will secure appropriate and cost-effective software licenses regime; and keep track to ensure that licenses are valid at all times; and ix) Appropriate maintenance contracts will be established to ensure essential equipment operates optimally. Service Level Agreements and warranty considerations will be captured under such contracts.

Objectives	Strategies	Description
	2. Building capacities of staff for ICT.	<p>For the IT technology to have maximum impact, training and sensitization forums are required at all levels as follows:</p> <ul style="list-style-type: none"> i) Training and equipping of leaders and management staff be undertaken as a priority in order to turn them into champions. They will also be exposed to benchmarking with visits in other Counties to gain first-hand experience on IT use for development. They will be encouraged to practice using the tools (computers & mobile devices); ii) Utilizing the services of the ICT Champions (employed to train teachers on ICT integration and who are present in each Sub-county), to expand knowledge and usage of IT beyond the schools; iii) The UG County has more than 2,700 staff that requires training on use of technology. The training needs of the staff in IT will be assessed and an appropriate training programme developed. It will be mandatory that all County staff know how to use basic computer packages through their own initiative. Specialized training on applications such as project management solutions, GIS and AutoCAD will be programmed through sectoral departments; iv) Efforts will be made to use ICT Interns – students pursuing ICT training in various institutions to emerge with innovative solutions on IT. This cadre of persons can complement the limited group of ICT officers in the County; and v) Monitoring outreach programmes for interest groups such as teachers, farmers, traders and youth as part of the community level capacity building initiatives.
	3. Integrating ICT in programmes and Operations and Programme.	<p>Implementation of this strategy entails the following:-</p> <ul style="list-style-type: none"> i) Conducting an audit of the existing IT system principal Council of Eldoret and other Councils. The aim will be to establish the technical capacities of the existing systems and possibilities for integration with planned systems. The audit will be followed by documentation of the existing systems in terms of name, objective, features and database. The third activity will entail establishing an inventory of all the IT assets and other components. On completion of the foregoing steps, it will be possible to ascertain what IT infrastructure will be secured; ii) Establishing online human resource system. This will facilitate the development of an IPPD system for tracking and auditing staff. It will also allow for accurate re-deployment of staff based on skills and qualification; iii) The IT system will be deployed to maximize revenue collection in the County. As already

Objectives	Strategies	Description
		<p>intimated, it will be used for processing Business Permits, Licenses, Parking fees, defaulter fines etc.;</p> <p>iv) Institutionalizing modes of payment such as M-pesa, Bank Deposits and On-line Payments. Appropriate legislations will be made to legalize such payments;</p> <p>v) Automating Registry records: Digitalization of records will enhance accountability and the security of important assets (land records, personnel inventory and County assets); and</p> <p>vi) Installing surveillance systems to be used mainly for County security and safety.</p>
<p>Objective #34: To create a County Spatial Development Platform.</p>	<p>1. To build a spatial infrastructure of the County</p>	<p>In line with the National Government plans of establishing a Spatial Infrastructure, Uasin Gishu County shall establish a Spatial Infrastructure that will support all development plans and land related policies implementation. Key strategies proposed here include:</p> <p>i) Develop a Spatial Infrastructure concept for sharing with potential partners;</p> <p>ii) Acquire necessary infrastructure tools (hardware and software) to implement spatial platform for Uasin Gishu County;</p> <p>iii) Create appropriate institutional framework and policy framework to make spatial plan dynamically updated and managed;</p>
	<p>2. Create a capacity development framework and exchanges on best practices / success stories on spatial infrastructure development in collaboration with partners</p>	<p>Spatial Development Plan implementation requires benchmarking with Counties and Metropolicies which have implemented similar tools for service delivery. Uasin Gishu County shall identify through its citizens in the national and diaspora possible countries that will become models for guiding development, design and implementation of a spatial framework. Specifically, the following will be explored in this plan:</p> <p>i) Identify benchmarking Countries and potential linkages in development of Uasin Gishu County Spatial Plan;</p> <p>ii) Undertake a study visit to at least on site identified in (i) above;</p> <p>iii) Document all aspects of support towards establishment and operation of Uasin Gishu County Spatial Development Plan.</p>
<p>Objective #35: To create a youth empowerment programme using ICT</p>	<p>1. Create a platform for collaboration amongst the youth</p>	<p>As documented, youth in Uasin Gishu County form the largest part of the population, with strong inclination towards uptake of ICT tools and services. Most are engaged in social media as means of collaboration, socialization and information exchange. This strategy aims at forming one online platform that will allow youth exchange useful information for wealth creation, educational or social living. This will be achieved with presence of forums and youth moving beyond exchange to action in business world, participating in development</p>

Objectives	Strategies	Description
platform.		activities earmarked in this County's Integrated plan.
	2. Hold capacity building session for youth in the County	Through use of role models and distinguished leaders, youth will be engaged on monthly forums to share information and skills on successful start-ups of enterprises or associations. Key measure will be number of sessions youth are engaged and also successful youth groups who meaningfully formed enterprises to participate in economic activities in the county.
	3. Facilitate youth to create applications for service delivery	As envisaged in the national policy, youth and women are expected to be given 30% of procurement related activities. ICT projects will be structured to allow this commitment be realized considering that majority of software developers are youth, some even undertaking studies in various institutions of higher learning.

Objective #36: To enhance the capacity of the County's fire, rescue and disaster mitigation, preparedness and response.	3. Establishing and enhancing an institutional and legal framework for the fire, rescue and disaster management department in the County.	The implementation of this strategy will entail: i) Appoint committee members who will be spread to the sub-County and ward levels; ii) Draft legal regulation to govern the County on disaster risk reduction; iii) Collect data that will reflect the national draft policy; iv) Prepare a policy from the collected data that has customized the terrain; and v) Formulate a disaster committee in County and sub-County level.
	4. Improving the state of preparedness in the County at all levels.	The implementation of this strategy will entail: i) Increase safety education and awareness programmes of hazard and risk through learning institutions, corporate and the community; ii) To enhance community participation by creating a volunteer emergency response unit on a continuous provision of quality training to improve the proficiency, quality and safety for the volunteer emergency responders; iii) Construction of emergency response lane on the road network; iv) Train the community development workers on survival techniques and equip them with the appropriate tools; v) Recruiting the volunteers through vetting process and assess the training needs for them by creating teams at sub-County and ward levels;

		<ul style="list-style-type: none"> vi) Improve preventive maintenance and operational training; vii) Identify resource personnel who will train the volunteers and equip them with appropriate information concerning emergency response scenarios; and viii) The advertisement, publicity and road show modes of the safety precautions.
	<p>5. Strengthening the capacity in coordination mechanism on human resource and apparatus.</p>	<p>The implementation of this strategy will entail:</p> <ul style="list-style-type: none"> i) To minimize fatalities and injuries during incidents by performing mock drills with different sectors; ii) Identify emergency providing services that can be out sourced to incorporate them in formulation of an integrated emergency team on ICS programme; iii) To continuously replace the older apparatus with the modern and efficient ones; iv) To create emergency responding teams at sub-County and ward level; v) Use of cost effective structures that would be of good resistance to fire and construct reservoirs to be used for harvesting of the storm waters during rainy season for use during dry spell for fire fighting.

THE IMPLEMENTATION PLAN

Introduction

7.6 This section presents the plan for implementing the strategies outlined under this CIDP. It presents the Logical Framework Matrix which contains the Mission, Goal, Results and the activities to be implemented. It also contains the indicators that will be used to measure implementation; and the means of verifying that implementation has taken place. Lastly, it contains assumptions which are considered critical to the implementation of the Plan.

7.7 The Logical Framework Matrix represents the road-map which will guide the implementation of the Uasin Gishu County's 5-year programme. The attached timeframe gives an illustration of the selected priorities. The activities contained in the matrix represent the selected strategies and will be subsequently employed in the development of Plans of Operations. Lastly, the activities have been used to estimate the cost of implementing the plan. This approach is in line with the requirement for public entities to adopt programme-based budgeting.

THE LOGICAL FRAMEWORK MATRIX

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
<p>Mission:</p> <p>To improve the livelihoods of the people of Uasin Gishu County through provision of suitable infrastructure, investment opportunities, legislation, and security, while maintaining sustainable environmental management practices.</p>	_____	_____	_____
<p>GOAL #1:</p> <p>To attain Household food security</p>	8 The % increase in household food production and crop diversity.	1. UGC Survey Report on Crop Production reflecting area and yield by crop type.	
	9 The % increase in expenditure on food in the County as a proportion of the total household expenditure.	2. UGC Survey Report on Household Consumption.	
	10 Stability of food prices and supply.	3. Market monitoring reports with information on trade patterns, infrastructure, price and supply of key commodities.	
	11 The % increase in productivity of key agricultural commodities.	4. The UGC Annual Agricultural Survey Report.	
	12 The % contribution of agriculture to Household income increased from 35.3%.	5. The Household Welfare Monitoring Report Survey.	
<p>GOAL #2:</p> <p>To reduce poverty levels and increase incomes.</p>	1. Absolute poverty reduced from 49% in 2012 to 23% by 2018.	1. The County Household Welfare Monitoring Survey Report.	
	2. The rural poor as a proportion of the total County population reduced from 39% in 2012 to 18% by 2018.	2. The County Household Welfare Monitoring Survey Report.	
	3. The % of food poor as a proportion of the total County population reduced from 41% in 2013 to 30% by 2018.	3. The County Household Welfare Monitoring Survey Report.	
	4. The percent of rural poor as a proportion of the total County population reduced from 39% in 2013 to 35% by 2018.	4. The County Household Welfare Monitoring Survey Report.	
	1. The urban poor as a proportion of the total population reduced from 56% in 2013 to 49% by 2018.	5. The County Household Welfare Monitoring Survey Report.	
<p>GOAL #3:</p> <p>To improve literacy levels in Uasin Gishu County.</p>	1. The Primary level Gross Enrolment Rate (GER) increased from 89.5% in 2012 to 98% by 2018.	1.1 The County Literacy Survey Report. 1.2 The National MOE Annual Report.	
	2. The Secondary Gross Enrolment Rate (GER) increased from 65% in 2012 to 80% by 2018.	2.1 The County Literacy Survey Report. 2.2 The National MOE Annual Report.	
	3. Improved access to adult and continuing education in Uasin Gishu County.	3. The County Literacy Survey Report.	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
	4. Transition rates from primary to secondary increased from 59.9% in 2012 to 80% by 2018.	4. The County Annual Education Report.	
	5. Inclusive education provided adequately.	5. The County Annual Education Report.	
	6. The literacy rate increased from 91% in 2012 to 98% by 2018.	6. The UGC Literacy Survey Report.	
GOAL #4: To improve the health status of the citizens of Uasin Gishu County.	1. The infant Mortality Rate reduced from 48% to in 2012 to 10% by 2018.	1. The County Annual Health Report.	
	2. Life Expectancy improved from 65.9 years to 70 years by 2018.	2. The County Household Welfare Monitoring Survey Report.	
	3. Under – 5 mortality rate reduced from 56% in 2012 to 15% by 2018.	3. The County Annual Health Report.	
	4. Doctor population ratio improved from 1:10,034 in 2012 to 1:8,500 by 2018.	4. The County Annual Health Report.	
	5. The HIV prevalence rate reduced from 4.5% in 2012 to 3.2% by 2018.	5. The National AIDS Control Council (NACC) Country Monitoring Report.	
	6. The contraceptive acceptance rate increased from 34% in 2012 to 60% by 2018.	6. The Annual Report of the National Population Council.	
	7. The child immunization coverage rate increased from 79% in 2012 to 90% by 2018.	7. The County Annual Health Report.	
	8. County health facilities increased from 170 in 2012 to 266 by 2018.		
	9. Level 6 referral hospitals increased from 1 to 2.		
	10. Health facilities offering family planning services increased from 50% of the total in 2012 to 100% by 2018.		
	11. Morbidity rates reduced from 17.5% in 2012 to 8.5% by 2018.		
	12. Pregnant women attending at least 4 Antenatal visits increased from 37% in 2012 to 70% by 2018.		
	13. Deliveries conducted by skilled attendants in health facilities increased from 30% in 2012 to 50% by 2018.		
	14. Persons with ill-health managed by Community Units increased from 12% in 2012 to 50% by 2018.		
GOAL #5: To improve infrastructure in Uasin Gishu County.	1. Bitumen surface roads increased from 310 km in 2012 to 450 km by 2018.	1.1 County Annual Monitoring Report showing progress made on road construction. 1.2 Completion Certificate issued to road contractors by KENHA.	
	2. Gravel surface increased from 549 km in 2012 to 800 km by 2018.	2.1 The Completion Certificates issued by KERRA. 2.2 The County Monitoring Reports.	
	3. Earth roads reduced from 377km by 2012 to 200km.	3. The County Annual Monitoring Reports.	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
	4. The number of Trading Centres without electricity reduced from 30 in 2012 to 10 by 2018.	4. The County Annual Monitoring Reports.	
	5. Traffic in Eldoret town decongested.	5. The Annual Report.	
	6. All service delivery points including schools and hospitals placed on the National Power Grid.	6. The County Annual Monitoring Reports.	The KP&LC will align its plans for power distribution to those of the CIDP.
	7. ICT integrated in all productive sectors and areas of operation.	7. The County Annual Monitoring Report reflecting the county operations managed online.	

The Corporate Governance

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #1: Good Corporate governance practices enhanced in the Uasin Gishu County Government.	1.1 All members of the County Government including the Governor, Deputy Governor, Speaker, Members of the County Assembly, Members of the Public Service Board, Chief Officers and Senior Staff exposed to training in Corporate Governance.	1.1 The County Annual Reports.	1. The training needs identified and prioritized basis on funds available.
	1.2 Requisite legal frameworks for governing the County developed and established.	1.2.1 County Laws and Guidelines. 1.2.2 The County Hansard Report reflecting enacted County laws.	2. The County Executive arm will draft bills and forward to the County assembly and that they will be passed into law.
	1.3 The County organizational structures covering all the core functions established.	1.3 The County Organizational Structure reflecting the Core functions.	
	1.4 Sound policies and management systems established.	1.4 UGC County policy documents.	
	1.5 County staff rationalized in line with established departmental workloads.	1.5 The County Human Resource Complement Report reflecting the Authorized HR Establishment.	
	1.6 Sub-County structures including the Ward and Village levels strengthened.	1.6 The County Annual Report.	3. Standard reporting format will be put in place for all departments.

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
1.1 Train the members of the County Government and Senior Management Team on Corporate Governance.	1.1.1 The % increase in the number of MCAs and Senior staff trained on Corporate Governance.	1.1.1 The UGC Report on training on Corporate Governance.							60M
	1.1.2 Best practices in Corporate Governance integrated in the	1.1.2 The UGC Annual Evaluation Report.							

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
	day-to-day operations of the UGC government.								
	1.1.3 Awards and honors to recognize citizens doing a great job/contribution.		1. County Executive to come up with rules.	↔					
1.2 Review any existing anachronistic laws in the County and establish new laws and guidelines for effective governance.	1.2.1 All laws, By-laws and Regulations inherited from both the previous Central Government, Local Government and Eldoret Municipality identified and reviewed for their relevance in the UGC Government.	1.2.1 The UGC Laws and Regulations.	1. The committee in charge of transition and transfer of functions will be established to monitor the legislation required periodically and advise the County Government accordingly.	↔					
	1.2.2 All anachronistic and irrelevant Laws, By-laws, and Regulations repealed from the County Statutes.	1.2.2 The UGC Report on Repealed laws.	2. Executive to draft bills and forward to the County Assembly and that the Assembly will pass the bills.	↔					
	1.2.3 New progressive laws and regulations enacted and established.	1.2.3 The UGC Laws and Regulations.		↔					
1.3 Re-organizing County registry.	1.3.1 County registry reorganized and automated.	1.3.1 Automated Registry County Report.	1. The County funds the project and the other partners.	↔					30M
1.4 Establish a County Organizational Structure housing all the core functions and service areas.	1.4 An organizational structure reflecting all core functions of the UGC Government established.	1.4 The County Organizational Structure reflecting Core functions and reporting arrangements.	1. Alignment of staff to fit the County priorities.	↔					
1.5 Develop the key services of the County from the functions provided by the Constitution and those	1.5 Job-descriptions and Job specifications for key service areas developed; and the concomitant titles defined.	1.5 The UGC HR Annual Report.	1. The job evaluation will have been done.	↔					

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
devolved through the Transitional Authority.									
1.6 Establish policies to govern all procedures and processes of the County Government.	1.6.1 A Policy and Procedures Manual developed and established.	1.6.1 The UGC Policy and Procedures Manual.	1. The old or existing procedures are not consistent with the current County strategy and they have to be reviewed or they are non-existent as some functions are new.	←————→					10.8M
	1.6.2 Management systems established in key areas including: Administration, Finance, Accounting, Procurement, Human Resource, Transport and Programme Management.	1.6.2 The UGC Policy and Procedures Manual.		←————→					15.6M
1.7 Establish the actual number of staff on the Establishment.	1.7.1 A staff Headcount conducted and the staff in-post position established.	1.7.1 Report of the Staff Headcount showing the Actual Establishment.		←————→					5M
	1.7.2 The % of “Ghost Workers” as a proportion of the total Establishment determined.	1.7.2 The UGC Report on “Ghost Workers”.		←————→					
1.8 Match staffs against the key functions.	1.8.1 Staff skills and competencies assessed.	1.8.1 The Report on existing staff skills of UGC workers.		←————→					5M
	1.8.2 Job-specifications for key positions determined and staff deployed as appropriate.	1.8.2 The HR document on Job-descriptions and Specifications for key positions in the UGC service.		←————→					1.1B
	1.8.3 Staffs from the National Government and from the Local Government fused into one County Service.	1.8.3 The New UGC Staff Establishment Report.		←————→					
	1.8.4 Staff rationalization and balancing.	1.8.4 The New UGC Staff Establishment Report.		←————→					
1.9 Strengthen the Sub-County levels for effective service delivery.	1.9.1 A functional analysis conducted to determine the services for downstream decentralization.	1.9.1 Report of the Sub-County Financial Analysis.	1. NGOs, CBOs and Other Non-State actors willing to partners with the UGC Government in service provision.	←————→					
	1.9.2 The requisite organizational structures for the Sub-County level determined.	1.9.2 Sub-County level organizational structures depicting administrative services and development programme management.		←————→					
	1.9.3 Gaps in existing capacities for service delivery determined.	1.9.3 The Gap Analysis Report reflecting technical and human resource		←————→					

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
		capacity needs at the Sub-County level.							
	1.9.4 Community level partners for service delivery identified and their capacities strengthened.	1.9.4 County Report containing a compendium of NGOs, CBOs, Non-State actors, Community Groups etc acting as partners with the UGC Government in service provision.		↔					
	1.9.5 The capacities of County staff at the Sub-County level strengthened.	1.9.5.1 The Training programme for community level service providers.							
		1.9.5.2 The Capacity Building Report.							
	1.9.6 Mechanisms for co-ordination established.	1.9.6 The UGC organizational structures.		↔					30M

Finance and Economic Planning

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #2: The revenue levels of Uasin Gishu County enhanced.	2.1 New viable commercial investments of the County identified.	2.1.1 Report of the Survey on County Assets including land and buildings. 2.1.2 Report of survey on areas of investment potential in the UGC.	
	2.2 Strategic Investors identified; and joint ventures with UGC Government financed and implemented.	2.2.1 Joint Agreements with strategic investors. 2.2.2 Project Documents on joint ventures between UGC and strategic investors.	
	2.3 A Land Bank and a Business Park established at Maili Tisa.	2.3.1 The Spatial Map of UGC depicting a Business Park. 2.3.2 The Land Registry maps and documents relating to the UGC Land Bank.	
	2.4 Clear guidelines for Investors on Licensing, procedures etc. developed and availed to potential investors.	2.4 UGC Investor Guidelines.	
	2.5 The County Budget Developed and used to manage County finances and expenditure.	2.5 The UGC Annual Budget.	
	2.6 An automated County Financial Management System established.	2.6 The UGC portal reflecting an automated financial management system.	
	2.7 The County financial management system strengthened and appropriate financial controls	2.7 The UGC Financial Management System document containing financial controls.	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
	established.		
	2.8 The County Procurement System established and a Procurement Plan developed and in use.	2.8 The County Procurement System and Plan.	
	2.9 The quality of services in all service areas improved and services with potential for increased revenue generation identified.	2.9 The Customer Service Quality Survey Reports.	
	2.10 All non-core services contracted-out.	2.10 County Contract documents with suppliers of non-core services.	
	2.11 A comprehensive staff rationalization exercise completed and a lean and efficient staff deployed.	2.11 The UGC Annual Monitoring Report reflecting improved revenue levels from automated services.	
	2.12 Revenue collection and management automated:- (i) the Land Registry; (ii) Business Permit Issuance; (iii) Licensing; (iv) Parking fees collections; (v) Water services; and (vi) Defaulter fines.	2.12.1 The UGC portal reflecting areas of automation of services. 2.12.2 The UGC Annual Monitoring Report reflecting improved revenue levels from automated services. 2.12.3 The UGC financial reports reflecting improved revenue levels.	
	2.13 At least 5% of the total funding for the UGC Development Programme harnessed from Development Partners.	2.13 The UGC Budget reflecting the % growth in Development Partner funding.	
	2.14 Partnership arrangements with the Private Sector in key service provision areas concluded.	2.14 The PPP Agreements between the UGC Government and Private Sector partners.	
	2.15 Revenue collection mechanisms in traditional areas such as local markets, Jua Kali traders, Businesses etc. strengthened and revenue levels improved by 20% every year.	2.15 The UGC financial reports reflecting improved revenue levels.	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
2.1 Conduct a survey to identify County assets.	2.1.1 A compendium of UGC assets developed and "dead assets" identified.	2.1.1 The list of surveyed UGC Government assets.		↔					10M
2.2 Identify assets investment potential for development or redevelopment.	2.2.1 Assets for redevelopment identified and valuations completed.	2.2.1 The UGC Asset Valuation Report.		↔					20M
2.3 Develop a compendium and publicize the list of assets identified.	2.3.1 A list containing assets for re-development publicized.	2.3.1 The list of assets on offer for re-development.							30M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
2.4 Develop terms and guidelines for potential investors.	2.4.1 Due diligence conducted on potential investors and guidelines on collaboration developed.	2.4.1 The Due Diligence Report of potential strategic investors.			↔				10M
2.5 Develop maps and spatial plans for the Maili Tisa Business Park.	2.5.1 Spatial maps and physical plans for Maili Tisa Business Park completed.	2.5.1 Spatial and physical plans for the proposed Maili Tisa Business Park.		↔					20M
2.6 Identify and purchase land for Banking.	2.6.1 A County Land Bank established.	2.6.1 The title deeds of the UGC Government Land Bank.		↔					
2.7 Develop guidelines and procedures for investors.	2.7.1 County guidelines and procedures for investors developed and availed.	2.7.1 Guidelines and procedures for investors.			↔				10M
2.8 Develop an activity-based County Budget.	2.8.1 A County Budget developed.	2.8.1 The UGC Budget containing proposals on Recurrent and Development expenditures.		↔				↔	
2.9 Establish an automated County Financial Management System with appropriate controls.	2.9.1 The County Management system automated and operational.	2.9.1 The UGC portal reflecting the automated Financial Management System.		↔					50M
2.10 Develop a County Procurement System.	2.10.1 An effective County Procurement System established.	2.10.1 The UGC Government procurement system.		↔					2M
2.11 Develop a County Procurement Plan.	2.11.1 A County Procurement Plan developed.	2.11.1 The UGC Government Procurement Plan.		↔				↔	
2.12 Establish a Customer Service Delivery Charter.	2.12.1 A Customer Service Charter with clear Service Standards established.	2.12.1 The Customer Service Charter document specifying the Service Standards established by the UGC Government.		↔					
2.13 Identify non-core services for contracting-out.	2.13.1 Non-core services for contracting out identified and a Contracting Plan developed.	2.13.1 The list of Non-core services for contracting-out.		↔					2M
2.14 Develop and implement a plan for contracting-out non-core services.	2.14.1 A plan for contracting-out non-core services implemented and contracts signed with new managers.	2.14.1 The plan for contracting-out non-core services.		↔					2M
2.15 Monitor service	2.15.1 The % increased in	2.15.1 The Financial							

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
quality and revenue collection from the services contracted out.	revenue collected from contracted services.	Statements of the UGC Government.							5M
2.16 Rationalize the Staff Establishment and clean the payroll.	2.16.1 The % reduction in the County Establishment.	2.16.1 The HR Annual Report.		←————→					0.5M
2.17 Automate revenue collection.	2.17.1 Revenue collection automated in key revenue generation areas.	2.17.1 The UGC Government portal.		←————→					30M
2.18 Develop a SWAP framework for harnessing resources from Development Partners.	2.18.1 The UGC Government and development partners implementing a Sector-Wide Approach to planning.	2.18.1 The SWAP Agreement Document between the UGC Government and Development Partners.	1. Development Partners willing to enter into a SWAP arrangement with UGC Government.	←————→					5M
	2.18.2 All development partners implementing a joint-development programme drawn from the UGC Integrated Development Plan.	2.18.2 The Joint Development Programme as articulated in the CIDP.	2. Development Partners willing to implement a joint programme with UGC Government.						
2.19 Identify areas for PPP and implement partnership agreements between the UGC and private sector.	2.19.1 The % increase in the number of PPP Agreements signed between the UGC Government and the private sector.	2.19.1 The PPP Agreements.	3. The Private Sector interested in entering into PPP with the UGC Government.	←————→					20M
2.20 Strengthen revenue collection mechanisms in traditional areas.	2.20.1 The % growth in revenue from traditional areas of collection.	2.20.1 The UGC financial statements and reports reflecting improved revenue collection from domestic sources.		←————→					10M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #3: The Implementation of the County Integrated Development Plan Enhanced.	3.1 Departmental Planning Operation developed and implemented.	3.1 The Departmental Plans of Operation outlining the respective responsibilities of each Department under the CIDP.	
	3.2 Individual Work plans developed and implemented.	3.2 Individual Work Plans derived from the Departmental Plans of Operation and the CIDP.	
	3.3 A Performance Management System established in County operations.	3.3 A Performance Management System comprising of appraisal and reward mechanisms.	
	3.4 Performance Contracts signed between County Chief Officers and the Governor on Key Performance Targets.	3.4 Performance Contract documents.	
	3.5 Effective coordination mechanisms on CIDP implementation established.	3.5 Programme coordination documents between the various levels of County Government; and between Departments.	
	3.6 The CIDP Monitoring Plan implemented.	3.6 The CIDP periodic monitoring reports reflecting the performance under key indicators.	
	3.7 The County Development Programme enhanced.	3.7 The County CIDP Evaluation Report.	
	3.8 The Planning function in the County Government strengthened with adequate and qualified staff.	3.8 The County Organogram reflecting the planning function.	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
3.1 Develop Plans of Operation.	3.1.1 All the Ten Departments developed and implemented Plans of Operation.	3.1.1 The Departmental Plans of Operation for all the 10.				↔			
3.2 Implement Plans of Operation.	3.2.1 The key Departmental activities implemented in accordance with planned timelines.	3.2.1 The Periodic Monitoring Reports.				↔			
3.3 Monitor the implementation of Plans of Operation.	3.3.1 Periodic Monitoring Reports on key indicators produced and used to steer the CIDP programme.	3.3.1 Periodic Monitoring Reports.							
3.4 Develop Individual Work plans.	3.4.1 All staff of the County Government implementing their Individual Work plans.	3.4.1 Periodic Monitoring Reports.		↔					
3.5 Integrate the Individual Work plans in the Performance Management System.	3.5.1 The performance of staff assessed using an effective Appraisal Instrument.	3.5.1 The Performance Appraisal System (PAS) tools.		↔					10M
	3.5.2 A reward and sanction system established as an element of the County Performance	3.5.2 The PAS.		↔					20M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
	Management System.								
	3.5.3 The Individual Work Plans of staff are aligned to the County strategies as articulated in the CIDP.	3.5.3 Individual Work plans.							10M
3.6 Implement Individual Work plans.	3.6.1 The implementation of Individual Work plans assessed against the targets established by the Departments/Individual staff.	3.6.1 The PAS.							5M
3.7 Develop and establish Performance Contracts.	3.7.1 Performance Contracts signed between the County Chief Officers and the Governor; and between the County Chief Officers and their respective Directors.	3.7.1 The signed Performance Contracts.							3M
	3.7.2 The overall Performance of the County Government on Key Performance Indicators (the Set Objectives), publicly publicized for stakeholder consumption.	3.7.2.1 The County Annual Evaluation Report.							15M
		3.7.2.2 The County Report Card on Performance.							15M
	3.7.3 A County Customer (Citizens) Service Charter established and posted in all areas of service delivery.	3.7.3 The County Customer Service Charter Document.							15M
3.8 Establish mechanisms for coordinating programme implementation.	3.8.1 Mechanisms for coordinating programme implementation established.	3.8.1 Guidelines on programme coordination.							
3.9 Monitor the implementation of the CIDP.	3.9.1 The CIDP Monitoring Plan Implemented.	3.9.1 The County Annual Report.							
3.10 Evaluate the County Development Programme.	3.10.1 The County development programme evaluated.	3.10.1 The County Annual Evaluation Report.							
3.11 Build the planning capacities of the County Government.	3.11.1 The % growth in the number of officers trained as per the Training Needs Assessment Study.	3.11.1 The County HR Annual Report showing the implementation of the HRD Plan.							

Agriculture, Livestock and Fisheries

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #4: Agricultural production, market access and value addition increased and post harvest losses reduced.	4.1 The % increase in the number of farmers implementing Good Agricultural Practices (GAPs) in all aspects of farming.	4.1 The County Agricultural Monitoring Report.	
	4.2.1 The % increase in the number of farmers attending Farmer Field Schools and visiting Demonstration farms.	4.2 The Sector reports on farmer training.	
	4.2.2 The % increase in demonstrations on newly researched production technologies.		
	4.3 Extension services for farmers strengthened and revamped.	4.3 The County Agricultural Monitoring Report with information on agricultural extension.	
	4.4 The % increase in Farmers receiving information on weather patterns and availability of inputs through mobile telephones, media and County Resource Centres.	4.4.1 The Agricultural Sector Reports. 4.4.2 Reports of the County Meteorological station.	
	4.5 The % increase in the number of farmers served by AI services.	4.5 Sector reports on Veterinary extension services.	
	4.6 The % growth in the number of farmers accessing agricultural credit.	4.6.1 The financial records of the Agricultural Finance Corporation. 4.6.2 The Sector reports on farmer financing.	
	4.7 The % reduction in the cost of farm inputs.	4.7 The Sector reports on farmer surveys.	
	4.8.1 The post-harvest loss incurred during storage by farmers reduced from 40% of the total production.	4.8.1 The Sector survey reports reflecting reduction in post-harvest losses in cereals and pulses.	
	4.8.2 The % growth in the total volume of milk marketed.	4.8.2 The County Monthly Dairy Monitoring Report.	
	4.9 The % growth in the number of farmer groups and co-operatives established at the local level.	4.9 The County Annual Report on farmers Co-operative Movement in the County.	
	4.10 The % growth in production of export crops.	4.10 The County Annual Report showing the volumes and value of export crops.	
	4.11 The % increase in the number of farmers accessing mechanized farming.	4.11 The Report of the UGC Tractor Hire Scheme reflecting increase use of agricultural machinery by farmers.	
	4.12 The % increase in the number of farmers practicing integrated agricultural farming.	4.12 The Sector Survey Report on farmer activity.	
	4.13 High quality animal feeds and water available.	4.13 The Sector Survey Report.	
	4.14 The % growth in the number exotic and crossbreed dairy and beef animals.	4.14 The Sector Survey Report.	
	4.15 The % reduction in the number of livestock diseases reported.	4.15 The Veterinary Monthly Reports on livestock diseases.	
4.16 The % increase in the number of farmers practicing commercial agriculture in the County.	4.16 The Sector Survey Report.		
4.17 The % increase in fish production.	4.17 The Sector Survey Report.		

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
4.1 Train farmers on Good Agricultural practices.	4.1.1 The % increase in the number of farmers exposed to training on GAPs.	4.1.1 The Sector Monthly Monitoring Report.		←				→	5M
4.2 Establish Demonstration farms and Farmer Field Schools for farmer training.	4.2.1 At least 30,000 individual farmers visited and 90,000 reached through group approach over the Plan period.	4.2.1 The Sector Annual Report showing the proportion of farmers reached.		←				→	5M
4.3 Conduct demonstrations on newly researched production technologies.	4.3.1 At least one Demonstration on newly researched production technology set up in each sub-County and Ward.	4.3.1 The Sector Annual Report.		←				→	10M
4.4 Reform and support agricultural extension system.	4.4.1.1 At least 30 Field Extension Officers recruited and deployed.	4.4.1 The HR records of the UG County Government.		←	→				5M
	4.4.1.2 Partnership with at least 50 private sector agencies and NGOs/CBOs for provision of extension services established.								5M
4.5 Purchase motorcycles for front line extension personnel.	4.5.1 51 motorcycles purchased in the Plan period.	4.5.1 Log book/invoice.		←	→				18.5M
4.6 Establish linkages between the County extension service, universities and Research Institutions for transfer of technology to extension officers.	4.6.1 Research outcomes and extension packages disseminated to Extension Officers through field days, demonstrations, exhibitions, print and electronic media.	4.6.1 The Sector Report on dissemination of extension packages.		←				→	100M
4.7 Promote crop mapping according to Agro-ecological zones.	4.7.1 15 types of crops promoted according to agro-ecological zones.	4.7.1 Agriculture County reports on crop zoning.		←	→				15.6
4.8 Employ ICT in the dissemination of agricultural technology to farmers.	4.8.1 The increase in the number of farmers reached through SMS, Mobile telephones, Social Media etc.	4.8.1 The Sector Monitoring Report.		←				→	2.5M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
4.8 Establish enterprise – specific lines of credit with financial institutions dedicated to farmers.	4.9.1.1 The % of increase in farmers accessing credit.	4.9.1.1 The Financial records of the AFC.	1. AFC and other financial institutions willing to expand lending activities to farmers.						60M
	4.9.1.2 The % growth in volume of credit disbursed to farmers by AFC	4.9.1.2 The Financial records/reports of AFC.		←————→					
	4.9.1.3 The % growth in institutions establishing enterprise specific lending.	4.9.1.3 The reports of the Financial Institutions with established lines of credit to farmers.		←————→					
	4.9.1.4 The % growth in new institutions establishing agricultural lines of credit.	4.8.1.4 The reports of Financial Institutions with agricultural lines of credit.							
4.10 Identify opportunities for the bulk – purchase of farm inputs by farmer groups.	4.10.1.1 The % of farmer groups making bulk purchase of farm inputs increased.	4.10.1.1 The Sector Monitoring Reports.							10M
	4.10.1.2 The % reduction in inputs cost.	4.10.1.2 The Sector Monitoring Reports.							
4.10 Strengthen the Warehouse Receipting System for storage of cereals and other farm produce.	4.10.1.1 The % increase in the number of farmers participating in the WRS.	4.10.1 The Annual Report of the Warehouse Receipt System Project.							5M
	4.10.1.2 The % reduction in post-harvest crop loss due to lack of storage.								
4.10 Provide support for on-farm development of storage facilities.	4.10.1 The % increase in the number of farmers with on-farm storage.	4.10.1 The Sector Monitoring Report.							5M
4.11 Promote the production of export crops.	4.11.1.1 The % increase in land area under export crops.	4.11.1.1 The Sector Monitoring Report.							5M
	4.11.1.2 The % increase in the value of export crops over the 5-year Plan period.	4.11.1.2 The Sector Monitoring Report.							
4.12 Increase the number of machinery at Eldoret A.M.S	4.12.1 Farm tractors, combine harvesters dozers and drag lines increased at the A.M.S.	4.12.1.1 The Monthly Performance Report.							100M
		4.12.1.2 The Sector Monitoring Report.							
4.13 Train farmers on integrated farming systems.	4.13.1 At least 30,000 farmers practicing integrated farming over the Plan period.	4.13.1 The Sector Monitoring Report.							1M
4.14 Establish an Agri-	4.14 An Agribusiness	4.14 The Monthly Performance							

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
business centre at Chebororwa A.T.C.	Development Centre established at Chebororwa ATC.	Report of the Agri-business Centre.			↔				10M
4.15 Provide resource-poor farmers with starter packages to progressively build their capacities.	4.15.1 At least 6,000 resource-poor farmers issued with a starter package over the Plan period.	4.15.1 The Sector Monitoring Reports showing the proportion of resource-poor farmers issued with a starter package.		↔					30M
4.16 Reduce prevalence of crop pests and diseases.	4.16.1.1 Training conducted for at least 30,000 farmers on the symptoms and control methods of common pests.	4.16.1.1 The Training Reports of farmers trained on control of common pests.		↔					5M
	4.16.1.2 Crop disease surveillance conducted over the Plan period.	4.16.1.2 Sector Report on crop surveillance.		↔					5M
4.17 Promote soil, water management and environmental conservation.	4.17.1.1 At least 30,000 farmers trained on soil and water management.	4.18.1.1 Sector Monitoring Reports showing the proportion of farmers trained on soil and water management.		↔					10M
	4.17.1.2 A total of 5,000 soil samples collected and tested across the County.	4.18.1.2 Sector Report on soil sample analysis.			↔				10M
	4.17.1.3 A soil analysis laboratory established at AMS.	4.17.1.3 The County Annual Report showing the establishment of a soil analysis laboratory at AMS.			↔				20M
4.18 Promote irrigation agriculture.	4.18.1.1 A total of 328 dams desilted between 2013 and 2018.	4.18.1.1 The Sector Monitoring Report showing the proportion of dams desilted.		↔					1.148M
	4.18.1.2 At least 3 water reservoirs established per each Ward.	4.18.1.2 The Sector Monitoring Report showing the proportion of reservoirs established per Ward.			↔				150M
4.19 Provide market information.	4.19.1.1 At least 50,000 farmers sensitized on market information over the Plan period.	4.19.1 The Sector Monitoring Reports showing the % of farmers sensitized on market information.		↔					2.5M
4.20 Promote market development.	4.20.1.1 At least 60 market surveys undertaken over the	4.20.1.1 The Sector Monitoring Reports.		↔					0.5M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
resource for livestock use.	the plan period.								5.5M
5.7 Train farmers on how to make Total Mixed Ration (TMR).	5.7.1 7500 farmers trained on TMR in the plan period.	5.7.1 Livestock county annual reports.	1. Participation by farmers.	↔	↔	↔	↔		2.993M
5.8 Licensing AI service providers.	5.8.1 No. of AI providers licensed.	5.8.1 AI License book.	1. All will be legible for licensing.	↔	↔	↔	↔	↔	0.15
5.9 Train stakeholders and AI service providers on management and control of breeding diseases.	5.9.1 30 stakeholders per sub county and 46 AI providers trained in the plan period.	5.9.1 Livestock county annual reports. Training reports.	1. Participants will avail themselves for the training.	↔	↔	↔	↔	↔	0.36M
5.10 Train farmers/farm managers on heat detection, management and control of breeding diseases in dairy animals.	5.10.1 6000 farmers trained in the planned period.	5.10.1 Training reports.	1. Participants will avail themselves for the training.	↔	↔	↔	↔	↔	2.993M
5.11 Promote livestock breeding technologies (AI, use of sexed semen and Embryo transfer)	5.11.1 30 promotions held in the plan period.	5.11.1 Livestock county annual reports.	1. Participants will avail themselves for the training.	↔	↔	↔	↔	↔	0.48M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
5.16 Promote private/institution livestock breeding and multiplication farms.	5.16.1 6 farms promoted in the plan period.	5.16.1 Livestock county reports on livestock breeding.	1. Willingness from the farmers.	↔	↔	↔	↔	↔	12.4M
5.17 Promote registration and record keeping of livestock breeding stock.	5.17.1 2500 animals registered in the planned period.	5.17.1 Reports on the No. of animals registered.	1. Cooperation from farmers.	↔					1.25M
5.18 Establish a genetic resource center in the county.	5.18.1 One genetic resource center established.	5.18.1 Activity report.	1. Cooperation from stake holder.			↔			100M
5.19 Carry out animal disease surveillance zero monitoring	5.19.1 No of disease surveillance done	5.19.1 Livestock disease surveillance reports.	1. Cooperation from livestock owners.	↔					2.3M
5.20 Carry out livestock vaccination.	5.20.1 Foot and Mouth Disease (FMD) prevalence reduced from 10% to 4% in UGC in the planned period.	5.20.1 Disease control reports.	1. Availability of resources.	↔	↔	↔	↔	↔	382.3M
5.21 Carry out disease zero-monitoring exercise.	5.21.1 60 Zero-monitoring exercises carried out.	5.21.1 Reports on livestock disease surveillance.	1. Farmers will be willing to present animals for sample taking.	↔	↔	↔	↔	↔	3.44M
5.22 Equip Eldoret regional Veterinary Investigation laboratory with modern facilities.	5.22.1 Lab equipped with modern facilities.	5.22.1 Equipments bought.			↔				5M
5.23. Carry out vector and pest control and monitoring.	5.23.1 49 dips rehabilitated and supervised.	5.23.1 Livestock disease control reports.	1. All dips will be functional.	↔					13M
5.24 Train dip committees on diseases control and dip management.	5.24.1 1479 Dip committee members trained in the planned period.	5.24.1 Livestock county annual reports. Training reports.	1. Participation by stakeholders.	↔	↔	↔	↔	↔	1.802M
5.25 Procure and issue livestock movement permits.	5.25.1 No of livestock movement permits procured and issued.	5.26.1 Livestock county reports on movement of livestock.	1. Cooperation from all livestock stakeholders.	↔					0.15M
5.26 Set livestock research agenda based on the	5.26.1 3 livestock research on Tick resistance, rate of	5.26.1 Livestock research reports.	1. Cooperation from farmers.	↔					2M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
needs in the sector (Tick resistance, rate of adoption of breeding technologies and Impact of disease outbreak on production).	adoption of breeding technologies and Impact of disease outbreak on undertaken in the plan period carried out.								
5.27 Inspection of outlets for veterinary drugs, pesticides, animal feeds and A.I equipment.	5.27.1 100 outlets for veterinary drugs, pesticides and animal feeds inspected.	5.27.1 Inspection repots.	1. Cooperation from the outlet owners.						0.15M
5.28 Disseminate research outcomes and extension packages to producers through various methods i.e. field days, field demonstrations, Exhibitions non-residential training, seminars and workshops, print and electronic media.	5.28.1 3 research outcomes and extension packages disseminated in the plan period.	5.28.1 Livestock- research liaison reports.	1. Research recommendations will be implemented.						0.75M
5.29 Build a data inventory for extension service providers.	5.29.1 5 extension service providers inventory build in the planned period.	5.29.1 Livestock annual Report on extension provision.	1. Cooperation from all extension service providers.						0.15M
5.30 Capacity build extension service providers on new technologies.	5.30.1 115 staff and 5 FBOs and CBOs capacity built.	5.30.1 Livestock annual Report on training.	1. All stakeholders will participate.						0.67M
5.31 Train extension officers on ICT in provision of extension services.	5.31.1 115 extension officers trained in the plan period.	5.31.1 Livestock annual Report on training.	1. There will be network coverage in the whole county.	↔	↔	↔	↔	↔	0.437M
5.32 Conduct surveys to assess the quality of extension services by private service	5.32.130 surveys conducted in the plan period.	5.32.1 Livestock annual report on extension services by private service provider's survey report.	1. Co-operation from service providers.						1.5M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
providers.									
5.33 Procure and install appropriate ICT hardware and software.	5.33.1 8 laptops, 8 computers and printers bought in the plan period.	5.33.1 Invoices and delivery notes.	1. All staff will be ICT compliant.	↔					1M
5.34 Increase extension staff strength.	5.34.1 Staff strength increased from 115 to 145in UGC over the planned period.	5.34.1 Staff returns.	1. The extension staff employed will deliver appropriately.	↔					
5.35 Procure vehicles for the department.	5.35.1 8 4WD Vehicles 5.36.2 30 Motorbikes.	5.35.1 Log books.	1. There will be good road network.	↔					30M
5.36 Construct livestock offices for Turbo, Kesses, Soy, Kapseret, Moiben and Ainabkoi sub counties.	5.36.1 6 offices constructed and furnished in the plan period.	5.36.1 Reports on office construction.	1. Land will be available.	↔					30M
5.37 Identify areas of possible investment	5.37.1 Catalogue for possible investment opportunities developed and publicized.	5.37.1 Availability of catalogue.	1. Investors will invest in livestock industry.	↔	↔	↔	↔	↔	0.15M
5.38 Train the extension staff and service providers in investment proposal development and resource mobilization	5.38.1 50extension officers trained in investment proposal development and resource mobilization in the plan period.	5.38.1 Livestock county annual report on Training.		↔					0.15M
5.39 Encourage livestock farmer cooperatives to mobilize resources	5.39 2 cooperatives encouraged.	5.39.1 Livestock county annual report on cooperatives.	1. There will be farmer commitment	↔					0.075M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)	
Activities:										
5.40 Construct 5 slaughter houses in collaboration with other stakeholders (Eldoret town-3, Burnt Forest-1, Moisbridge-1).	5.40.1 Five slaughter houses constructed in the planned period.	5.40.1 Livestock reports on slaughter houses.	1. Availability of land and investors.		↔					270M
5.41 Construct 1 tannery in collaboration with other stake holders.	5.41.1 Tannery constructed.	5.41.1 Livestock reports on Tannery. 5.41.2 Payment vouchers.	1. Availability of land and investors.		↔					100M
5.42 Train youth on how to make leather articles.	5.42.1 120 youth trained.	Livestock reports on training.	1. Youth will be willing to be trained.		↔				2.808M	
5.43 Undertake inspection visits to slaughter houses and curing premises.	5.43.1 42 Slaughter houses and 42 curing premises visited.	5.43.1 Inspection reports.	1. Cooperation from stake holders.	↔						
5.44 Train flayers on proper flaying techniques.	5.44.1 126 flayers trained.	5.44.1 Livestock reports on slaughter houses.	1. Flayers will be willing to be trained.		↔				0.475M	
5.45 Establish milk coolers with other stake holders	5.45.1 3 milk coolers installed	5.45.1 Livestock reports on dairy production.	1. Farmers will be willing to avail land and take their milk to the coolers.		↔					30M
5.46 Procure license books, dispatch note and Folders.	5.46.1 15 license books, 250 folders and 360 dispatch notes procured.	5.46.1 Receipts & store ledgers.	1. License books, folders and dispatch notes will be supplied on time. 2. Cooperation from all the stakeholders.	↔	↔	↔	↔	↔	0.335M	
5.47 Undertake Illegal slaughter surveillance.	5.47.1 90surveillance exercise carried out.	5.47.1 Veterinary pubic health report.							0.553M	
5.48. License slaughter points, hides and skin premises, and flayers.	5.48.1 License books sold (slaughter points-3, flayers-5, dispatch notes-60 books,	5.48.1 Veterinary Licensing reports.	1. All will be meet the set conditions.	↔	↔	↔	↔	↔	0.452M	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
	hides/skins premises-3 books.								
5.49 Collect, analyze and disseminate livestock market information.	5.49.1 Market information on 3 livestock enterprises collected and disseminated.	5.49.1 Livestock marketing county reports.	1. Availability of quality market information.	—————▶					5M
5.50 Encourage farmer groups to have binding contracts with livestock product buyers.	5.50.1 8 farmer groups sign binding contracts.	5.50.1 Livestock County reports copies of signed contracts.	1. Availability of strong farmer groups.	—————▶					0.075M
5.51 Build capacity of the existing farmer groups on livestock marketing.	5.51.1 80 farmer groups capacity built on livestock and livestock products marketing.	5.1.1.1 Livestock county reports on livestock marketing.	1. Existence of farmer groups.	↔	↔	↔	↔	↔	2.993M
5.52 Build capacity of the Department in value addition of livestock products and by products.	5.52.1 50 technical officers' capacity builds in the plan period.	5.52.2 Livestock county reports on value addition.	1. Availability of farm produce.	↔					0.45M
5.53 capacity built farmers on value addition of various livestock products (processing, packaging, storage and distribution).	5.53.1 Staff and 7500 farmers trained in the plan period.	5.53.1 Livestock county reports on value addition.	1. Availability of stakeholders.		↔	↔			2.993M
5.54 Train farmers on clean milk production and udder care management.	5.54.1 7500 farmers trained.	5.54.1 Activity reports.	1. Cooperation from farmers.	—————▶					2.993M
5.55 Promote quality milk based payment.	5.55.1 300 promotions in the plan period.	5.55.1 Activity reports.	1. Cooperation from farmers.	—————▶					
5.56 Establish one milk quality testing lab in the county.	5.56.1 1 milk quality testing lab established.	5.56.1 Activity reports.	1. Cooperation from stakeholders.	—————▶					2.5M
5.57 Develop a traceability system for livestock products.	5.57.1 Traceability system developed.	5.57.1 Activity reports.	1. Cooperation from stakeholders.	—————▶					2.993M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #6: The production of fish in the County increased and better market accessed.	6.1 At least 1,000 farmers selected and trained on correct fish husbandry techniques.	6.1 The Training Report of farmers on correct fish husbandry.	
	6.2 Aqua-culture systems improved.	6.2 The Sector Monitoring Report.	
	6.3 Integrated fish farming promoted in the County.	6.3 The Sector Monitoring Report.	
	6.4 Genetic improvement embraced through the development of high quality fish breeds.	6.4 The Sector Monitoring Report.	
	6.5 The % increase in the number of fish farmers accessed fish feeds.	6.5 The Sector Monitoring Report.	
	6.6 Aquaculture extension services strengthened.	6.6 The Sector Monitoring Report.	
	6.7 The administration and delivery of fishery services strengthened.	6.7 The HR County Annual Report.	
	6.8 Dam fisheries revamped.	6.8 The Sector Monitoring Report.	
	6.9 The cost of fish production reduced.	6.9 The Sector Monitoring Report.	
	6.10 Farmers accessed to easier and more affordable credit facilities.	6.10 The AFC financial records showing the cost of credit to fish farmers in the County.	
	6.11 Water availability improved.	6.11 The Sector Monitoring Report.	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
6.1 Identify farmers for training in correct fish husbandry techniques.	6.1.1 At least 1,500 farmers identified from all the six sub-counties for training in Fish husbandry techniques.	6.1.1 Annual Fisheries sub-Sector (FSS) Reports.	1. That the activities will be funded.	↔					
6.2 Procure training and learning materials.	6.2.1 Training and learning materials procured in the Plan period.	6.2.1.1 Training timetables. 6.2.1.2 Receipts.		↔	↔	↔	↔	↔	0.525M
6.3 Conduct 360 fish farming trainings in the County and 20 farmers' educational visits.	6.3.1.1 1,500 farmers trained on correct fish husbandry techniques in the County in the Plan period and 200 farmers taken on educational visits.	6.3.1 List of training participants and Fish Production Records.		↔	↔	↔	↔	↔	2.625M
	6.3.1.2 Fish husbandry practices improved by 80%.	6.3.2 Farmers' Pond Management Records.							
	6.3.1.3 Annual fish production increase from 593,000 kg to 2,372,000 kg.								

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
	6.3.1.4 Food security in UGC improved by 90%.								
6.4 Monitor the training and the impact of the training.	6.4.1 Monitoring exercise was conducted to access the impact of the trainings.	6.4.1 Monitoring Reports.		←				→	0.1M
6.5 Identify farmers to train on intensive aquaculture system.	6.5.1 200 farmers identified for training on intensive aquaculture system in the Plan period.	6.5.1 Annual FSS Report.		←				→	
6.6 Train farmers to adopt intensive aquaculture system.	6.6.1.1 Training and learning materials procured. 6.6.1.2 200 farmers trained and adopted intensive aquaculture system in the Plan period increasing fish production by 400%.	6.6.2 List of training participants and Fish Production Records		←				→	0.1M
				←				→	0.625M
6.7 Monitor the rate of intensive aquaculture system adoption.	6.7.1 50% of fish farmers adopted poly-culture.	6.7.1 Annual FSS Reports.		←	→				0.1M
6.8 Promote regular fish sampling access growth.	6.8.1 All fish farmers adopted regular sampling of fish to assess growth.	6.8.1 Annual FSS Reports.		←				→	
6.9 Promote poly-culture.	6.9.1 M&E carried out in the Plan period.	6.9.1 Monitoring Reports.		←				→	
6.10 Train farmers on predator control at the farm level.	6.10.1 1,500 farmers trained in predator control.	6.10.1 Certificate of Registration.		←				→	
6.11 Promote fisheries cottage industry to make fishing gear and pond management equipments at cluster groups' level.	6.11.1 A vibrant fishing equipment cottage industry establish in the County in the Plan period.	6.11.1 Certificate of Registration.	1. Cluster groups will own the idea.	←				→	1.5M
6.12 Partner with leading institutions like University of Eldoret and the Sagana Aquaculture Centre to research and develop	6.12.1 High quality fish breeds developed in the Plan period.	6.12.1 Annual FSS Reports.	1. Cooperation from researchers	←	→				1M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
high quality fish breeds.									
6.13 Promote Public-Private Partnership by partnering with private companies like Women Development Centre (EA) (WODEC) for production of fisheries inputs like fingerlings and fish feeds.	6.13.1.1 Fish growth rate and maturity size improved by 90% in the Plan period. 6.13.1.2 A working public-private partnership established in the County in the Plan period. 6.13.1.3 Fish production increased significantly in the Plan period.	6.13.1.1 Annual FSS Reports. 6.13.1.2 Fish Farmers Harvest Reports.	1. Private sector will rise to the occasion.						0.5M
6.14 Sensitize farmers to buy fish feeds from authenticated fish feed producers.	6.14.1 All fish farmers accessed fish feeds from authenticated fish farmers.	6.14.1 Annual FSS Reports.	1. Fish feeds cottage industry will be established.						
6.15 Promote proper feeding regimes.	6.15.1 Fish growth rate improved by 80%.	6.15.1 Farmers Harvest Reports.							
6.16 Monitor the quality of fish feeds manufactured in fish feeds cottage industries within the County.	6.16.1 Fish feeds cottage industry observed quality assurance of their products.	6.16.1 Fish Feeds Cottage Industry Operations Reports.							0.1M
6.17 Conduct research on the best quality feeds formulations using locally available animal and plant materials and locally available farm by-products.	6.17.1 Fish growth rate improved by 80%.	6.17.1 Fish Farmers Records.	1. Farmers records available		↔				0.1M
6.18 Conduct regular farm visits to train farmers on fish pond management and improving production.	6.18.1.1 Regular effective extension services conducted in the Plan period. 6.18.1.2 Fish production increased by 80%	6.18.1.1 Annual FSS Reports. 6.18.1.2 Field Books Records.	1. That the activities will be funded.						1.5M
6.19 Hold Public Barazas to sensitize fishing communities	6.19.1.1 30 Public Barazas held in the Plan period. 6.19.1.2 Morbidity reduced by	6.19.1.1 Annual FSS Reports. 6.19.1.2 The National	1. Availability of resources.						

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
on Gender mainstreaming and HIV control and management.	50%.	Demographic and Health Survey Reports.							0.75M
6.20 Purchase of a departmental vehicle that can work under all weather conditions in all terrains.	6.20.1.1 A double cabin pick-up procured for Fisheries Department in the Plan period.	6.20.1.1 Log Book.		↔					3M
6.21 Procure basic dissecting equipment and water quality monitoring equipment.	6.21.1.1 A dissecting microscope, dissecting kit and water monitoring kit procured in the Plan period. 6.21.1.2 Prognosis and diagnosis time reduced by 90%.	6.21.1.1 Annual FSS Reports. 6.21.1.2 Receipts and Invoices.		↔					0.1M
6.22 Address low staffing in the Fisheries Department and improve staff morale through promotion.	6.22.1.1 Five Officers on contract absorbed and 20 more assistant Fishery Officers employed to fill the missing gaps of 1 Extension Officer per ward. 6.22.1.2 Fisheries service delivery efficiency improved by 80%.	6.22.2 Employment Reports.	1. More staff will be employed.						24M
6.23 Provide Motor Vehicle fuel for the Department.	6.23.1 Service delivery continued in Plan period.	6.23.1.1 FSS Annual Reports. 6.23.1.2 Annual Staff Returns.							4M
6.24 Provide airtime to the Department.	6.24.1 Service delivery continued in Plan period. 6.24.2 A-I-A collections improved by 80%.	6.24.1 Invoices and Delivery Notes.	1. The County Budget will be fully funded.						0.1M
6.25 Construct fisheries offices in every sub-County within Uasin Gishu County.	6.25.1 Five offices constructed in each sub-County in the Plan period.	6.25.1.1 FSS Annual Reports. 6.25.1.2 Copies of Trainees' Certificate.							25M
6.26 Procure 7	6.26.1.1 7 computers bought	6.26.1.1 FSS Annual Reports.							

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
computers for County fisheries headquarters and sub-County offices.	and installed in each sub-County. 6.26.1.2 Efficiency in service delivery improved by 80%.			↔					0.35M
6.27 Train Fisheries Department staff.	6.27.1 UGC Fisheries staff trained in the Plan period.	6.27.1 Annual FSS		↔					0.6M
6.28 Construct 3 demonstration fish ponds with pond liner at UGC Fisheries Headquarters – Eldoret, at the showground and at Chebororwa FTC.	6.28.1.1 3 demonstration ponds constructed at uGC Fisheries Headquarters, showground and Chebororwa FTC respectively in the Plan period. 6.28.1.2 Fish farmers accessed real time fish farming demonstrations at 3 strategic points.	6.28.1.1 Annual FSS Reports. 6.28.1.2 A-I-A Reports.	1. The project will be funded.	↔					0.21M
6.29 Conduct weekly surveillance and routine spontaneous checks on fish mongers within the County and at entry points and issue licenses.	6.29.1.1 Weekly surveillance and routine spontaneous were conducted in Uasin Gishu County in the Plan period. 6.29.1.2 A-I-A collections improved by 80%.	6.29.1 Annual FSS Records.	1. Means of transport will be available.	↔					1M
6.30 Board obsolete machinery and equipment in Fisheries Department.	6.30.1.1 All Fisheries Department obsolete machinery and equipment boarded in the Plan period. 6.30.1.2 A-I-A and departmental efficiency improved by 89%.	6.30.1 Invoices and Delivery Notes.	1. Public works inspection unit will recommend boarding.	↔					0.03M
6.31 Carry out frame survey to determine the dams with high potential.	6.31.1 One frame survey carried out in all the dams in Uasin Gishu County in the Plan period.	6.31.1 List of participants.			↔				0.1M
6.32 Stock 100 dams in Uasin Gishu County with 50,000	6.32.1 12 dams in Uasin Gishu County stocked with tilapia in the Plan period.	6.32.1.1 Monthly Dan Production Reports. 6.32.1.2 Monthly Dam	1. That the activities will be funded.	↔					0.35M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
to procure inputs in bulk.	6.36.1.2 One strong Fish Farmers' cooperative formed in every sub-County in the Plan period.	6.36.1.2 Annual FSS Reports.							1.5M
6.37 Establish a fish breeding centre in the County or contract University of Eldoret to supply quality fingerlings.	6.37.1.1 A reliable fish breeding centre established in UGC in the Plan period. 6.37.1.2 Farmers supplied with fingerlings at a maximum of 3/= thus reducing cost of fingerlings per pond from 10,000/= to 3,000/=.	6.37.1 Annual FSS Reports.		↔					5M
6.38 Provide subsidized high quality fingerlings to 2,000 active fish farmers within the County at subsidized prices.	6.38.1.1 All fish farmers provided with subsidized fingerlings in the Plan period. 6.38.1.2 The number of fish ponds in Uasin Gishu County doubled in the Plan period. 6.38.1.3 Annual aquaculture production in Uasin Gishu County doubled in the Plan period.	6.38.1 Annual FSS Reports.		↔					30M
6.39 Establish a revolving fund for fish farmers to get credit at more friendly interest rates and flexible repayment schedule.	6.39.1 Revolving fund established in the Plan period.	6.39.1 Annual FSS Reports.	1. That the programme will be funded.	↔					50M
6.40 Sensitize the farmers on the importance of acquiring credit for capital for the purpose of investment.	6.40.1 Investment in fisheries increased by 90%.	6.40.1 Annual FSS Reports.		↔					
6.41 Train all fish farmers on rain water	6.41.1 More farmers adopted water harvesting technology.	6.41.1.1 Annual FSS Reports.		↔					

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)						
Activities:															
6.50 Conduct 360 on-farm trainings on proper fish handling methods to reduce fish damage during harvesting, sorting, grading and transportation and storage at the pond sites and dam landing sites.	Gishu County in the Plan period. 6.50.1.1 Post harvest losses in Uasin Gishu County reduced to 10% in the Plan period.	6.50.1.1 Registration Certificates. 6.50.1.2 Annual FSS Reports.	1. The County Budget will be fully funded.	←————→					0.9M						
6.51 Carry out 150 eat-more-fish campaigns conducted in the County in the Plan period.	6.51.1.1 150 eat-more-fish campaigns conducted in the County in the Plan period. 6.51.1.2 Market accessibility improved by 80%.	6.51.1. Annul FSS Reports.								←————→					0.9M
6.52 Train farmers on forming Co-operatives to improve marketing fish and fish products.	6.52.1.1 6 Co-operatives formed in Uasin Gishu County in the Plan period. 6.52.1.2 Market accessibility in UGC improved by 80% in the Plan period.	6.52.1 Annual FSS Reports.													
6.53 Establish an ample centralized fish market within the Eldoret Municipal Market.	6.53.1 A spacious centralized fish market established in the Eldoret Municipal Market in the Plan period.	6.53.1.1 Business Registration Reports. 6.53.1.2 Annual FSS Reports.	1. The Municipality Council will provide the fish market space.		←————→				0.2M						
6.54 Establish a mobile phone e-marketing technology, develop and host a UGC Fisheries State Department website and open a face book account on fish and fish products market sources.	6.54.1 Market accessibility in Uasin Gishu County improved by 80% in the Plan period.	6.54.1 Annual FSS Reports.			←————→										

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
6.55 Establish Aqua shops in Uasin Gishu County.	6.55.1.1 Aqua shops established in each Sub-County within Uasin Gishu County in the Plan period. 6.55.1.2 Fish and Fisheries products market access increased in UGC by 80% in the Plan period.	6.55.1.1 Annual FSS Reports. 6.55.1.2 Invoices and Delivery Notes.	1. Private sector readiness to invest in the Aqua shops.						9M
6.56 Control importation of fish into the County.	6.56.1.1 Measures put in place to control importation of fish into UGC in the Plan period. 6.56.1.2 Fish market increased for UGC fish producers.	6.56.1 FSS Annual Reports.							
6.57 Participate in the UGC Annual ASK Shows.	6.57.1 Fish market access in UGC raised by 10% annually.	6.57.1 FSS Annual Reports.	1. Program will be funded.						2M

Water, Sanitation, Energy, Environment and Natural Resources

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #7: The volume and access to clean and potable water increased.	7.1 All existing water sources protected and conserved.	7.1 The Sector Monitoring Reports reflecting the % of water sources protected and conserved.	<ol style="list-style-type: none"> 1. Community participation will be forthcoming to relinquish catchment areas and water sources. 2. Communities will participate in developing water schools. 3. Households will participate to implement water harvesting technologies.
	7.2 Current water treatment works expanded and new works built.	7.2 The Sector Monitoring Report reflecting the proportion of water treatment works expanded or built.	
	7.3 More reservoirs for storage of potable water built.	7.3 The Sector Monitoring Report.	
	7.4 Reticulation systems expanded for enhancement of water distribution.	7.4 The County Annual Report.	
	7.5 Community based water projects established.	7.5 The County Annual Report.	
	7.6 Rain water harvesting promoted.	7.6 The Sector Monitoring Report.	
	7.7 Storm water harvested and put to appropriate use.	7.7 The Sector Monitoring Report	
	7.8 Underground water tapped.	7.8 The County Annual Report.	
	7.9 Dams rehabilitated to enhance water production and supply.	7.9 The Sector Monitoring Report reflecting the % of dams rehabilitated.	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)	
Activities:										
7.1 Identify, protect and conserve water sources and catchment areas.	7.1.1 All water sources and catchment areas identified and protected over the Plan period.	7.1.1 The Sector Monitoring Report showing the proportion of water sources and catchment areas identified and protected.		←————→					60M	
7.2 Regulate river water Abstractions.	7.2.1 Laws and Guidelines issued to regulate river water Abstractions by 2014.	7.2.1 The County Laws and guidelines on river water abstractions.			←————→				10 M	
7.3 Undertake re-a forestation programme.	7.3.1.1 Communities sensitized with seedlings for a forestation by 2014.	7.3.1.1 The Sector Monthly Report on a forestation		←————→						42M
	7.3.1.2 Community participation in water resources management increased from 35% to 69% over the Plan period.	7.3.1.2 The Sector Monitoring Report showing increased community participation in water resources management.								
7.4 Strengthen water user	7.4.1 The % of Water Users	7.4.1 The Sector Monitoring							10M	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
associations.	Associations whose capacities have been built.	Reports.							
7.5 Strengthen Community level structures for prudent management of water resources.	7.5.1 Community level structures trained and using guidelines on management of water resources.	7.5.1 The Sector Monitoring Reports.							20M
7.6 Enforce existing laws and regulations on water resources protection.	7.6.1.1 Communities and water users aware of existing laws and regulations regarding water resources protection.	7.6.1.1 The Sector Monitoring Reports.							20M
	7.6.1.2 Community level laws and regulations on water resources protection.								
7.7 Conduct survey and design of short-term, mid-term and long-term water sources.	7.7.1.1 A County-wide survey completed by 2014 with maps indicating short, medium and long-term water sources to be developed.	7.7.1.1 The County-wide Survey Report on water sources.							5 M
	7.7.2.2 The priorities of communities for water development as contained in Annex 1 to this CIDP developed and completed.	7.7.2.2 The Annex 1 of the CIDP reflecting community priorities in water development							
7.8 Abstract water from new sources.	7.8.1 The % increase in the total volume of water due to new sources.	7.8.1 The Sector Monitoring Reports showing increase in water supply from new sources.							300 M
7.9 Conduct expansion survey for the existing treatment works.	7.9.1 Expansion survey of existing water treatment works completed.	7.9.1 The Expansion surveys and Designs.							0.2M
7.10 Undertake expansion works based on the volume of water and analysis of costs.	7.10.1 Expansion of the existing water treatment works completed by 2015.	7.10.1 The Completion Certificates of the expansion of water treatment works.							105 M
7.11 Increase water production from expanded treatment works.	7.11.1 The % increase in the volume of water supply resulting from expanded treatment works.	7.11.1.1 The Sector Monitoring Reports.							10 M
		7.11.1.2 The ELDOWAS Monitoring Reports.							

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
7.12 Undertake survey and designs for the new treatment works.	7.12.1 Survey and designs for new water treatment works completed by June 2014.	7.12.1 Maps and designs of new water treatment works.		←→					0.5M
7.13 Construct new treatment works based on the mappings and designs.	7.13.1 Construction of new water treatment works completed by June 2016.	7.13.1 Certificates of Completion of construction.			←→				150 M
7.14 Abstract water from the new treatment works.	7.14.1 Volume of potable water supply increased in the County from 40% to 60% over the Plan period.	7.14.1.1 The County Annual Reports.			←→				20 M
		7.14.1.2 The Sector Monitoring Reports.							
		7.14.1.3 The ELDOWAS Monitoring Reports.							
7.15 Undertake survey and designs for new reservoirs.	7.15.1 Maps and designs for new reservoirs completed by June 2014.	7.15.1 The Maps and Designs for new water reservoirs.			←→				0.2M
7.16 Determine locations and the capacities involved in each reservoir.	7.16.1 Water potentials of new reservoirs determined by December 2014.	7.16.1 The Sector Study on water volumes in new reservoirs.			←→				0.2M
7.17 Construct new reservoirs based on maps and design.	7.17.1 Construction of new reservoirs completed over the Plan period and in accordance with the priorities made by communities as reflected in Annex 1 of this CIDP.	7.17.1 Construction Completion Certificates.					←→		150M
7.18 Treat and supply water to the reservoirs.	7.18.1 All water supply to reservoirs appropriately treated prior to release for consumption.	7.18.1 The Reports of the Water Treatment Works					←→		50M
7.19 Undertake operation and maintenance.	7.19.1 Measures for operations and maintenance of reservoirs and waterworks established.	7.19.1 Manuals and guidelines on the maintenance of Reservoirs.					←→		40M
7.20 Conduct survey and designs for proposed water distribution	7.20.1 Maps and designs for expanded water distribution network completed by	7.20.1 Maps and Designs for expanded water distribution.					←→		0.2M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
network.	December 2014.								
7.21 Lay the pipes as per proposed network designs.	7.21.1 Pipes for expanded reticulation laid in accordance with the mapping and designs over the Plan period.	7.21.1 The maps showing distribution networks.					↔		80M
7.22 Conduct community awareness and sensitization campaigns on requirements for access to the network in terms of cost.	7.22.1 The % of communities reached with sensitization campaigns on requirements for access.	7.22.1 The Sector Monitoring Reports.						↔	0.2M
7.23 Conduct feasibility studies on community-based water schemes.	7.23.1 Feasibility studies conducted in all Wards to identify community-based water schemes.	7.23.1 Feasibility Study Report.						↔	0.75M
7.24 Initiate new community level water schemes.	7.24.1 New community level water schemes developed on the basis of the priority list as reflected in Annex 1 of this CIDP.	7.24.1 Sector Monitoring Reports.				↔			840M
7.25 Educate/train communities on rainwater harvesting.	7.25.1 The % increase in Households with rainwater harvesting infrastructure.	7.25.1 The Sector Monitoring Reports.				↔			0.72M
7.26 Provide communities with technical training on water harvesting.	7.26.1 Communities trained on rain water harvesting technology.	7.26.1 The Sector Monitoring Reports.					↔		0.72M
7.27 Train communities on storm water harvesting for irrigation.	7.27.1 Communities trained on storm water harvesting techniques.	7.27.1 The Sector Monitoring Reports.					↔		0.36M
7.28 Construct the infrastructure for storm water harvesting in	7.28.1 Underground tunnels, tanks and cisterns constructed to harvest storm water.	7.28.1 The technical works completion reports of the Water Sector.			↔				0.85M
7.29 Conduct geo-survey and hydrology to	7.29.1 Geo-survey and hydrology studies on ground	7.29.1 Reports of the Geo-survey and hydrology studies.							

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
determine availability and portability of underground water.	water availability completed by 2015.					↔			6M
7.30 Educate and sensitize communities on tapping underground water.	7.30.1.1 Information on availability of ground water disseminated to communities.	7.30.1.1 Hydrology Reports on availability of underground water.					↔		0.36M
	7.30.1.2 Communities trained on techniques of tapping groundwater.	7.30.1.2 Community Training Reports.					↔		
7.31 Drill boreholes where appropriate.	7.31.1 The Boreholes for tapping ground water drilled in Wards in accordance with the priority listing as reflected in Annex 1 to this CIDP.	7.31.1 The Sector Monitoring Reports.						↔	36M
7.32 Supply the communities with water abstracted from boreholes.	7.32.1 The requisite equipment including water pumps and piping supplied to communities for abstraction of water.	7.32.1 The Sector Monitoring Reports with information on community level activities in water supply and management.						↔	120M
7.33 Establish community water management committees.	7.33.1 Community Water Management Committees established in all Wards and their capacities built.	7.33.1 The Sector Monitoring Reports reflecting the number of Community Water Management Committees established.						↔	0.36M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #8: Environmental protection enhanced.	8.1 Measures to control air pollution taken.	8.1 The NEMA reports on pollution control.	
	8.2 Water bodies in the County protected.	8.2 The NEMA report on the % of water bodies in the County protected.	
	8.3 Integrated solid waste management practiced.	8.3 The Sector Monitoring Report.	
	8.4 Wetlands identified and suitably utilized.	8.4 The Sector Monitoring Reports.	
	8.5 Forest cover increased and forest resources sustainably utilized.	8.5 The Forest Sector Monitoring Reports.	
	8.6 Land degradation and loss of biodiversity reduced.	8.6 The NEMA Monitoring Reports.	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
8.1 Enforce by-laws on the management of garbage.	8.1.1 Proper management of garbage achieved.	8.1.1 Inspection Reports on garbage management.		←				→	1.7M
8.2 Enforce laws and regulations on emissions from factories and industries.	8.2.1 Reduction of emissions by factories and industries achieved.	8.2.1 The prosecution Report showing number of cases prosecuted.		←				→	1.7M
8.3 Strengthen the capacities of compliance and enforcement units.	8.3.1 The capacities of compliance and enforcement units strengthened.	8.3.1 Reports of capacity strengthening of the Compliance Units.		←				→	30M
8.4 Inspect and enforce laws and regulations on water quality.	8.4.1 Laws and regulations on water quality established and widely publicized.	8.4.1 The laws and statutes on water quality.		←		→			1.7M
8.5 Continuously monitor and prosecute offenders in the protection of water bodies.	8.5.1 Environmentally friendly techniques adopted.	8.5.1 The County Monitoring Reports.		←				→	3M
8.6 Provide adequate solid waste handling facilities and equipment.	8.6.1 Equipment and facilities for handling solid waste acquired and installed.	8.6.1 The County Monitoring Reports.		←		→			50M
8.7 Mechanisms for PPP collaboration on waste management established.	8.7.1 Mechanisms for PPP collaboration on waste management established.	8.7.1 The PPP Agreements on solid waste management.		←		→			1.5M
8.8 Initiate/train and adopt the 3R method in solid waste management.	8.8.1 Communities trained on 3R method in waste management.	8.8.1 Community training reports.		←		→			2.5M
8.9 Enforce relevant County by-laws and policies together with waste management regulations in EMCA.	8.9.1 Relevant County by-laws on waste management enforced.	8.9.1.1 County by-laws on waste management. 8.10.1.2 The reports of cases prosecuted.		←				→	1.7M
8.10 Establish dumpsites management plan.	8.10.1 Dumpsites established as appropriate.	8.10.1 The County Monitoring Report.		←				→	25M
8.11 Undertake periodic Customer	8.11.1 Customer Satisfaction Surveys conducted and the	8.11.1 Reports of the Customer							

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
homesteads.									
8.23 Enforce Forest Act to curb logging.	8.23.1 Mechanisms for enforcing the Forest Act in order to curb logging established through official structures.	8.23.1 The enforcement reports of the Forest Act.							1M
8.24 Promote the use of energy-saving burners.	8.24.1 Use of Energy saving burners promoted both in institutions and at the household level.	8.24.1 The County Sector Monitoring Reports.							1M
8.25 Educate farmers to keep livestock that can be sustained by the carrying capacity of land.	8.25.1 Farmers educated on sustainable land use and on the concept of land carrying capacity.	8.25.1 The training Report of farmers on sustainable land use.							1M
8.26 Sensitize communities on appropriate soil conservation practices.	8.26.1 The % of communities sensitized on soil conservation.	8.26.1 The Sensitization Reports.							1.5M
8.27 All quarried sites in the County rehabilitated.	8.27.1 The County Sector Monitoring Report.	8.27.1 The County Sector Monitoring Report.							5M
8.28 Conduct feasibility studies on biodiversity and compile an inventory of the diversity.	8.28.1 A County feasibility study on biodiversity conducted.	8.28.1 The Report on the Study on biodiversity.							20M
8.29 Establish arboreturns, animal orphanages and recreational sites.	8.29.1 Arboreturns, animal orphanages and recreational sites established.	8.29.1 The County Sector Monitoring Report.							50M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #9: The effectiveness of meteorological services for early warning systems enhanced and modernized.	9.1 Existing observation stations strengthened.	9.1 The County Annual Reports.	1. Skilled personnel available 2. Funds will be available
	9.2 Observation stations increased for data collection.	9.2 The County Annual Reports.	1. Availability of Land 2. Funds will be available
	9.3 Data exchange and communication networks linked intra-County and inter-County.	9.3 The Meteorological Department Monitoring Report.	1. Skilled personnel available 2. Funds will be available
	9.4 Processing, analysis and modeling of data used in forecasting improved.	9.4 The Meteorological Department Monitoring Report.	1. Skilled personnel available 2. Funds will be available

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)		
Activities:											
9.1 Acquire and install modern equipment and instruments for weather stations.	9.1.1 Modern meteorological equipment acquired and installed as per specifications.	9.1.1 The equipment specifications and installation manuals and reports.	1. Funds will be available.	←————→						150M	
9.2 Employ adequate staff for existing stations.	9.2.1 The existing meteorological stations adequately staffed.	9.2.1 The HR records of the County.	1. Funds will be available.	←————→						205M	
9.3 Build the capacities of staff.	9.3.1 Staff equipped with sufficient skills to perform their assigned tasks.	9.3.1 The departmental staff appraisal reports reflecting staff performance levels.	1. Funds will be available. 2. Use local institution.	←————→						25M	
9.4 Conduct a feasibility study to identify agro-climatic zones.	9.4.1 The agro-climatic zones of UGC County identified.	9.4.1 The County Meteorological Report on agro-climatic conditions of UGC.	1. Skilled personnel locally available. 2. Funds are available.	←————→						10M	
9.5 Undertake station network design.	9.5.1 Meteorological stations in the County networked.	9.5.1 The Meteorological Website reflecting networked stations.		←————→						6M	
9.6 Construct meteorological stations.	9.6.1 New Meteorological stations constructed.	9.6.1 Meteorological reports of new stations.	1. Funds will be available. 2. Land available.	←————→						60M	
9.7 Acquire and install modern equipment and instruments for weather stations.	9.7.1 New modern equipment installed in the new Meteorological stations.	9.7.1 Equipment specifications and installation manuals.	1. Funds will be available.		←————→						60M
9.8 Employ additional staff for new observation	9.8.1 Adequate staff recruited and deployed in the new	9.8.1 The HR records.	1. Funds will be available.								

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
archives for analysis and modeling.	retrieved from the archives.	Archives.	locally available. 2. Funds are available.						
9.18 Integrate the results of the data analysis.	9.18.1 Data presented in a user-friendly format.	9.18.1 Meteorological Reports and Information documents.	1. Funds will be available. 2. Funds are available.						2M
9.19 Relay information on extreme and advertent weather phenomena.	9.19.1 Extreme weather information relayed to broadcasting stations.	9.19.1 Records of extreme and advertent weather relayed.	1. Funds will be available.						5M
9.20 Establish means of communication.	9.20.1 RANET, Mobile phones, radio, TV and print media identified as the means of communication with the publics.	9.20.1 Media reports and records.							32.4M
9.21 Design training and educational materials.	9.21.1 Educational materials designed.	9.21.1 The training and educational materials on weather and forecasting.	1. Funds will be available. 2. Personnel available.						10M
9.22 Educate and sensitize the public.	9.22.1 The public sensitized on the activities of the Meteorological Department in the County.	9.22.1 Reports of the public sensitization campaigns.							0.5M

Health Services

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #11: Access to healthcare improved.	11.1 The average distance between health facilities reduced from 14 km to 10 km by 2018.	11.1 The County Health facilities Assessment Report.	
	11.2 The number of level 4 hospitals increased from 9 to 2012 to 16 by 2018.	11.2 The County Health Annual Report showing facility categorization returns.	
	11.3 The number of level 3 health facilities increased from 26 in 2012 to 55 by 2018.	11.3 The County Health Annual Report showing facility categorization returns.	
	11.4 The number of level 2 health facilities increased from 134 in 2012 to 151 by 2018.	11.4 The County Health Annual Report showing facility categorization returns.	
	11.5 The number of level 6 referral hospitals increased from 1 in 2012 to 2 by 2018.	11.5 The County Health Annual Report showing the status of level 6 referral facilities.	
	11.6 Fully equipped health facilities increased from 60% of the total in 2012 to 100% by 2018.	11.6 County Annual Health Report showing the status of health facilities in terms of equipment.	
	11.7 Health facilities with means of referral vehicles increased from 21% in 2012 to 100% by 2018.	11.7 Health facility transport status report.	
	11.8 The ratio of doctor to patients improved from 1:10,000 in 2012 to 1:5,000 by 2018.	11.8.1 The Health Sector Monitoring Reports. 11.8.2 The HR Survey Report of Health facilities.	
	11.9 The ratio of Clinician/Nurse to patient improved from 1:2,330 in 2012 to 1:1,100 by 2018.	11.9 The HR Survey Report of Health facilities.	
	11.10 The length of stock-outs of drugs in health facilities reduced from 1-2 months in 2012 to full availability at all times by 2018.	11.10 The Health facility monitoring report showing status of drug stock at all times.	
	11.11 The proportion of health facilities with reliable source of power increased from 30% in 2012 to 100% by 2018.	11.11 The County Annual Report.	
	11.12 The proportion of health facilities with implemented Service Charters increased from 90% in 2012 to 100% by 2018.	11.12 The evaluation reports of health facility Customer Service Charters.	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
11.1 Establish health facilities at all level of the County.	11.1.1 Level 2 health facility (Dispensary) established in each Administrative sub-location as per ANNEX 1.	11.1.1 The Health Sector Annual Monitoring Reports.							219 M
	11.1.2 Level 3 health facility	11.1.2 The Health Sector							

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
	(Health Centre) established in each County Ward as per priorities in ANNEX 1.	Annual Monitoring Reports.							168 M
	11.1.3 Level 4 health facility (Hospital) established in each Sub-County.	11.1.3 The Health Sector Annual Monitoring Report.							86
	11.1.4 Level 5 Referral Hospital established in the County.	11.1.4 The Health Sector Annual Monitoring Report.							140 M
11.2 Build the proposed Level 6 Referral Hospital (Private) in Eldoret near town.	11.2.1 Land for the construction of the proposed Level 6 Referral Hospital secured in Eldoret town.	11.2.1 The Title Deed reflecting hospital land ownership.							
	11.2.2 All the requisite amenities including water, roads, electricity, drainages etc availed on the Hospital site.	11.2.2 Site plans technical and architectural drawings of the facility.							1 B
	11.2.3 The Level 6 Referral facility built and fully operational.	11.2.3.1 The County Annual Reports. 11.2.3.2 The Health Sector Monitoring Reports.							17 B
11.3 Equip all health facilities fully.	11.3.1 All health facilities fully equipped and operational.	11.3.1 The Health Sector Monitoring Reports.							85 M
11.4 Establish an effective procurement system for drugs and supplies to health facilities.	11.4.1 The level of drug stock-outs in health facilities reduced to zero.	11.4.1 The Health Facility Monitoring Reports.							
11.5 Connect all the health facilities to electricity.	11.5.1 The % of total health facilities with electricity connection to the National Grid.	11.5.1.1 The County Annual Report. 11.5.2 The KP&LC reports.							240 M
11.6 Provide an ambulance to all Level 3 and 4 facilities.	11.6.1 All the health facilities with emergency ambulatory services.	11.6.1 The Health Facility Monitoring Reports.							200 M
11.7 Provide adequate staff to all the health	11.7.1 All the key stations and service areas in the	11.7.1 The HR County Records. 11.7.2 The Sector Facility							4 B p.a.

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
facilities.	health facilities properly staffed.	Monitoring Reports.							
11.8 Establish a Customer Service Charter for all the health facilities.	11.8.1 All facilities implementing a Customer Service Charter with Charter Standards.	11.8.1 The Health Facility Customer Charter documents.							5 M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #12: Prevalence and morbidity rates due to communicable diseases and conditions reduced.	12.1 Household sanitation and personal hygiene improved.	12.1 The Health Sector Household Survey Reports.	
	12.2 Strategies for eliminating communicable diseases implemented.	12.2 The Health Sector programme implementation reports.	
	12.3 Efforts to halt and reverse the increase in non-communicable diseases strengthened.	12.3 The Health Sector Monitoring Reports showing a reversal in the increase in non-communicable diseases.	
	12.4 Essential medical services provided in the County.	12.4 The Health Sector Monitoring Reports.	
	12.5 Exposure to health risk factors minimized.	12.5 The County Health Sector Monitoring Reports.	
	12.6 Collaboration with health-related sectors strengthened.	12.6 The Sector co-ordination reports.	
	12.7 The nutritional status of children under 5 years improved.	12.7 The County Nutrition Survey Report.	
	12.8 The quality of information and services on Sexually Transmitted Infections and HIV and AIDs improved.	12.8 The Health Sector Status Survey report reflecting trends in STI and HIV and AIDS management.	
	12.9 HIV and AIDS care and management services in the County expanded.	12.9 The County HIV and AIDS Survey Reports.	
	12.10 Safe sex behaviour promoted.	12.10 The Health Sector Status Survey report reflecting safe sex behaviour.	
	12.11 Institutional and home-based care for people living with HIV and AIDS strengthened.	12.11 The County Health Sector Monitoring Report.	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
12.1 Mount community level campaigns to promote household sanitation and personal hygiene.	12.1.1 The % of people using toilets increased. 12.1.2 The % increase in the number of households with safe hand washing facilities.	12.1.1 The County Health Survey Monitoring Report. 12.1.2 The County Health Sector Monitoring Report.							5 M
12.2 Expand HIV/AIDS counseling, care and management services.	12.2.1 The % increase in the number of HIV positive people receiving ARVs.	12.2.1 The Health Facility Records on ARV dispensing.							195 M
12.3 Vaccinate all children under 1 year.	12.3.1 The % increase in the number of children under 1 year fully immunized.	12.3.1 The County Immunization Report.							50 M
12.4 Distribute long-lasting insecticide impregnated mosquito nets.	12.4.1 The % increase in the number of children under 5 years with an insecticide treated mosquito net.	12.4.1 The County Health Sector Monitoring Report.							50 M
12.5 De-worm all children twice/year.	12.5.1 The % of children correctly de-wormed.	12.5.1 The County Health Sector Monitoring Report.							20 M
12.6 Inform and educate the public on ideal body mass index.	12.6.1 The % reduction in the number of patients who are overweight.	12.6.1 The Health Facility records.							1 M
12.7 Screen all women on Cervical Cancer.	12.7.1 The proportion of women of reproductive age screened of cervical cancer.	12.7.1 The Health Facility Patient Records.							3 M
12.8 Educate the public on mental health and heart diseases.	12.8.1 The % reduction in Patients with heart conditions.	12.8.1 The Health Facility patient records.							2 M
12.9 Mount regular complete health check-ups.	12.9.1 The % of patients presenting with high blood pressure.	12.9.1 The Health Facility patient records.							2 M
12.10 Provide IEC materials on the importance of pregnant women attending monthly ANC clinics.	12.10.1 Pregnant women attending at least 4 Anti-natal clinics.	12.10.1 The Health Facility records on ANC attendance.							2 M
12.11 Encourage pregnant women to deliver in	12.11.1 The % increase in pregnant women delivering in	12.11.1 The Health facility records showing deliveries.							

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
health facilities.	a health facility.								
12.12 Train Traditional Birth Attendants on proper referral systems.	12.12.1 The % increase in the number of TBAs trained in proper referral systems.	12.12.1 The Health Sector Monitoring Reports.							3 M
12.13 Establish Community Health Workers groups and train them on the management of sick people.	12.13.1 Community Health Worker Groups established in every Administrative Village in the County; and trained on management of sick people.	12.13.1 The County Health Sector Monitoring Reports.							5 M
12.14 Provide Information and Education and Communication materials to all people of reproductive age on family planning.	12.14.1.1 The % of women of reproductive age receiving family planning commodities. 12.14.1.2 The % of under-fives attending child welfare clinics for growth monitoring.	12.14.1.1 The Health Facility report on FP commodities distributed. 12.14.1.2 The Health facility reports on child welfare clinic attendance.							4 M
12.15 Avail and distribute family planning commodities to all those willing.	12.15.1 The % of people receiving family planned commodities.	12.15.1 The Health Facility records.							10 M
12.16 Provide IEC materials on indicators of poor health.	12.16.1 The % of households receiving IEC materials on indicators of poor health.	12.16.1 The County Health Monitoring Report.							1 M
12.17 Conduct a baseline survey to establish the nutritional status of children in the County.	12.17.1 The proportion of malnourished children in the County established.	12.17.1 The County Health Monitoring Report.							0.4 M
12.18 Develop and implement initiatives to address malnutrition in the County.	12.18.1.1 Underweight Children under 5 years attending child welfare clinic. 12.18.1.2 Stunted children under 5 years attending child welfare clinic.	12.18.1.1 The County Health Monitoring Report.							10 M
12.19 Provide counseling	12.19.1 The % increase in the	12.19.1 The County Health							

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
and testing services for STIs and HIV and AIDS.	number of facilities providing counseling and testing services.	Report.							2 M
12.20 Include HIV/AIDS information in the schools curriculum.	12.20.1 The % increase in the number of schools with HIV and AIDS in the curriculum.	12.20.1 The County Education Monitoring Report.							2 M
12.21 Promote the social marketing of condoms.	12.21.1 The % increase in the number of outlets marketing condoms.	12.21.1 The County Health Monitoring Report.							1 M
12.22 Conduct a needs assessment to establish the health facilities not offering HIV/AIDS care.	12.22.1 The % of health facilities not offering HIV/AIDS care established.	12.22.1 The County Health Monitoring Report.							
12.23 Conduct refresher trainings for staff in the health facilities.	12.23.1 The % of Health staff attending refresher courses on HIV and AIDS management.	12.23.1 The County Health Monitoring Report.							5 M
12.24 Conduct a baseline survey to identify most-at-risk categories and hotspots.	12.24.1 The most-at-risk populations identified; and the HIV/STI hotspots marked.	12.24.1 The County HIV/AIDS Survey Report.							0.2 M
12.25 Design and implement appropriate interventions.	12.25.1.1 The % increase in the number of people aware of the at-risk populations and the HIV/STI hotspots. 12.25.1.2 The % increase in the number of people using condoms.	12.25.1.1 The County HIV/AIDS Survey Report. 12.25.1.2 The County HIV/AIDS Survey Report.							0.5 M
12.26 Initiate community-based homecare programme.	12.26.1 The % increase in Administrative villages with Community-based homecare programme.	12.26.1.1 The County Annual Report. 12.26.1.2 The County Monitoring Report.							10 M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #13: Reproductive and child health improved.	13.1 Health facilities offering family planning services increased from 50% in 2012 to 100% by 2018.	13.1 The County Monitoring Reports with information on Family Planning Activities in Health Facilities.	
	13.2 Women of reproductive age receiving family planning commodities increased from 42% in 2012 to 80% by 2018.	13.2 The County Health Monitoring Reports on acceptance and utilization of FP Commodities.	
	13.3 Contraceptive acceptance increased from 34% in 2012 to 60% by 2018.	13.3 The County Monitoring Health Reports.	
	13.4 Pregnant women attending at least 4 ANC visits increased from 37% to 70% by 2018.	13.4 The Health facility records with information on ANC activities.	
	13.5 Deliveries conducted by skilled attendants in health facilities increased from 24% to 50% by 2018.	13.5 The Health Facility records showing changes in the number of deliveries.	
	13.6 Persons with ill-health managed by Community Units increased from 12% in 2012 to 25% by 2018.	13.6 The Health Sector Monitoring Reports.	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
13.1 Induct all health personnel on available family planning practices and services.	13.1.1 All health personnel in the County with skills provide family planning services effectively.	13.1.1 The County Health Monitoring Report.							1 M
13.2 Conduct community level education programme on family planning.	13.2.1 The % of communities trained on family planning.	13.2.1 The Community Training Reports on FP.							0.2 M
13.3 Provide the requisite facilities and supplies for family planning.	13.3.1 The requisite supplies and facilities for FP are availed to health staff.	13.3.1 The Facility supplies reports.							5 M
13.4 Provide IEC materials on family planning in all health facilities.	13.4.1 IEC materials with relevant FP messages availed conspicuously in all health facilities.	13.4.1 IEC materials on FP.							
13.5 Monitor the impact of programme activities and conduct exit	13.5.1 Exit surveys conducted and the perceptions of users of FP services obtained.	13.5.1 Reports of Exit Surveys on user perceptions on FP services.							

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)	
Activities:										
	surveys to capture user perceptions.									0.1 M
13.6	Avail relevant reference materials to service providers of reproductive health services.	13.6.1 Service providers equipped with sufficient reference materials.	13.6.1 FP materials for service providers.							0.2 M
13.7	Provide user friendly Reproductive Health services.	13.7.1 The % of people in the reproductive age bracket obtaining FP services.	13.7.1 The County Health Monitoring Reports showing the proportion of people in the Reproductive Age Bracket receiving FP services.							
13.8	Provide continuing education to peer educators and promoters of youth programmes.	13.8.1 Peer educators and promoters of youth programmes continuously undergoing training in FP.	13.8.1 Reports of training of Peer Educators and Promoters of youth programmes.							0.2 M
13.9	Train service providers in reproductive health.	13.9.1 The % of service providers trained in RH.	13.9.1 Reports of training of services providers.							
13.10	Educate mothers on proper nutrition.	13.10.1 The % of mothers trained on proper nutrition.	13.10.1 The Report of mothers trained on proper nutrition.							0.2 M
13.11	Sensitize men on RH issues and their roles.	13.11.1 The % of men sensitized on RH and performing their roles accordingly.	13.11.1 The County Health Monitoring Report.							0.2 M
13.12	Disseminate appropriate IEC materials targeting men.	13.12.1 IEC materials targeting men disseminated.	13.12.1 The IEC Materials on RH with messages for increased male participation.							0.5 M
13.13	Provide ANC at family level.	13.13.1 The % of facilities receiving ANC services at the household level.	13.13.1 The County Health Monitoring Report.							0.5 M
13.14	Provide advice and counseling for post-partum period for mother and child.	13.14.1 The % of mothers attending post-natal clinics.	13.14.1 The reports of Health Facilities showing % of mothers attending post-natal clinics.							
13.15	Immunize children fully.	13.15.1 The % increase in total immunization rate in the	13.15.1 The County Health Monitoring Report.							20 M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:	County.								
13.16 Sensitize the Community on safe motherhood and child survival.	13.16.1 All communities through the administrative structures sensitized on safe motherhood and child survival.	13.16.1 The report on community sensitization on safe motherhood and child survival.							
13.17 Train Traditional Birth Attendants on modern MCH skills.	13.17.1 The % of TBAs trained and practicing modern Maternal Child Health skills.	13.17.1 The County Health Monitoring Report.							
13.18 Conduct outreach MCH services for inaccessible areas of the County.	13.18.1 The inaccessible areas in UGC accessed with MCH services.	13.18.1 The County Health Monitoring Report.							5 M
13.19 Advocate for alternative rites of passage for boys and girls.	13.19.1 Advocacy on rites-of-passage conducted for boys and girls in the County.	13.19.1 County Health Monitoring Report.							
13.20 Include reproductive health information in the curriculum for boys and girls.	13.20.1 The Primary and Secondary level curriculum contains information on RH issues.	13.20.1 The Primary and Secondary school curriculum containing information on RH.							

Education, Youth Affairs, Culture, Social Services and Sports

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #14: Academic performance in Uasin Gishu County improved.	14.1 School infrastructure developed at all levels of learning.	14.1 The construction of new schools, new additional classrooms in existing schools and rehabilitated classrooms.	
	14.2 Teachers distributed equitably in all schools and Wards.	14.2 The Teachers Service Commission Staffing records showing the distribution of teachers in the Count.	
	14.3 Effective teaching methodologies employed.	14.3.1 The Inspection reports of the County Quality Assurance and Standards Officers. 14.3.2 School internal quality assurance reports.	
	14.4 Adequate teaching and learning resources provided in all schools	14.4	
	14.5 Assessment in schools strengthened through improved approaches.	14.5 The Inspection Reports of the County Quality Assurance and Standards team.	
	14.6 Approaches that enhance teacher student contact time promoted.	14.6 The internal school quality management reports by School Heads, Directors of Studies and Heads of Department.	
	14.7 Programmes on child-friendly schools promoted.	14.7 School Inspection Records.	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
14.1 Sensitize the communities on the need to provide land for construction of schools.	14.1.1 Communities ceding land as common area for school construction.	14.1.1 School title deeds showing land ceded by communities to schools.		←→					0.2M
14.2 Assess the rehabilitative needs of existing schools.	14.2.1 Gaps identified in existing schools in need of rehabilitation of the infrastructure.	14.2.1 The School Assessment Reports.		←→					0.1M
14.3 Assess the need for new schools.	14.3.1 New schools constructed as per need.	14.3.1 The County Sector Monitoring Report showing the new schools constructed.		←→					0.1M
14.4 Assess the need for	14.4.1 New additional	14.4.1 The County Sector							

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
additional classrooms in existing schools.	classrooms constructed in existing schools in line with the priorities articulated in ANNEX 1.	Monitoring Report showing the new schools constructed.		↔					0.1M
14.5 Rehabilitate and construct new schools, classroom, laboratories and libraries as appropriate.	14.5.1	14.5.1							1M
14.6 Constitute a County Staffing Committee.	14.6.1 A County Staffing Committee comprising of officials from the County Government, TSC and the Teachers Union established and rationalizing the deployment of teachers in the County.	14.6.1 The County Report on the Staffing Position of teachers.		↔					0.02M
14.7 Redeploy teachers from overstuffed schools and areas to understuffed ones.	14.7.1 Equity in teacher deployment and utilization in the County achieved.	14.7.1 The Report of the County Staffing Committee reflecting the teachers staffing position.		↔					
14.8 Deploy new teachers to under staffed schools areas.	14.8.1 Teacher balancing undertaken by deploying new teachers to understaffed schools/areas.	14.8.1 The TSC report on teacher deployment.		↔					
14.9 Replace teachers lost through natural attrition.	14.9.1 New teachers hired to replace those who retire or die in equal numbers.	14.9.1 The total teacher Establishment Report of the County.		↔					
14.10 Review the curriculum in line with the provisions of the National Curriculum Framework.	14.10.1 The County curriculum customized to local environment without compromising on content and quality.	14.10.1 The County Curriculum.				↔			3M
14.11 Conduct INSET for teachers on effective teaching methodologies and improvisation of	14.11.1 The % increase in the number of teachers attending INSET. 14.11.1 Improvement in	14.11.1 The INSET training reports. 14.11.2 The teacher		↔					3M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
locally available Teaching and Learning Resources.	teacher and learner performance.	assessment reports of the QASOs; and student report cards showing improved performance.							
14.12 Conduct regular assessment to check compliance with approved methodologies.	14.12.1 Regular assessment undertaken to check compliance with approval methodologies.	14.12.1 The Teaching and Learning materials reflecting the % of local content.							0.31M
14.13 Upgrade 1 secondary school each to centre of excellence per sub-County.	14.13.1 6 secondary schools upgraded to centres of excellence.	14.13.1							0.31M
14.14 Procure adequate number of textbooks (ECDE).	14.14.1 Text books availed in accordance with the PTR ratio of 1:1.	14.14.1 The Schools Audit Reports with information on Pupil Textbook Ratios.							75M
14.15 Conduct at least 3 County Panel Assessments for all schools per year.	14.15.1 The % increase in schools that are assessed at least 3 times per year.	14.15.1 The County Sector School Assessment Reports.							0.5M
14.16 Conduct regular spot-checks curriculum implementation.	14.16.1 Regular spot-checks on curriculum implementation undertaken by the County Quality Assurance Teams.	14.16.1 The County QASO Reports.							0.1M
14.17 Construct teachers houses in schools to increase teacher/student contact time.	14.17.1 The % increase in the number of teachers residing on school compounds.	14.17.1 The School Management Reports.							714M
14.18 Undertake school beautification programmes.	14.18.1 The % increase in schools with beautification programmes.	14.18.1 The School Management Reports.							0.5M
14.19 Construct disability friendly facilities in all schools.	14.19.1 Ramps and toilets for use by physically disabled learners constructed.	14.19.1 The School Management Reports.							500M
14.20 Provide adequate and appropriately	14.20.1 Adequate furniture availed in schools.	14.20.1 The School Management Reports.							20.8M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
sized furniture.									

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #15: Access to ECDE improved	15.1 Free ECDE education provided.	15.1 The policy documents of the Ministry of Education.	1. The policy on Free ECDE education is approved at the national level
	15.2 The Terms of Service for ECDE teachers formalized and improved.	15.2 The TSC official policy documents reflecting formal employment terms for ECDE teachers.	
	15.3 The ECDE teacher pupil ratio improved from 1:31 in 2012 to 1:20 by 2018.	15.3.1 The TSC official documents showing ECDE staffing ratios. 15.3.2 The Statistical Returns from ECDE centres and Primary Schools.	
	15.4 The ECDE NER at 62.6 in 2012 improved to 78.5 by 2018		

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)	
Activities:										
15.1 Recruit ECDE teachers.	15.1.1 ECDE teachers recruited by the County Government in line with the established PTR of 1:20.	15.1.1.1 TSC Teachers Register 15.1.2.1 The Schools/ECDE Centres registers.		←————→						14.08B
15.2 Construct child-friendly ECDE schools and classrooms as per Annex 1 of this CIDP.	15.2.1 Child friendly ECDE classrooms in all public primary schools.	15.2.1 The Primary School Returns.		←————→						272.8
15.3 Provide teaching and learning resources for ECDE.	15.3.1 Textbooks and other instructional materials developed and availed to all ECDE learners in accordance with established ratios.	15.3.1 Relevant ECDE textbooks and instructional materials developed in line with the curriculum.		←————→						90M
15.4 Sensitize	15.4.1 Community	15.4.1 ECD centre reports								

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
communities on the value of ECDE.	participation in the provision of ECDE improved.	reflecting increased community participation.		↔					0.1
15.5 Establish a school-feeding programme for ECDE learners.	15.5.1 A Scheme of Service reflecting the Terms of Service and Career progression for ECDE teachers established and implemented.	15.5.1 The County Schemes of Service documents for ECDE teachers.		↔					810M
15.6 Allow ECDE teachers to form or join teacher trade unions.	15.6.1 The % of ECDE teachers registered as members of a Teachers Union.	15.6.1 The Register of Trade Union members of a teachers union.		↔					
15.7 Provide compulsory ECDE.	15.7.1 County laws established making ECDE a mandatory requirement for transiting to Primary Education.	15.7.1 The County Statutes providing for compulsory ECDE.		↔					

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #16: Access to Adult and Continuing Education improved.	16.1 Infrastructure for ACE provided.	16.1 The Sector Monitoring Reports reflecting adequacy of ACE infrastructure.	
	16.2 Teacher availability for ACE improved.	16.2 The TSC Teacher Register reflecting improvements in the ACE staffing levels.	
	16.3 Adequate Teaching Learning resources provided.	16.3 The ACE Teaching and Learning resources including textbooks and other relevant instructional materials.	
	16.4 Communities sensitized on the value of ACE.	16.4 The Community Sensitization Reports reflecting messages on importance of ACE.	
	16.5 The ACE curriculum made relevant and functional.	16.5 The ACE curriculum.	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
16.1 Construct ACE classrooms in all	16.1.1 The % increase in primary schools with an ACE	16.1.1 The County Education		↔					39.9M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
primary schools.	classroom.	Sector Monitoring Reports.							
16.2 Establish public libraries in villages.	16.2.1 The % increase in Administrative Villages in the County with libraries.	16.2 The County Monitoring Reports.							426.3
16.3 Recruit more ACE teachers.	16.3.1 Adequate staffing for ACE.	16.3.1 The TSC County Register on Teachers.							342M
16.4 Distribute existing ACE staff equitably.	16.4.1 Adequate staffing for ACE teachers distributed equitably in accordance with the established ratio.	16.4.1 The TSC County Register on Teachers.							
16.5 Provide adequate textbooks and other instructional materials for ACE.	16.5.1 Established Learner Textbook Ratios in ACE achieved.	16.5.1 The records of ACE Centres in UGC.							
16.6 Utilize local materials to make teaching relevant.	16.6.1 Local materials used to make teaching and learning in ACE relevant.	16.6.1 The ACE teaching and learning materials.							
16.7 Sensitize communities on the importance of functional literacy.	16.7.1 The % increase in ACE enrollment.	16.7.1 The County Education Monitoring Reports.							0.5

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #17: Transition rates at all levels of education improved.	17.1 Transition rate from primary to secondary education rose from 59.9% in 2012 to 80% by 2018.	17.1 The County Education Sector Monitoring Reports.	1. Free and compulsory Basic Education available as a National Policy.
	17.2 Transition rate from secondary to university level increased from 15% in 2012 to 25% by 2018.	17.2 The County Education Sector Monitoring Reports.	
	17.3 Free and compulsory education provided at all levels of Basic Education.	17.3.1 The County Education Sector Monitoring Reports. 17.3.2 The National Education Sector Monitoring Reports.	
	17.4 Secondary school places deliberately expanded.	17.4 The County Education Sector Monitoring Reports showing expansion in secondary school places.	
	17.5 The TIVET policy fully implemented and places in TIVET institutions expanded.	17.5 The County Education Sector showing changes in TIVET policy allowing improved transition pathways through Technical Education.	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #18: Increase education provided at all levels.	18.1 Infrastructure for Special Needs Education provided.		
	18.2 Disability mainstreamed in learning institutions.		

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
18.1 Establish a school for visually impaired and physically handicapped in the County.	18.1.1 A school for visually impaired and physically handicapped established in UGC.	18.1.1 The County Education Sector Monitoring Reports.				←————→			3.96
18.2 Expand facilities in the existing Special Schools in the County.	18.2.1.1 Enrollment rates in existing SNE schools increased. 18.2.1.2 More facilities to cater for various types of disabilities provided.	18.2.1.1 The County Education Sector Monitoring Reports. 18.2.1.2 SNE School Records.		←————→					2.2
18.3 Establish SNE Secondary schools.	18.3.1 At least one Special Needs Secondary School established in the County	18.3.1 The County Education Sector Monitoring Reports.		←————→					3.96
18.4 Provide disability friendly infrastructure/environment in schools.	18.4.1 Rumps and disability friendly adaptive toilets provided in SNE Schools.	18.4.1 The Inspection Reports of the County Quality Assurance and Standards Team.		←————→					500M
18.5 Provide adequate teaching and learning resources.	18.5.1 Adequate teaching and learning materials provided in SNE schools.	18.5.1 The County Education Sector Monitoring Reports.		←————→					75M
18.6 Sensitize the community on the need to enroll learners with disability in schools.	18.6.1 The % increase in enrollment of persons with disability in both normal and SNE schools.	18.6 The County Education Sector Monitoring Reports.		←————→					0.2
18.7 Establish model primary schools in	18.7.1 6 Model primary schools established.	18.7.1 Tender documents. 18.7.2 Tender completion	1. Financial resources will be		←————→				60M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
19.6 Provide desk-top computers in schools.	19.6.1 The % increase in schools with computers.	19.6.1 The County Education Sector Monitoring Report.							320M
19.7 Develop curriculum for ICT at all levels.	19.7.1 ICT mainstreamed in the curriculum at all levels.	19.7.1 The School curriculum reflecting ICT mainstreaming.							
19.8 Provide computer studies at all levels in the County.	19.8.1 Computer studies are taught at all levels of education in the County.	19.8.1 The County Education Sector Monitoring Reports.							
19.9 Access ICT at all levels of learning in the County.	19.9.1 The policy to assess ICT as an examinable course established in UGC.	19.9.1 The UGC policy document declaring ICT an examinable subject in schools.							0.5

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #20: Social cohesion and mobilize communities participate in decision making and development enhanced.	20.1 Clients are identified, counseled and trained.	20.1 Social Worker Reports.	1. More social workers are employed and funds availed.
	20.2 Children are reintegrated and follow ups conducted.	20.2 Court orders and Reports.	
	20.3 Rehabilitation centre constructed.	20.3 Construction of a rehabilitation centre/plans	2. Availability of land & funds.
	20.4 Youth and women empowered for self reliance	20.4 Registered groups and Reports on disbursement of funds.	3. Funds are set aside.
	20.5 Social Hall and Resource Centre constructed, developed and maintained.	20.5 Construction of New Social Hall and Resource centres and repair of existing ones.	4. Availability of funds.
	20.6 Recreation facilities are upgraded and expanded.	20.6 Kipchoge and 64 stadia rehabilitated.	5. Funds are availed at donors identified.
	20.7 Public participation is enhanced.	20.7 Development Committees formed and Reports on trainings.	6. Approval by County Assembly & funds availed.
	20.8 County estates repaired and maintained.	20.8 Repairs and maintenance reports.	7. Funds are availed.
	20.9 Drugs, alcohol and substance abuse laws are formulated and enforced.	20.9.1 Existence of County laws 20.9.2 Awareness campaign reports.	8. County Assembly legislate the laws
	20.10 HIV/AIDS grants established.	20.10 Reports on beneficiaries and campaigns conducted.	9. Funds are set aside.
	20.11 PWD grants established.	20.11.1 Reports on identified PWD. 20.11.2 Reports on beneficiaries.	10. Funds are set aside.
	20.12 Conference rooms and hostels built.	20.12 Construction of rooms and hostels and plans for buildings.	11. Funds are available.
	20.13. 3 departmental vehicles purchased for administration and service delivery.	2013. Log books.	2013. Funds are set aside.

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)	
Activities:										
20.1 Identification of clients.	20.1.1 Vulnerable clients identified from the whole County.	20.1.1 Reports from the social workers.		←	→	→	→	→	→	2.5M
20.2 Counseling of clients.	20.2.1 Identified clients are counseled.	20.2.1.1 Register for identified clients. 20.2.1.2 Reports from social workers.		←	→	→	→	→	→	5M
20.3 Conduct training.	20.3.1 Clients are trained depending on their needs on how to live positive live.	20.3.1.1 List of participants in training. 20.3.1.2 Training budgets		←	→	→	→	→	→	6M
20.4 Follow-ups.	20.4.1 Follow-ups of clients are undertaken.	20.4.1 Follow-ups reports.		←	→	→	→	→	→	15M
20.5 Reintegration of children into the society.	20.5.1 Repatriation or reintegration identified children is undertaken.	20.5.1.1 Reintegration reports. 20.5.1.2 Reintegration budgets and letter.		←	→	→	→	→	→	25M
20.6 Construction of Rehabilitation Centre.	20.6.1 Rehabilitation Centre is constructed.	19.6.1 Building plans drawings.		←	→	→				20M
20.7 Assistance to orphans and vulnerable children.	20.7.1 Orphans and vulnerable children are assisted.	20.7.1.1 List of beneficiaries. 20.7.1.2 Reports.		←	→	→	→	→	→	20M
20.8 Facilitate formation, registration and regulation of youth/women self-help group.	20.8.1 Youth/Women self groups are formed, registered and regulated.	20.8.1.1 Copies of certificate for registered self-help groups. 20.8.1.2 Register.		←	→	→	→	→	→	4M
20.9 Establish revolving funds for youth and women.	20.9.1 Youth and women revolving fund as established.	20.9.1.1 County Government set aside funds in the County budget. 20.9.1.2 Annual reports.		←	→	→				100M
20.10 Training and workshops for youth and women	20.10.1 Youth and women groups are trained on best practices.	20.10.1 Annual training plans for youths and women.		←	→	→	→	→	→	18M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
for the 30 wards in Uasin Gishu County.									
20.11 Network youths/women with other funding agencies.	20.11.1 Youth and women are linked to other funding agencies.	20.11.1.1 Reports on partnership. 20.11.1.2 Copies of MoUs.		←-----→					
20.12 Support development and maintenance of existing Social Halls and Resource Centres.	20.12.1 Existing Social Hall and Resource Centres supported and developed.	20.12.1.1 Tender for repairs. 20.12.1.2 List of existing Social Hall and Resource Centres.		←-----→					5M
20.13 Construction of social halls /Resource Centers in all the sub-Counties.	20.13.1 6 Social Halls/Resource Centre's in all the sub counties constructed.	20.13.1.1 Documents of title. 19.13.1.2 Architectural Design and Plans.		←-----→					30M
20.14 Support Development and maintenance of Kipchoge and 64 stadiums.	20.14.1 Kipchoge and 64 stadiums developed and maintained.	20.14.1.1 Tender documents. 20.14.1.2 Reports		←-----→					300M
20.15 Formation of ward development committees.	20.15.1 Ward development committees formed at ward level.	20.15.1 Minutes of meeting.		←-----→					0.6M
20.16 Capacity building for ward development committees.	20.16.1 Ward development committee trained.	20.16.1.1 Training programmes. 20.16.1.2 List of attendance.		←-----→					4.5M
20.17 Formation of a single development committee representative.	20.17.1 Single development committee's representatives formed.	20.17.1.1 Minutes of meetings. 20.17.1.2 List of elected officials.		←-----→					0.1M
20.18 Formulation of Public Private Partnership policy.	20.18.1 Public private partnership policy formulated.	20.18.1 Approved policy.		←-----→					3M
20.19 Repairs and maintenance of	20.19.1 County estates and senior staff houses repaired	20.19.1.1 Reports from estate officer.		←-----→					300M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
County estates and Senior Staff Houses.	and maintained.	20.19.1.2 Receipts of procurements.							
20.20 Formulation and Enforcement of Drugs, Alcohol And Substance Abuse laws.	20.20.1 Drugs, Alcohol and substance abuse laws formulated and enforced.	20.20.1 Uasin Gishu County Laws in place.		←→					3M
20.21 Conduct Awareness Campaigns on Drug and Substance abuse.	20.21.1 Awareness campaign against Drug and Substance abuse conducted.	20.21.1 Awareness campaign conducted during the plan period.		←→	←→	←→	←→	←→	12M
20.22 Establish Grants for HIV/AIDS.	20.22.1 Grants HIV/AIDS established.	20.22.1 County Budget allocation.		←→	←→	←→	←→	←→	25M
20.23 Offer assistance to identified HIV/AIDS Individuals or Groups.	20.23.1 Identified HIV/AIDS individuals or groups assisted.	20.23.1 List of beneficiaries.		←→	←→	←→	←→	←→	25M
20.24 Establish Grants for Persons with Disability.	20.24.1 Grants for persons with Disability established.	20.24.1 County Budget.		←→	←→	←→	←→	←→	25M
20.25 Sensitize the Society on PWD rights.	20.25.1 The society is sensitized on the rights of PWD.	20.25.1 Annual reports.		←→	←→	←→	←→	←→	12M
20.26 Establish Data base on Categories of Disability.	20.26.1 Data base on categories of Disability is established.	20.26.1 Reports.		←→	←→	←→	←→	←→	5M
20.27 Construct Conference Rooms & Hostels at Pioneer Home craft Centre.	20.27.1 Conference rooms and Hostels at Pioneer Home craft built.	20.27.1.1 Architectural plans. 20.27.1.2 Tender awards.		←→	←→	←→	←→	←→	200M
20.28 Diversify courses at Home craft Centre.	20.28.1 Courses at Pioneer Home craft Centre registered and diversified.	20.28.1.1 Registration certificate. 20.28.1.2 List of trainings undertaken.		←→					0.1M
20.29 Purchase departmental vehicles.	20.29.1 Three double cabin vehicles procured for the department.	20.29.1 Log books.		←→					15M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
20.30 Employ more staff.	20.30 60 social workers and community officers are employed.	20.30.1.1 Employment vacancies. 20.30.1.2 Appointment letters		←→					115M
20.31 Establish and support 6 training centres in each sub-County.	20.31.1 6 Training centres in each sub-County established and supported.	20.31.1.1 Land title deeds 20.31.1.2 Purchased equipments.		←→					90M
20.32 Funding of sports clubs.	20.32.1 Sports clubs funded.	20.32.1.1 County budgets 20.32.1.2 Registration certificate for the clubs.		←→					40M
20.33 Organize annual inter-counties and sports tournaments (Athletics, football, volleyball etc)	20.33.1 Annual sports and inter-counties tournaments organized.	20.33.1.1 List of participating teams. 20.33.1.2 Trophies		←→					80M
20.34 Organize trainings for sports officials.	20.34.1 Trainings for sports officials organized.	20.34.1.1 Training programmes 20.34.1.2 List of participants		←→					2M
20.35 Build a Stadium at Ziwa centre.	20.35.1 Stadium at Ziwa centre built.	20.35.1 Structural plans		←→					10M
20.36 Build and fence playing fields in each ward (30).	20.36.1 Playing fields in each ward (30) built.	20.36.1 Existence of playing fields.		←→					78M
20.37 Construct indoor games building.	20.37.1 Indoor games building constructed.	20.37.1 Structural plans		←→					10M
20.38 Construct a modern Stadium of International Standards.	20.38.1 Modern Stadium of International Standards constructed.	20.38.1.1 Land title deeds 20.38.1.2 Structural plans		←→					2B

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
		21.3.1 Annual Country Reports.							
21.3 Staffing of youth polytechnics done.	21.3.1 Number of staff increased from 50 to 150 instructors.	21.3.1 County Staff Establishment Reports.							120M
	21.3.2 County administrative units. Enumerate 3 officers and 3 clerks.	21.3.2 Annual County Reports.							12.6M
21.4 Establishing a County youth office.	21.4.1 County Youth Office constructed and equipped 21.4.2 ICT data management system established	21.4.1 Procurement records. 21.4.2 Annual County Reports. 21.4.3 Completion Reports.							16M
									3M
21.5 Engaging youth in income-generating activities.	21.5.1 Sustained provision of funding for youth to engage in greenhouse farming and other activities.	21.5.1 Annual County Reports.							16.25M
21.6 Coordinating co-curricular activities.	21.6.1 Sports championship leagues done on quarterly basis at sub-county and county level.	21.6.1 Annual County Reports. 21.6.2 Sports Sub-sector Reports.							4M
21.7 Operation and field services.	21.7.1 Recurrent expenditure.	21.7.1 Receipts.							15M
	21.7.2 Purchase of 3 vehicles and 6 motorcycles.	21.7.2 Logbook copy.							30M
	21.7.3 Monitoring and evaluation of all the programs.	21.7.3 M&E Reports.							3M
21.8 Establishment of youth empowerment centres.	21.8.1 6 youth empowerment centres (1 per constituency) constructed.	21.8.1 Tender documents. Completion certificate.							28M
	21.8.2 Youth empowerment centres (new and existing) equipped.	21.8.2 Completion certificate.							
	21.8.3 Youth empowerment centres (new and existing) staffed.	21.8.3 Staff Recruitment Reports. 21.8.3 Recruitment minutes.							6M
21.9 Connecting youth empowerment centres to the power grid.	21.9.1 Youth empowerment centres connected to the national grid	21.9.1 Procurement documents. 21.9.1 KPLC Bills.							9M
21.10 Carrying out youth	21.10.1 Training of youth	21.9.1 Lists of participants.							1.5M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
leadership and mentoring training.	conducted.	21.9.2 Training manuals.		←	→	←	→	←	
21.11 Establishing a youth SACCO office.	21.11.1 Youth sacco formed and office established	21.11.1 Registration certificate. 21.11.2 Tenancy agreement		←	→				3M
21.12 Sensitizing and mobilizing youth to register to access available funds.	21.12.1 Number of youth groups registered and accessing youth funds	21.12.1 Certificates of registration. 21.1.2 Database of groups accessing funds.		←	→	←	→	←	1.5M
21.13 Creating avenues for youth to be innovative.	21.13.1 Monthly career fairs carried out in schools.	21.13.1 Lists of participants.		←	→	←	→	←	1.5M
	21.13.2 Market fairs and exhibitions for youth products conducted.	21.13.2 Program reports. 21.13.3 Lists of participants.		←	→	←	→	←	2M
21.14 Sensitizing youth on National Youth Policy.	21.14.1 Number of youth sensitized.	21.14.1 List of participants Sensitization modules.		←	→	←	→	←	1.5M
21.15 Establishing NYC office.	21.15.1 NYC office established	21.15.1 Procurement reports.			←	→			1.2M
21.16 Implementing policy on tree-for-job.	21.16.1 Youth assisted to procure, plant and nurture 20,000 seedlings per year per constituency.	21.16.1 Procurement documents.		←	→	←	→	←	30M
21.17 Reducing the prevalence of youth engagement in drugs and crime.	21.17.1 Sensitization Campaigns on the dangers of drug and substance abuse conducted	21.17.1 Annual County and Country Reports Youth Office Reports 21.17.2 Sensitization Campaign Reports.		←	→	←	→	←	1.5M
	21.17.2 Youth engaged in volunteer schemes.	21.17.2 Annual County Reports.		←	→	←	→	←	1M
	21.17.3 Sensitization campaigns on peace and conflict resolution carried out.	21.17.1 Sensitization Reports. 21.17.2 Training manuals. 21.17.3 Participants' Lists.		←	→	←	→	←	1.2M
21.18 Conducting workshops and counseling on behavior change on youth, HIV testing.	21.18.1 Number of workshops conducted in every constituency.	21.18.1 Training reports. 21.18.2 Participants' Lists.		←	→	←	→	←	1.5M
21.19 Integrating trending issues (gender,	21.19.1 Youth activities and training manuals reflect gender	21.19.1 Training manuals. 21.19.2 Activity reports.		←	→	←	→	←	1.5M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities: harmful cultural practices, abortion, FGM and early marriages) into youth activities.	and other issues.								
21.20 Conducting research on information awareness, missing gaps and social networks.	21.20.1 Research conducted and findings availed.	21.20.1 Research report. 21.20.2 Sample of questionnaire.							1.5M
21.21 Promoting the celebration of National Youth Week.	21.21.1 National Youth Week celebrated.	21.21.1 Lists of participants. 21.21.2 Activity program.							1M

Culture

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #22: Aspects of performing arts with special focus on the local communities and non-educational institutions promoted and improved.	22.1 Annual County Festivals held for performing arts, cultural dances and set pieces.	22.1 County Departmental Reports.	1. Funding will be availed .
	22.2 County and National Holidays and Celebrations organized and executed.	22.2 Gazette notice.	2. Gazetted public holidays.
	22.3 State cultural functions organized.	22.3 Invitation letters, speeches & event programs.	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
22.1 Enacting County legislation on	22.1.1 County legislation on County cultural affairs	22.1.1 Kenya gazette notice.		↔					

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
culture.	enacted.	22.1.2 Hansard Report. Bill.							
22.2 Staffing established at both County and sub-County levels.	22.2.1 18 members of staff recruited.	22.1.2 Staff establishment list. 22.1.2 Recruitment Reports.		←—————→					50M
22.3 Field services carried out at sub-County level.	22.3.1 2 vehicles procured for County office 6 vehicles procured for sub-County offices	22.3.1 Log books. 22.3.2 Transfer letters. 22.3.3 Work tickets. 22.3.4 Inspection certificate.		←—————→					16M
22.4 Establishing County and sub-County offices.	22.4.1 1 office each established at the County level and at the sub-Counties.	22.4.1 Completion certificate. 22.4.2 Procurement reports.		←————→					50M
	22.4.2 County offices furnished.	22.4.2.1 Receipts 22.4.2.2 Inventory		←————→					4M
22.5 Monitoring County cultural activities.	22.5.1 County cultural program monitored.	22.5.1 Monitoring Report.		←—————→					4M
22.6 Recurrent expenditure.	22.6.1 Cultural activities conducted effectively.	22.6.1 County Reports 22.6.2 Receipts		←—————→					15M

Lands, Housing and Urban Development

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #23: Urban areas functional.	23.1 Planning of Eldoret Town from 10% to 100% by 2018	23.1.1 List of stakeholders participation 23.1.2 County assembly resolution on approval of plan 23.1.3 Approved plan and the report 23.1.3 Action area plans	1. That the stakeholders will be cooperative 2. Funding will be available and on time
	23.2 Planning of all other unplanned urban centres in the county from 0% to 50% by 2018	23.2.1 List of stakeholders participation 23.2.2 County assembly resolution on approval of plan 23.2.3 Approved plan and the report	1. That the stakeholders will be cooperative 2. Funding will be available and on time

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
23.1 Preparation of Local development plan for Eldoret towns and other urban centres in the county.	23.1.1 Initiation of planning process, planning stages and completion	23.1.1 Draft plans and reports.	1. That funds will be available and on time 2. That stakeholders will be cooperative.	←————→					Eldoret Town-100M Other centres-1M
23.2 Approval of local development plans.	23.2.1 Submission of plans to County Assembly for resolution.	23.2.1 Approved plans by the county assembly.	1. There will be no objections to hinder approval. 2. Political good will.	←————→					
23.3 Implementation of local development plans.	23.3.1 Official survey done, running programmes and projects proposed in the plan.	23.3.1 Number of development application. 23.3.1 No of projects and programmes.	1. That there will adequate funds for projects and programmes.	←————→					Varies on different sectors
23.4 Monitoring and evaluation.		23.4.1 M&E Quarterly Report.	1. That there will Adequate funds for projects and programmes.	←————→					Depends on projects
23.5 Procurement of 5No. Departmental Vehicles (4WD D/Cabs).	23.5.1 5 vehicles Procured.	23.5.1 Vehicles available.	1. Funds are available.	←————→					20
23.6 Preparation of Local development plan for Eldoret towns and other urban centres in the County.	23.6.1 Initiation of planning process, planning stages and completion.	23.6.1 Draft plans and reports.	1. That funds will be available and on time. 2. That stakeholders will be	←————→					Eldoret Town-100M Other centres-1M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:			cooperative.						

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #24: Security of land to owner's tenure assured.	24.1 100% Issuance of land ownership document by 2018.	24.1 Registered and ownership documents issued.	1. All stakeholders involved will be cooperative. 2. Land disputes resolution will be efficient.

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)	
Activities:										
24.1 Identification of land without title deeds.	24.1.1 Land Data base.	24.1.1 Register	1. All parcels has been mapped.	←————→						10
24.2 Survey and mapping for the planned areas.	24.2.1 Official survey done.	24.2.1 RIM 24.2.2 Mutations	1. Preparation of Physical Development plans has been done and approved. 2. That land disputed is resolved quickly.		←————→					Approx. Kshs. 10,000/= per portion (Varies on different sectors)
24.3 Register the lands.	24.3.1 New registers opened.	24.3.1 Green cards 24.3.1 White cards	1. No land disputes.		←————→					Approx. 10,000/= Depends on projects
24.4 Issuance of titles.	24.4.1 Certificate of title and lease issued	24.4.1 Title deeds 24.4.2 Certificate of titles	1. Owners will have cleared all the dues.	←————→						Approx. Kshs. 20,000/= per title

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #25: County Land Ministry Information Management System (LIS) established.	25.1 0% to 100% computerization of land records by 2018.	25.1 LIS available and accessible.	1. Funds are available.

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
25.1 Purchase of 10 No. Computers, 3No. Plotters 10 No. Large Format Scanners, 20 No. Hand held GPS & Software.	25.1.1 Procured Computers, scanners & Software.	25.1.1 Functional GIS Laboratory	1. Funds are available						12 m
25.2 Capacity Building on LIS.	25.2.1 20 No. Of staff members to be trained.	25.2.1 No. Of staff members trained.	1. Funds are available.						2 m
25.3 Land Data collection & Entry.	25.3.1 No. of Data Collection exercises & Entry conducted.	25.3.1 Available data in LIS.	1. Funds are available.						200 m

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #26: Rural and Urban Uasin Gishu County for sustainable development well planned.	24.1 Planning of the County Spatial Plan from 0% to 100% by 2018	24.1 List of stakeholders participation 24.2 County assembly resolution on preparation and approval of plan 24.3 Approved plan and the report 24.4 Action area plans	1. That the stakeholders will be cooperative 2. Funding will be available and on time

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
26.1 Preparation of	26.1.1 Initiation of planning	26.1.1 Draft plans and reports.	1. Funds will be						

Public Works, Roads and Transport

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #27: Access to transport and communication in the County improved.	27.1 Number of Kilometres under tarmac at 309.6 Km increased to 500 Km.	27.1 Annual report on implementation of work plan.	1. Availability of funding.
	27.2 Number of kilometers under gravel at 549 Km increased to 1000 Km.		

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
27. Enhancing timely periodic and routine maintenance.	27.1 Number of kilometers under gravel at 549 km increased to 1000 km.	27.1 Annual Report on Implementation of work plan.							
27.1.1 Grading and gravelling									
27.1.2 Culvert and ditch clearing.									
27.1.3 Culvert installation.									
27.1.4 Bush clearing.									
27.1.5 Bridges & Box Culverts.									
27.1.6 Resealing									
TOTAL				1.120M	1.288M	1.481M	1.703M	1.958M	7.550M

Public Service Management

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #28: The Human Resource Function Strengthened.	28.1 The Terms of Service of Staff harmonized.	28.1.1 The UGC Terms of Service of staff document.	
	28.2 The County Government Payroll cleansed.	28.2.1 The UGC Payroll reflecting only genuine employees in service.	
	28.3 The Human Resource Function in the County established and functional.	28.3.1 The UGC Organizational Chart.	
	28.4 A Performance Management System established.	28.4.1 Departmental Plans of Operation, Individual Work plans and Performance Appraisal System developed and used to manage the County Development Programme.	
	28.5 Staff rationalization completed.	28.5.1 The UGC Staff Complement reflecting staffing levels and deployment as per the workloads.	
	28.6 A Policy and Operations Manual Established and in use.	28.6.1 The UGC Policy and Operations Manual.	
	28.7 A Human Resource Development Plan developed and in use.	28.7.1 The UGC HR Development Plan.	
	28.8 A Customer Service Charter developed and used.	28.8.1 The UGC Customer Service Charter document.	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
28.1 Develop Schemes of Service for staff.	28.1.1 The Schemes of Service for Staff developed and established.	28.1.1 The UGC Schemes of Service for Staff Document.							
28.2 Develop Job-Descriptions and Specifications.	28.1.2 Job-descriptions and Job specifications defined.	28.1.3 The UGC Government Job Descriptions and Job Specifications document.							1.1B
28.3 Conduct a Workload Analysis.	28.3.1 Staffing Norms determined.	28.3.1 The Staffing Norms Document.							2M
28.4 Interview staff and effect placement.	28.4.1 Staff deployed in the County in accordance with their qualifications, skills and competencies.	24.8.1 The HR Staff Deployment Reports.							1M
28.5 Undertake a Head Count of Staff.	28.5.1 All "Ghost Workers" expunged from the County Staff	28.5.1 The UGC Government Staff Establishment Roll.							

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
	Establishment.								
28.6 Establish an HR function within the County Government.	28.6.1 The HR Department within the County established and operational.	28.6.1.1 The UGC Government Organizational Structure reflecting the HR function. 28.6.1.2 The HR Departmental Records and Reports							30M
28.7 Institutionalize a Performance Appraisal System.	28.7.1 A Performance Plan Performance Appraisal and Performance Rating system established in the workplace.	28.7.1.1 The PAS system documents. 28.7.1.2 Staff Appraisal Reports.							
28.8 Develop a Policy and Operations Manual.	28.8.1 A Policy and Operations Manual developed and used to define employee/organizational relationships.	28.8.1 The UGC Government Policy and Operations Manual.							10.8M
28.9 Develop and implement a HR Development Plan.	28.9.1 A Human Resource Development Plan developed and used to manage the training of staff.	28.9.2 The UGC Government HRD plan							
28.10 Develop Customer Service Charter and implement the charter standards.	28.10.1 A Customer Service Charter with standards of service developed and used to regulate service delivery.	2810.1 The Customer Service Charter document.							1M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #29: County Asset tagging completed.	29.1 Stock-taking of all County assets done.	29.1 Stock-take Report	
	29.2 Real-time data base of all County assets available.	29.2 The County Annual Report	
	29.3 Database of valuation of County assets available.	29.3 The County Annual Report	
	29.4 Policy guidelines on asset management of disposal established.	29.4 UGC Policy Handbook	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
29.1 Stocktaking and tagging of all County assets.	29.1.1 Real-time data base of all County assets available.			↔					16M
29.2 Valuation of all County assets.	29.2.1 Database of valuation of County assets available.			↔					20M
29.3 Establishing policy guidelines on asset management and disposal.	29.3.1 Legal framework and policy guidelines on asset management in place.			↔					1.6M

Trade, Industrialization, Tourism, Wildlife and Enterprise Development

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #30: Reliable business information to investors and the business community provided.	30.1 A directory of existing businesses in Uasin Gishu County developed and available.	30.1 The Uasin Gishu Business Directory.	
	30.2 A compendium of potential areas of business development in the County developed and availed to investors.	30.2 The Compendium containing areas of potential business in UGC.	
	30.3 Research on the prominent sectoral value chains undertaken to identify and document areas of potential investment.	30.3 Research Reports on Sectoral value chains.	
	30.4 A one-stop Business Information Centre established and operational in Eldoret town.	30.4 The UGC Sectoral Monitoring Reports containing information on the activities of the UGC Business Information Centre (BIC).	
	30.5 Business Information posted on the County Website.	30.5 The UGC Government Website.	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
30.1 Sensitize the support activities of Business Information Centres and services offered.	30.1.1 Number of participants engaged in the workshops. 30.1.2 3,000 traders offered business advisory and consultancy services. 30.1.3 Number of SMEs and start-ups offered incubation services in the County during the Plan period.	30.1.1 Reports of sensitization workshops held. 30.1.2 List of workshop attendance and venues.	1. Availability of funds.						2.18M
30.2 Development of an establishment program for the Business Information Centres.	30.2.1 Feasibility studies and plan of establishment. 30.2.2 Level of Technology absorption in businesses. 30.2.3 Number of SMEs offered BDS services.	30.2.1 BQs of Business Information centre. 30.2.2 Graduation of businesses from small to large enterprises.	1. Availability of funds.						0.3M
30.3 Construction of the	30.3.1 Number of Business	30.3.1 General improvement of	1. Availability of						

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
Business Information Centres.	Information Centres established. 30.3.2 BQs and the Certificates of Completion.	the living standards. 30.3.2 Linkages established via the Information Centre.	funds. 2. Availability of space for construction.						600M
30.4 Monitoring and evaluation.	30.4.1 Number of field/site visits.	30.4.1 Reports of visits and interventions.	1. Availability of funds.						0.25M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #31: Access by SMEs to affordable financial services increased.	31.1 The % growth in loans to SMEs by Banks and other Micro loaning agencies.	31.1 The Sector Monitoring Reports reflecting changes in the volume of borrowing by SMEs.	1. The Commercial Banks in UGC willing to establish unique loan facilities for SMEs in the County. 2. The JLB willing to consider reducing the rate of interest charged on funds for on-lending by SMEs.
	31.2 The % increase in loanable funds held by SMEs.	31.2 The Sector Monitoring Reports.	
	31.3 The % reduction I the rate of interest on loan funds chargeable to SMEs by Commercial Banks.	31.3.1 The Financial Reports of SMEs. 31.3.2 The Sector Monitoring Reports.	
	31.4 The loan ceiling by the UGC Joint Loans Board raised to 250,000.	31.4 The Annual Reports of the JLB.	
	31.5 The rate of interest charged on funds to SMEs.	31.5 The Annual Report of the JLB.	
	31.6 Formal linkages established between the SMEs and Wholesale Microfinance institutions with a view to reducing the rate of interest on loan funds.	31.6 The Sector Monitoring Reports.	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
31.1 Sensitization of the public on the existence of JLB Loans and other ASMEP programmes.	31.1.1 Number of sensitization workshops held. 31.1.2 Attendance list and venues of sensitization workshops held.	31.1 Schedule of 600 SMEs funded.	1. Availability of funds.						0.5M
31.2 Appraisal and vetting of received	31.2.1 Number of applications received.	31.2.1 Report of appraised businesses.	1. Availability of funds.						0.6M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
applications.		31.2.2 Vehicle work tickets and schedule of SMEs visited. 31.2.3 Training reports.							
31.3 Loan disbursement to qualified SMEs.	31.3.1 Amount of loans disbursed. 31.3.2 Number of SMEs funded.	31.3.1 Bank statements of Kshs.120M disbursed to SMEs. 31.3.2 Report and profile of funded businesses. 31.3.3 Cheques and vouchers registers of SMEs funded.	1. Availability of funds.						120M
31.4 Monitoring and evaluation of funded businesses.	31.4.1 Schedule of businesses visited, vehicle, work tickets and motor log books.	31.4.1 Report of field visits and inspection reports of traders visited. 31.4.2 Interventions carried out on businesses and capacity building.	1. Availability of funds.						0.3M
31.5 Review policy regarding interest rate and collateral.	31.5.1 Number of stakeholder's workshops held.	31.5.1 Report of policy review workshops.	1. Availability of funds.						0.5

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #32: Business development services (BDS) and capacity building initiatives for SMEs developed.	32.1 A survey to establish the business needs of entrepreneurs undertake.	32.1 The Survey Report of the Sector on the business training needs of entrepreneurs in UGC.	
	32.2 Business Development Services including business information to SMEs available in UGC.	32.2 The Sector Reports.	
	32.3 Capacity building initiatives for SMEs undertaken.	32.3 The Sector training reports.	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
32.1 Assess the training needs assessment.	32.1.1 Training gaps identified.	32.1.1 Training needs assessment report.	1. Availability of funds.	←→	→				600M
32.2 Develop the training program.	32.2.1 Training modules developed and list of venues for the training.	32.2.1 Training and attendance reports. 32.2.2 Training materials and workshop prints.	1. Availability of funds.	←→					200M
32.3 Identify the training team.	32.3.1 List of Trainers, qualifications and contracts for TORs.	32.3.1 Attendance sheets duly signed by Trainers and Supervisors	1. Availability of funds.	→				→	0.2M
32.4 Develop the training time-table and training venue.	32.4.1 Training materials, teaching aids and payment receipts.	32.4.1 Training modules, timetables and programmes.	1. Availability of funds.	→				→	0.15M
32.5 Conduct entrepreneurship training of youth and women and SMEs.	32.5.1 Used flip charts, copies of training materials and pamphlets. 32.5.2 100 business entrepreneurship trainings held for SMEs.	32.5.1 Training and attendance reports. 32.5.2 Attendance lists for 5,000 traders trained on business entrepreneurship.	1. Availability of funds.	→				→	17M
32.6 Monitor and evaluation of the training and develop interventions.	32.6.1 Schedule of businesses visited, vehicle work tickets and motor log books.	32.6.1 Field visit reports and traders particulars.	1. Availability of funds.	→				→	0.5M
32.7 Linkages with stakeholder e.g Banks, NGOs, Development partners and GOK.	32.7.1 List of stakeholders engaged and the Terms of engagement. 32.7.2 Number of technology transfer trainings carried out.	32.7.1 MOUs with stakeholders and partnership reports and reports of activities undertaken.	1. Availability of funds.	→				→	6M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
Business Information Centre database with the latest business information relevant to all stakeholders.	exhibitors and participants.	centres established and database of information stored in the centre.	funds.						
33.5 Enforcement of the Counterfeit Act and Consumer Protection to safeguard local industries.	33.5.1 Number of trades visited and raids conducted on businesses.	33.5.1 Reports of enforcement exercises carried out in the County. 33.5.2 Calibrated weighing machines used by businesses and petrol station inspection reports.							3M
33.6 Profiling and sensitization of local investment potential in Uasin Gishu County.	33.6.1 Profile of Uasin Gishu County investment opportunities.	33.6.1 Publications, brochures and fliers conveying Uasin Gishu County investment opportunities.	1. Availability of funds.						3M
33.7 Feasibility studies on Wholesale and Retail markets in Uasin Gishu County.	33.7.1 Field visits and mapping reports of the entire County.	33.7.1 Motor vehicle returns. 33.7.2 Feasibility reports. 33.7.3 Consultants engaged in the studies.	1. Availability of funds.						0.3M
33.8 Promote the development of Wholesale and Retail markets in Uasin Gishu County.	33.8.1 Number of wholesale and retail markets established. 33.8.2 BQs and markets establishment plan.	33.8.1 Wholesale and retail markets completed and operational.	1. Availability of funds. 2. Availability of land.						800M
33.9 Feasibility studies on viability of Industrial and vehicle car park.	33.9.1 Field visits and mapping reports of the entire County.	33.9.1 Motor vehicle returns. 33.9.2 Feasibility reports. 33.9.3 Consultants engaged in the studies.	1. Availability of funds.						6M
33.10 Establishment of an Industrial park and vehicle car park.	33.10.1 Number of Industrial and vehicle car parks established. 33.10.2 BQs and	33.9.1 Wholesale and retail markets completed and operational.	1. Availability of funds. 2. Availability of land.						260M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
33.11 Acquire 2 departmental vehicles for operations.	establishment plan. 33.11.1 Number of vehicles acquired. 33.11.2 Motor maintenance reports.	33.11.1 Vehicle log books. 33.11.2 Vehicle work tickets and inspection reports.	1. Availability of funds.	↔					8M
33.12 Establish a machining and tooling plant in Uasin Gishu County.	33.12.1 Industrial machining and tooling plant established. 33.12.2 BQs and establishment plan.	33.12.1 Industrial machining and tooling plant completed and operational.	1. Availability of funds. 2. Availability of land.		↔				40M
33.13 Trade monitoring and research.	33.13.1 Questionnaires, surveys and interviews carried out.	33.13.1 Monthly, quarterly and annual trade reports and publications.	1. Availability of funds.			↔			2M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #34: Tourism attractions in Uasin Gishu County developed and promoted in a sustainable manner	34.1 Tourist attraction sites identified and developed in consultation with tourism stakeholders.	34.1 Annual county tourism report.	1. Availability of funds
	34.2 Identify a sponsor to build a Eldoret Sports And Resort City which will act as a flagship tourism project for the county.	34.2 Tourism survey reports.	1. Availability of funds
	34.3 Aggressive tourism marketing carried out in order to increase the number of tourist arrivals into Uasin Gishu from 100,000 to 150,000.	34.3 Annual reports on tourism statistics.	1. Availability of funds
	34.4 Increase the number of classified hotels to encourage visitation by up market tourists.	34.4 Classification of tourist facilities report.	1. Availability of funds
	34.5 Enhance participation of locals in tourism by assisting them develop small scale tourism projects.	34.5 Tourism site report.	1. Availability of funds
	34.6 Improve the quality of tourism facilities through regular inspection and licensing.	34.6 Monthly inspection reports.	1. Availability of funds

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
34.1 Site selection survey for Eldoret Sports	34.1.1 6 site visits conducted.	34.1.1 Site visit Report.	1. Availability of resources.	↔					0.1M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
and Resort City.									
34.2 Carry out benchmarking exercise of Eldoret Sports and Resort City.	34.2.1 A tour of one successful sports and city resort conducted.	34.2.1 Benchmarking Report.	“	↔					10M
34.3 Feasibility study by consultant of Eldoret Sports and Resort City.	34.3.1 Consultancy carried out.	34.3.1 Feasibility study Report..	“	↔					30M
34.4 Acquisition of land for Eldoret Sports and Resort City.	34.4.1 Land identified and fenced off.	34.4.1 Title deed.	“	↔					60M
34.5 Construction work for Eldoret Sports and Resort City.	34.5.1 Project work commenced and finalized.	34.5.1 Completion of works Report.	“			↔			1.5B
34.6 Site section and evaluation exercise for the development of 6 Community Based Tourism Projects.	34.6.1 One tourism site identified in each sub-County (making a total of 6).	34.6.1 Site Evaluation Report.	“	↔					0.05M
34.7 Train beneficiaries on tourism projects.	34.7.1 6 trainings conducted.	34.7.1 Training Reports.	“	↔					0.1M
34.8 Disbursement of funds for the tourism projects.	34.8.1 County avail funds for construction.	34.8.1 Disbursement returns.	“		↔				1.5M
34.9 Monitoring and evaluation of the 6 Community Based Tourism projects.	34.9.1 Spot check supervision.	34.9.1 Spot check Reports.	“					↔	0.05M
34.10 Identification of land for construction of Sports Museum.	34.10 Land identified and fenced off.	34.10.1 Title deed.	“	↔					0.05M
34.11 Construction of Sports Museum.	34.11 Project work commenced and completed.	34.11.1 Completion works report.	1. That funds will be availed.		↔				45M
34.12 Site visits and evaluation of Sosiani river and Kormosho picnic site for beautification.	34.12.1 Tour and evaluation of the 2 sites.	34.12.1 Site Report.	1. Availability of funds.	↔					0.05M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
34.13 Identification of a developer for Sosiani river and Kormosho picnic site beautification.	34.13.1 Competitive identification of a developer.	34.13.1 Tender Report.	1. Availability of funds.	↔					
34.14 Construction works at Sosiani river and Kormosho picnic site.	34.14.1 The project work commenced and completed.	34.14.1 Completion of works Report.	1. Availability of funds.		↔				
34.15 Identification of venue and invitation of participants for hosting of tourism Investment sensitization seminars.	34.15.1 One seminar held every year.	34.15.1 LPO			↔				
34.16 Holding of Seminars for tourism investment sensitization.	34.16.1 One seminar held every year.	34.16.1 Seminar Report.	1. Availability of funds.		↔				1M
34.17 Participation at Miss Tourism /Beauty pageant.	34.9.1 Event held in consultation with stakeholders.	34.9.1 Minutes.	“		↔				4M
34.18 Participation at World Tourism Week.	34.18.1 Event held every year.	34.18.1 Minutes.	“		↔				4M
34.19 Participation at International Tourism Trade Fair.	34.19.1 Event organized every year.	34.19.1 Reports of activity undertaken.	1. Availability of resources.		↔				6M
34.20 Attendance at ASK Show.	34.20.1 Event held every year.	34.20.1 Activity Report.	1. Availability of funds.		↔				0.5M
34.21 Conduct media FAM tour.	34.21.1 One FAM tour conducted every year.	34.21.1 Activity Report.	“		↔				0.5M
34.22 Participation of North Rift Tourism Exhibitions.	34.22.1 One Expo held bi annually.	34.22.1 Activity Report.	1. Availability of resources.	↔		↔		↔	4M
34.23 Data collection on Publication of County Tourism Guide Books.	34.23.1 Field visits.	34.23.1 Field Reports.	1. Availability of funds.	↔		↔		↔	0.1M
34.24 Data editing and design.	34.24.1 Editing & design works carried out by experts.	34.24.1 Reports.	“	↔		↔		↔	0.1M
34.25 Printing of Guide Books.	34.25.1 Production of the 1,000 books.	34.25.1 1,000 Books.	“	↔		↔		↔	0.5M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
34.26 Sites selection of Tourist Signages.	34.26.1 Tourist attraction identification.	34.26.1 Field Reports.	1. Availability of funds.	↔					0.2M
34.27 Construction of Signages.	34.27.1 Project works commenced and finalized.	34.27.1 Completion of Works Report.	“	↔					1M
34.28 Licensing and inspection of tourism facilities.	34.28.1 Existing laws developed and/or enforced.	34.20.1 Inspection Reports and Licenses issued.	“	↔					0.6M
34.29 Developing a County 5 year Tourism Area Plan.	34.29.1 A Consultant engaged to develop a Uasin Gishu County Tourism Area Plan.	34.29.1 Production of County tourism area plan.	“	↔					2M
34.30 Organizing yearly refresher courses for staff working in the tourism industry.	34.30.1 Refresher training conducted in conjunction with Kenya Utalii College.	34.30.1 Training Reports and attendance.	“	↔					0.2M
34.31 Classification of tourism facilities.	34.31.1 Classification exercise carried out in conjunction with Ministry of East African Affairs, Commence and Tourism.	34.31.1 Establishment classification.	“	↔				↔	1M
34.32 Collection of bed night and tourist arrivals statistics on monthly basis.	34.32.1 Field visits and airport visit.	34.32.1 Monthly Reports.	“	↔					0.2M
34.33 Construction of tourist Information Centre.	34.33.1 Contractor to carry out the construction work identified. 34.33.2 Tourism Information Centre developed and equipped.	34.33.1 Tourism Information Centre Reports.	“	↔					3M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #35: Co-operative movement in Uasin Gishu County strengthened.	35.1 Enlightened co-operative membership on their rights and obligations hence reduced conflict.	35.1 County co-operative monitoring reports.	1. Availability of funds as and when required.
	40.2 Percentage increase in: i) Share capital contributions ii) Members' deposits iii) Loan portfolio and improved loan repayments iv) Reduction in defaulted loan v) Revived co-operative societies.	35.2 The co-operative sector quarterly and annual reports.	2. Availability of funds. 3. Improved co-operative sector good will.
	35.3 Compliance with co-operative legislation on: i) Approved budgets ii) Audited accounts iii) Holding general meetings within the stipulated time.	35.3.1 Number of approved budgets in place. 35.3.2 Number of registered audits in place. 35.3.3 Number of general meetings held within the stipulated time.	4. Availability of development funds.
	35.4 Increased percentage in the number of co-operative ventures involved in value addition: i) Milk processing ii) Warehousing iii) Air rated stores.	35.4 Number of co-operative ventures for value addition established within the County.	5. Availability of financial and human resource required.
	35.5 Improved office accommodation and staff establishment: i) Sub-County office construction ii) Recruitment of additional staff	35.5 Number of sub-County offices established and number of additional recruited.	6. Availability of financial and human resource required.

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
35.1 Capacity building for the co-operative sector.	35.1.1 Assess the training needs of the members, committee members and staff of the co-operative sector.	35.1.1 Assessment report.	1. Availability of funds.	↔					2.015M
	35.1.2 Identify the training needs.	35.1.2 Training gaps report.							
	35.1.3 Develop the training programme.	35.1.3 Programme developed.		↔		↔			1.092M
	35.1.4 Main stream youth, women, and disabled people's activities in the programme.	35.1.4 Programme developed.							
	35.1.5.1 Conduct the capacity building programme – Members.	35.1.5.1 Training reports.							120.3M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
	35.1.5.2 Conduct the training building programme – Committee members.	35.1.5.2 Training reports.		▶	▶	▶	▶	▶	79.671M
	35.1.6 Conduct the training building programme – Staff for the co-operative sector.	35.1.6 Training reports.		▶	▶	▶	▶	▶	1.163M
	35.1.7 Monitoring and evaluate the impact of the programme.			▶	▶	▶	▶	▶	7.310M
35.2 Ensure compliance with co-operative legislation.	35.2.1 Conducting Annual general meetings, Special general meetings, Management committee meetings and Subcommittee meetings for budget approvals, elections, approving maximum borrowing powers and adopting audited accounts.	35.2.1 Meetings conducted.	1. Availability of funds.	▶	▶	▶	▶	▶	34M
	35.2.2 Conducting inspections and enquiries in the co-operative societies.	35.2.2 Inspections and enquiry reports.		↔	↔	↔	↔	↔	3.663M
	35.2.3 Filing wealth declaration forms and indemnity forms for elected co-operative leaders.	35.2.3 Forms filed.		▶	▶	▶	▶	▶	0.9M
35.3 Promotion of new co-operative societies.	35.3.1 Conducting pre-cooperative training.	35.3.1 Training reports and attendants.	1. Availability of funds.	▶	▶	▶	▶	▶	0.4M
	35.3.2 Promote new co-operative ventures.	35.3.2 Ventures established.		▶	▶	▶	▶	▶	13M
	35.3.3 Registration of new co-operative societies.	35.3.3 New societies registered.		↔	↔	↔	↔	↔	2.3M
35.4 Audit	35.4.1 Collection of books from the co-operative societies.	35.4.1 Books collected.	1. Availability of funds.	▶	▶	▶	▶	▶	5M
	35.4.2 Conducting the audit.	35.4.2 Audits conducted.		▶	▶	▶	▶	▶	10.7M
	35.4.3 Registration of audited accounts.	35.4.3 Audited accounts registered.							7.6M
35.5 Conflict resolution.	35.5.1 Develop conflict	35.5.1 Mechanism developed.							

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
	resolution mechanism.								2.5M
	35.5.2 Resolution of disputes in the co-operative sector through alternative conflict and management.	35.5.2 Conflicts resolved.							1.2M
35.6 Access to affordable credit facilities for co-operatives through linkages with various financial institutions.	35.6.1 Develop long term capitalization instruments suitable for the co-operative movement.	35.6.1 Instruments developed.	2. Availability of funds.	↔					0.4M
	35.6.2 Develop instruments for establishment of a co-operative investment FUND.	35.6.2 Instruments developed.			↔				0.4M
	35.6.3 Undertake resource mobilization (2 leaders meetings).	35.6.3 Resources mobilized.		↔		↔		↔	2.2M
	35.6.4 Provide start-up capital funds.	35.6.4 Capital fund established.				↔			200M
	35.6.5 Sensitization on the availability of financial institutions.	35.6.5 Reports on sensitization.		↔		↔		↔	2M
	35.7 Promotion of Agribusiness investments through value addition processing and exports through co-operatives.	35.7.1 Sensitization on the importance of value addition to agricultural marketing co-operatives.	35.7.1 Reports on sensitization.	3. Availability of funds.	↔				
35.7.2 Feasibility on establishment of bulking points for the agricultural marketing co-operatives.		35.7.2 Feasibility reports.			↔				0.5M
35.7.3 Development of an establishment program for the various bulking points.		35.7.3 Program established.			↔				0.3M
35.7.4.1 Construction and installation of milk cooling plant (3 per sub county).		35.7.4.1 Milk cooling plant in place.				↔			180M
35.7.4.2 Construction of milk processing plant (1 for the county).		35.7.4.2 Milk processing plant in place.				↔			500M
35.7.4.3 Construction of		35.7.4.3 Cereal warehouses in							45M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)	
Activities:										
	cereal warehouses (3 per sub county).	place.					↔			
	35.7.4.4 Construction of cereals milling plant.	35.7.4.4 Milling plant in place.					↔		500M	
	35.7.4.5 Construction of refrigerated stores for the horticultural produce (2 stores for Eldoret East and Wareng).	35.7.4.5 Refrigerated stores in place.			↔				50M	
	35.7.4.6 Construction of air rated stores for storage of potatoes (wareng sub county).	35.7.4.6 Air rated stores in place.		↔					5M	
	35.7.5 Monitoring and evaluation.	35.7.5 Monitoring reports.		↔						1M
35.8 Improve service delivery through Sub-County offices.	35.8.1 Situation analysis existing offices.	35.8.1 Situation analysis reports.	1. Availability of funds.	↔					0.2M	
	35.8.2 Liaise with key players in the respective sectors, physical planning and Ministry of Works.			↔					0.3M	
	35.8.3 Construct the Sub-County offices.	35.8.3 Offices built.		↔					35M	
	35.8.4 Purchasing office furniture and installation of ICT equipment.	35.8.4 Furniture and equipment in place.		↔					9M	
	35.8.5 Purchasing of Motor vehicles (4 vehicles).	35.8.5 Motor vehicles in place.		↔					12M	
	35.8.6 Monitoring and evaluation.	35.8.6 Monitoring reports.		↔					1M	
35.9 Improve service delivery through additional staff.	35.9.1 Assessing human resource needs for the Co-operative sector.	35.9.1 Human resource assessment report.	1. At County Public Service.							
	35.9.2 Liaise with County public service for recruitment.	35.9.2 Staff recruited reports.								
	35.9.3 Monitoring and evaluation.	35.9.3 Monitoring reports.								
35.10 Improve service delivery through provision of utility supplies and services.	35.10.1 Provision of utilities, supplies and services e.g. office electricity, office water, office telephone, office stationery etc.	35.10.1 Relevant support documents.							81M	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
35.11 Revival of dormant Co-operative Societies.	35.11.1.1 Hold public barazas in each Ward.	35.11.1.1 County Co-operative Monitoring Reports.							25M
	35.11.1.2 Revival meetings in 12 dormant societies in the County.	35.11.1.2 Minutes and attendance lists.							22.5M
	35.11.1.3 Amendment and registration of by laws.	35.11.1.3 Amended and registered by laws.							2.5M

Information, Communication and e-Government

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #36: ICT in the County development programme and operations integrated.	36.1 ICT Capacity Built across all levels of management and operations	36.1.1 Needs assessment reports 36.1.2 Training Attendance Lists or scheduled signed by participants 36.1.3 Forums and Conferences held annually 36.1.4 Number of ICT Champions identified and trained at various sites 36.1.5 Number of youth empowered using ICT tools	
	36.2 Electronic services and innovative solutions established in the County	36.2.1 Geo-Spatial Information System Established 36.2.2 E-Revenue System Operationalized used for handling of revenue 36.2.3 E-Agriculture Solutions Implemented (extensions support and dairy management) 36.2.4 E-Health Support System implemented 36.2.5 E-transport Management System implemented 36.2.6 E-Staff Management System Operationalized	
	36.3 ICT Infrastructure to support ICT4D programme established	36.3.1 Datacenter Established for hosting servers and security equipment 36.3.2 Local Area Network Installed in County Offices 36.3.3 Internet Connectivity Enhanced at all levels 36.3.4 Servers and Storage Equipment Installed and operational 36.3.5 Software to support office productivity and works 36.3.6 Computing Devices Issued to Staff 36.3.7 Messaging System used for electronic communications	
	36.4 Institutional framework for ICT4D	36.4.1 Departmental Functions reflected in the human resource	

	established and Strengthened	deployment 36.4.2 Courses attended by ICT4D Staff	
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NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2013	2014/	2015/	2016/	2017/	COST (KSHS.M)
				/2014	2015	2016	2017	2018	
Activities:									
36.1 Develop capacity on e-leadership across all levels in the County.	36.1.1 Executive and Senior Management Capacity Built on ICT.	36.1.1.1 ICT Tools issued to Executive and Senior Management.		↔					3.02
		36.1.1.1.2 Executive and Senior Managers Trained on ICT.		→					3.52
	36.1.2 Other Staff Capacity Built on ICT.	36.1.2.1 Other staff trained on ICT.		→					6.50
	36.1.3 ICT Champions identified and capacity Built.	36.1.3.1 Identification and training of ICT Champions across all levels.		→					5.42
	36.1.4 Annual ICT Integration Conference.	36.1.4.1 Conference held on ICT Integration in Schools.		→					17.87
	36.1.5 Youth empowerment Programme using ICT Tools.	36.1.5.1 Youth trained on opportunities on ICT Tools.		→					5.31
		36.1.5.2 Youth forums facilitate by role models in business, ICT industry and academia.		→					0.65
		36.1.5.3 Youth network for collaboration and online platform established.		→					7.96
36.2 Facilitate establishment of Electronic services and innovative solutions.	36.2.1 Geo-Spatial Information System Established.	36.2.1.1 Taskforce operational in establishing Geo-Spatial Framework.		→					1.30
		36.2.1.2 Linkages with sister Cities globally on Best practice setup of Geo-Information System established.		→					19.93
	36.2.1.3 Geo-Information		→					18.96	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2013	2014/	2015/	2016/	2017/	COST (KSHS.M)
				/2014	2015	2016	2017	2018	
Activities:									
		Resources Documented							
		36.2.1.4 County Maps Produced							8.12
		36.2.1.5 Consultancy to Establish Geo-Spatial Information System Baseline							6.36
		36.2.1.6 Geo-Spatial Infrastructure Support Tools							17.73
	36.2.2 E-Revenue System Operationalized	36.2.2.1 E-Revenue System Developed							4.68
		36.2.2.2 E-Revenue System Implemented							2.30
	36.2.3 E-Agriculture Support Systems Implemented	36.2.3.1 Automated Agricultural Extension							2.71
		36.2.3.2 Automation of Dairy Production Management							2.71
	36.2.4 E-Health Support System Operationalized	36.2.4.1 E-Health Solution Implemented in Health Facilities							8.12
	36.2.5 E-Transport Management System Operationalized	36.2.5.1 Transport Services Management System Implemented							5.42
		36.2.5.2 Tracking System for County Moveable Assets							6.80
	36.2.6 E-Staff Management System Operationalized	36.2.6.1 Customized GHRIS (www.ghris.go.ke) implemented							7.85
36.3 Establish a robust ICT Infrastructure to support ICT4D programme.	36.3.1 Datacenter (Server Room) established	36.3.1.1 Phase I: Raised Floor, Sealed Exterior Openings and Air Conditioning							4.08

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2013	2014/	2015/	2016/	2017/	COST (KSHS.M)
				/2014	2015	2016	2017	2018	
Activities:									
		36.3.1.2 Phase II: Fire Detection, Extinguish/Suppression and Alarm/SMS Integration		↔		↔		↔	6.24
		36.3.1.3 Phase III: CCTV Management Solution, Intrusion Detection, Alarm/SMS integration		▶				▶	21.67
		36.3.1.4 Phase IV: Clean Power Installation		▶				▶	10.83
36.3.2 Structured Cabling for Local Area Network (LAN) and Connectivity to County Offices Established		36.3.2.1 LAN Established							35.27
		36.3.2.2 Internet Bandwidth enhanced		▶				▶	10.83
36.3.3 Servers and Server Storage Established		36.3.3.1 Servers acquired		▶				▶	22.64
		36.3.3.2 Server Storage		▶				▶	16.79
36.3.4 Software for Office Productivity and Operations acquired		36.3.4.1 Office Productivity Software		▶				▶	8.94
		36.3.4.2 Specialized Software for unique services		▶				▶	14.89
		36.3.4.3 Security Software (Antivirus)		▶				▶	1.35
36.3.5 Computing Devices for Staff Acquired with preference for shared service-model		36.3.5.1 IT Equipment acquired		▶				▶	23.83
		36.3.5.2 Consultancy for improved IT service access (security, emails)		▶				▶	4.87
36.3.6 Messaging and Collaboration System Established		36.3.6.1 Messaging Infrastructure		▶				▶	8.94
		36.3.6.2 Use of Social Media and Networking		▶				▶	0.00

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2013	2014/	2015/	2016/	2017/	COST (KSHS.M)
				/2014	2015	2016	2017	2018	
Activities:									
		Tools							
36.4 Establish and strengthen Institutional framework for ICT4D.	36.4.1 Institutional Structure for ICT4D established	36.4.1.1 Executive Committee Brief for Creation of ICT4D Department							0.00
		36.4.1.2 Capacity Building of IT Staff						11.70	
	36.4.2 Office Communication and Publicity Enhanced	36.4.2.1 Telephone and Other Communication							2.44
		36.4.2.2 Advertisement and publicity							6.77
		36.4.2.3 Newsletter Publication							13.00
	36.4.3 Office Stationary and Consumables	36.4.3.1 Stationary and other IT Consumables							17.49
TOTAL				97.38	79	75.81	71.87	81.76	405.844

Fire Rescue & Disaster Management

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #37: Fire, rescue and disaster preparedness, response and mitigation enhanced.	37.1 Committee members on safety matters from sub county and ward levels appointed.	37.1.1 List of members 37.1.2 Their qualification	
	37.2 Construction and equipping of the four (4) E.O.C accomplished.	37.2.1 Survey reports 37.2.2 Approved construction plans	
	37.3 A committee of experts established to deliberate on the legal and institutional framework.	37.3.1 Drafts policy 37.3.2 Minutes of meetings	
	37.4 Construction site for the fire, rescue and disaster management training college identified.	37.4 Land	
	37.5 Older and outdated emergency apparatus replaced by 50%.	37.5 Procurement report	
	37.6 Forty (40) % of the Community development workers trained on survival techniques.	37.6 No. of trained officials	
	37.7 Retention and volunteer fire, rescue and disaster responders recruited, trained and equipped by 50%.	37.7 No of the recruited and trained officers	
	37.8 Emergency awareness campaign carried out on a quarterly basis.		
	37.9 An exchange programme with donor partners identified and improved by 20%.	37.9.1 Reports on meetings 37.9.2 List of donated items	
	37.10 Fire rescue and disaster retention officers trained on the modern response procedures by 50%.	37.10 List of the graduants	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
37.1 Survey and document the site for construction of E.O.C.	37.1.1.1 Survey plans. 37.1.1.2 Approved construction plans.			↔					5M
37.2 Construct, furnish and equip the E.O.C.	37.2.1 Construction Site.			↔					365M
37.3 Constitute a committee of experts to deliberate on legal and institutional framework.	37.3.1 Committee members.			↔					30M
37.4 Construct a training	37.4.1 Improved emergency								500M

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
college to train the retention officers.	approach to incidents by 90%.			↔					
37.5 Replace the older apparatus and equip with the latest improved one.	37.5 Improved effectiveness on service delivery by 50%.			↔					767M
37.6 Train the community development workers on survival techniques.	37.6.1 Improved community emergency awareness skills by 60%.			↔					30M
37.7 Recruit, train and equip the retention emergency responders with the latest PPE and station wear.	37.7.1 Improved emergency operational skills by 50%.			↔					50M
37.8 Carry out an exchange programme with the donor countries.	37.8.1 Increased emergency response knowledge by 90%.			↔					20M
37.9 Carry out an emergency awareness campaign through road shows and advertisement board.	37.9.1 Increased awareness information by 90%.			↔					20M
37.10 Construction of several underground reservoirs tanks for storage of storm water for firefighting during scarcity.	37.10.1 Non treated firefighting media increased by 100%.			↔					2B
37.11 Survey/audit/ inspection of premises for safety.	37.11.1 Safety of premises that have been approved increased by 50%.			↔					10M

Peace Building

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
Result #38: Peaceful Co-existence promoted.	38.1 The number of peace committees identified and trained.	38.1 The County activity reports and training lists.	1. That the funds will be available. 2. That the local mechanisms will work.
	38.2 The number of the peace committees constituted.	38.2 The County activity reports and training lists.	
	38.3 The % of conflicts solved using local mechanism.	38.3 The number of successful conflicts solved using local mechanisms.	3. That the will be use of the local mechanisms. 4. That there will be greater linkages established.
	38.3 The number of County and sub-County forums conducted.	38.4 The number of the sub-County forums conducted in the County.	
	38.4 The number of local medication council established in each ward.	38.5 The number of mediation councils and ownership of the local mediation council.	5. Ownership of the process.
	38.5 Sectors have created linkages on peace initiatives programmes.	38.6 Ownership by other stakeholders.	
	38.6 Peace awards and peace festival conducted.	38.7 The activities successfully owned by the community.	6. That the funds will be available and ownership.
	38.7 Institutionalized early warning and early response system in the County.	38.8 The early warning system successfully operationalized and ownership by the County government and the County security team.	

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
38.1 To Train local peace structures in early warning and early response.	38.1.1 870 peace committee identified.	38.1.2 Activity reports.	1. Adequate resource provided. 2. Failure to implement the imparted skills.	↔					0.1M
	38.1.2 Training manual developed.	38.1.2 Training timetables.							
	38.1.3 870 peace committees trained.	38.1.3 List of training participants.		↔				↔	1.08M
	38.1.4 Monitoring the impact of the training.	38.1.4 Monitoring reports.							
38.2 To set up and institutionalize early warning response system at the County.	38.2.1 Personnel employed and equipment availed.	38.2.1 Information management system set up and fully functional.	1. Adequate resource provided.	→					2.2M
			2. Failure to implement the						

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
			imparted skills.						
	38.2.2 80% of the national and County office integrates peace issues.	38.2.2 Technical reports.							
	38.2.3 County system is operationalized.			↔					3M
38.3 To support and facilitate healing and reconciliation.	38.3.1 70% of the conflicts solved using local mechanism.	38.1.3 Activity reports.	1. The projects will be fully funded.						
	38.3.2 45 local peace structures trained.	38.3.2 List of participants.		↔			↔		0.1M
	38.3.3 60 trained on conflict sensitivity.	38.3.3 Monitoring reports.		↔					0.17M
	38.3.4 1 County stakeholder forum conducted and 3 Sub-County stakeholders conducted.			↔					2.5M
38.4 Revamping the local peace structure.	38.4.1 200 peace committees constituted.	38.4.1 The number of the committees constituted.	1. The activities would be funded.	↔					0.420M
	38.4.2 200 peace committees trained.	38.4.2 List of members trained.		↔					0.2M
38.5 Establish and enhance local mediation units.	38.5.1 30 location mediation council established in each Ward.	38.5.1 Activity reports.	1. Failure of the system to be implemented.	↔				↔	1.6M
	38.5.2 30 mediation councils trained.	38.5.2 List of mediation council trained.		↔				↔	1.6M
	38.5.3 15 sectors have created linkages on peace initiative programmes.								
38.6 Identify conflict dynamics.	38.6.1 Community scans developed.	38.7.1 Activity reports.	1. Failure to identify clear conflict issues.	↔					1.5M
38.7 Participate in formation of district task force on small arms and light weapons.	38.7.1 3 representatives of peace committees represented in each Sub-County.	38.8.1 List of the peace committees.		↔					3.6M
		38.8.2 Minutes of the meeting.		↔					
38.8 Commemorate the international peace day celebrations.	38.8.1 Funding for activities available.	38.9.1 Activity reports.	1. That funds would be available	↔					1M
	38.8.2 Scheduled programme developed.								
	38.8.3 Peace trophies and								

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS	2014	2015	2016	2017	2018	COST (KSHS.M)
Activities:									
38.9 Conduct civic education and enhance citizen participation in governance.	awards given.								
	38.9.1 300 peace committees trained on constitution.	38.10.1 List of participants.	1. Funds will be available.						1.7M
	38.9.2 Areas identified for civic education.	38.10.2 Listed areas.							0.05M
	38.9.3 10,000 community members reached on the community forums.	38.10.3 Activity reports.							2.1M

CHAPTER EIGHT

8.0 THE MONITORING PLAN

Introduction

8.1 This Development Plan contains the programme of intervention of the Uasin Gishu County. The programme is designed to realize the County's Vision which is to be the most attractive investment destination and industrial hub in the region and beyond. The goal of the programme is to improve livelihoods through provision of suitable infrastructure, investment opportunities, legislation, and security, while maintaining sustainable environmental management practices.

8.2 The County has identified key indicators to measure and monitor the implementation of the activities and the attainment of results as stated in this Performance Monitoring Plan. Within this framework, the County's results will be measured in terms of enhanced services to the people of Uasin Gishu.

8.3 Monitoring progress and evaluating results are key management functions in any performance-based strategic plan. Under this plan performance monitoring will be an on-going process which will enable the managers determine whether or not programme activities are making the expected contribution towards the intended results. In other words, it will provide the foundation for tracking performance. The Plan will also establish a means of providing critical information for decision makers to assist them steer the implementation of the programme. The Plan is, therefore, a management tool for systematically reviewing progress, troubleshooting problems and issues during implementation.

Reporting and Review

8.4 It is expected that the staff of the County will provide periodic monitoring reports both to the County's Board and to other stakeholders as may be necessary. The reports will contain in-depth quantitative and qualitative analysis of progress in implementation. Sectors will be expected to provide narratives covering the major achievements made over the reporting period. They will also be expected to highlight major constraints to implementation. Where the interim results signify the needs to refocus the programme or review the selected strategies the County Board will make changes as appropriate.

The Results Framework

8.5 The Monitoring Plan is designed to capture data and information on the activities implemented by the County. The results of monitoring must be within the ability of the County to influence and manage. Where necessary in-depth studies and surveys will be mounted to obtain specific information to supplement what is obtained under the regular monitoring process.

8.6 Whereas monitoring is important to the attainment of the County's objectives it must not be misconstrued to be the actual implementation. Balance must therefore be struck between monitoring and implementation such that there is judicious allocation of time between the two. The Monitoring Plan has been designed such that it does not become a burden for the implementers.

Responsibilities of the County Staff

8.7 The implementation of the Monitoring Plan will require input from the entire County's staff that will collect the requisite data and information for building the monitoring reports. Data elements largely emanate every aspects of the programme's implementation at constituency and ward levels. To manage these elements effectively requires the active involvement of all staffs that will ensure that information on their respective sets of indicators is appropriately gathered, analyzed and reports made.

THE MONITORING PLAN FRAMEWORK

Agriculture, Livestock and Fisheries

OUTCOME	INDICATORS	BASELINE DATA	TARGETS	INFORMATION TYPE	RESPONSIBLE PERSON	RESOURCE REQUIREMENTS
1. Agricultural production and productivity increased.	Maize productivity in UCG increased from 20bags/acre to 25 bags/acre in the plan period.	<ul style="list-style-type: none"> Current yield of maize is 20bags/acre. Acreage under maize is 227,525 Acres. 	1 bag/year increased over the plan period.	<ul style="list-style-type: none"> Data on maize production in Uasin Gishu County. 	County director of agriculture (any other officer assigned responsibility to carry out this task).	<ul style="list-style-type: none"> Funds Personnel Vehicle Clean planting materials
	Value of Horticulture production in UGC increased from ksh.2B to 4B.	Current value of horticulture is 2B Acreage under horticulture is 6500 acres.	Value of horticulture increased by ksh.400M every year.	Data on horticulture production in Uasin Gishu County.	County director of agriculture (any other officer assigned responsibility to carry out this task).	<ul style="list-style-type: none"> Funds Personnel Vehicle Clean planting materials
	Wheat productivity in UCG increased from 12bags/acre to 17 bags/acre.	Current yield of wheat is 12 bags/acre Acreage under wheat is 671,63 acres.	1 bag/year increased over the plan period.	Data on wheat production in Uasin Gishu County.	County director of agriculture (any other officer assigned responsibility to carry out this task).	<ul style="list-style-type: none"> Funds Personnel Vehicle Clean planting materials
2. Market access of agricultural produce increased.	60 agricultural market surveys conducted over the plan period.	4 agricultural market surveys conducted per year.	12 markets surveys to be conducted annually over the plan period.	<ul style="list-style-type: none"> County agricultural market survey report. Market prices of agricultural commodities. 	County director of agriculture (any other officer assigned responsibility to carry out this task).	<ul style="list-style-type: none"> Funds Personnel Vehicle
	3 county farmer marketing cooperative societies formed.		3 county farmer marketing cooperative societies formed over the plan period.	<ul style="list-style-type: none"> Data on county farmer marketing cooperative societies. Agriculture county reports on farmer cooperative societies. 	County director of agriculture (any other officer assigned responsibility to carry out this task).	<ul style="list-style-type: none"> Funds Personnel Vehicle

OUTCOME	INDICATORS	BASELINE DATA	TARGETS	INFORMATION TYPE	RESPONSIBLE PERSON	RESOURCE REQUIREMENTS
	50,000 farmers sensitized over the plan period on use of ICT to access market information.	NIL	10,000 farmers sensitized annually on ICT for accessing market information.	<ul style="list-style-type: none"> - No. of farmers sensitized. - No. of farmers adopting ICT to access market information. 	County director of agriculture (any other officer assigned responsibility to carry out this task).	<ul style="list-style-type: none"> - Funds - Personnel - Vehicle
	10 rural market facilities developed over the plan period.	Current no. of markets.	2 rural market facilities annually over the plan period.	County reports on rural market facilities.	Uasin Gishu County	<ul style="list-style-type: none"> - Funds - Personnel
3. Value addition on agricultural produce increased.	3 agro-processing plants established over the plan period (vegetable processing plant, maize and wheat milling plants).	3 processing plants.	3 agro-processing facilities established over the plan period.	<ul style="list-style-type: none"> - Agricultural county reports on agro-processing plants - County reports on agro-processing. 	Uasin Gishu county	<ul style="list-style-type: none"> - Funds - Personnel - land
	10,000 farmers trained on value addition over the plan period.	Current % on value addition at 20%.	Value addition raised by 8% annually.	Value addition rose to 60%.	County director of Agriculture (any other officer assigned responsibility to carry out this task).	<ul style="list-style-type: none"> - Funds - Personnel - Vehicle
4. Post harvest losses reduced.	40,000 farmers Sensitized on proper storage for agricultural produce/ construction of stores in their farms.	50% of farmers have proper storage facilities.	8,000 farmers sensitized annually over the plan period on construction of proper storage facilities.	<ul style="list-style-type: none"> - No. of farmers trained. - No. of stores constructed at the farm level. - Agricultural report on status of post harvest losses in the county. 	County director of agriculture (any other officer assigned responsibility to carry out this task).	<ul style="list-style-type: none"> - Funds - Personnel - Vehicle
	2 silos and 2 grain dryers constructed in the plan period.	2 grain driers	2 silos and 2 grain driers constructed from the first quarter of the third year to the last Quarter of the last year in the plan period.	<ul style="list-style-type: none"> - Data on grain reservoirs in the county - Physical location of the facility - Capacity of the facility 	Uasin Gishu County/NCPB	<ul style="list-style-type: none"> - Funds - Personnel - land
	2 cold storage facilities constructed in the county for horticultural produce.	1 cold storage facility at Eldoret Airport with a capacity of 230	2 cold storage facilities constructed during the first	County data on cold storage facilities	<ul style="list-style-type: none"> - Physical location of the 	Uasin Gishu county

OUTCOME	INDICATORS	BASELINE DATA	TARGETS	INFORMATION TYPE	RESPONSIBLE PERSON	RESOURCE REQUIREMENTS
		Metric Tons.	quarter of the third year to the last Quarter of the last year in the plan period.	facility - Capacity of the facility.		

Outcome	Indicators	Baseline Data	Targets	Information Type	Responsible Person	Resource Requirements
1. Livestock production in Uasin Gishu County improved.	Average milk production/cow/day increased from 5 to 10 litres.	Current average milk production 5 litres/cow/day.	1 litre average increase/cow/day.	Data on milk production.	County Director of Livestock Production.	- Funds - Transport
	No. of artificial inseminations increased from 3.9% to 30%.	Current artificial insemination figures are 12,350. Current number of dairy animals is 311,035.	5% increase in artificial insemination figures every year.	Data on artificial inseminations done.	County Director of Livestock Production.	- Funds - Transport
	Foot, Mouth and East Coast Fever disease prevalence rate reduced from 10% to 5%.	Current prevalence rate is 10%.	1% reduction in prevalence rate every year.	Disease control data.	County Director of Veterinary Services.	- Funds - Transport
2. Investment in the livestock sector enhanced.	Livestock investment in Uasin Gishu County increased from 30% to 50%.	Current investment at 30%.	4% investment rate every year.	Report on livestock investment in UGC.	County Director of Livestock Production.	- Funds
3. Market access and value addition increased.	5 modern slaughter houses constructed.	Currently there is none.	1 modern slaughter per year.	Physical infrastructure. Annual meat inspectorate reports.	County state Veterinary Officer.	- Funds - Transport
	One commercial tannery constructed.	Currently there is none.	One commercial tannery built in the Plan period.	Physical infrastructure. Leather development reports.	County State Veterinary Officer. District Veterinary Officer.	- Funds - Transport

Outcome	Indicators	Baseline Data	Targets	Information Type	Responsible Person	Resource Requirements
1. Fish Production in UGC increased	- 1,500 farmers trained on correct fish husbandry techniques and 200 farmers trained on intensive aquaculture system in UGC in the plan period.	- Current no. of farmers trained in general fish husbandry (900) - Current no. of farmers trained in intensive aquaculture (0)	- 50 fish famers trained on general fish husbandly each year per ward. - 50 farmers trained on intensive aquaculture each year per sub-county. - 60%/year increase in annual production over the plan period.	- No. of farmers trained in general fish husbandry techniques - No. of farmers trained in intensive aquaculture system. - Impact of training. - Production statistics in kgs.	County Officer in Charge of Fisheries (any other officer assigned responsibility to carry out this task)	- Transport - Funds - Human resources - Consultant
	- One fish breeding centre established in UGC in the plan period.	- No fish breeding centre in the county	- One fish breeding centre in UGC established in the plan period.	- Physical location. - No. of fingerlings produced monthly. - Names of farmers/institutions supplied with fingerlings	County Officer in Charge of Fisheries (any other officer assigned responsibility to carry out this task)	- Funds - Human Resources
	- 12 new dams stocked in the plan period.	- 2 dams stocked – Kesses and Kerita dams	- One dam stocked during each quarter over the plan period	- Name of the dams - No of fingerlings - Dates of stocking - Names of Cluster groups	County Officer in Charge of Fisheries (any other officer assigned responsibility to carry out this task)	- Transport - Funds - Human resources

Outcome	Indicators	Baseline Data	Targets	Information Type	Responsible Person	Resource Requirements
2. Fish value addition in Uasin Gishu County improved	- Fish processing and cold storage facility constructed in UGC in the plan period.		- One processing and cold storage facility constructed in the first quarter of the second year of the plan period.	- Physical location of the facility. - Capacity of the facility. - Amount (kg) of fish processed daily, monthly and annually. - d) Amount (KShs) of fish sold daily, monthly and annually.	County Officer in Charge of Fisheries (any other officer assigned responsibility to carry out this task)	- Funds - Human resources
	- Fish Value Addition in UGC improved by 90% in the plan period.	- Current Value addition (20%)	- 14%/year increase in value addition each year over the plan period.	- Number of fish value addition trainings conducted. - Number of trainees in attendance - Species of fish value added. - Methods of value addition. - Shelf life of value added fish. - Consumer acceptability and nutritional impact of the value addition.	County Officer in Charge of Fisheries (any other officer assigned responsibility to carry out this task)	- Transport - Funds - Human resources
3. Market access in Uasin Gishu County increased	- 150 eat-more-fish campaign conducted in the county in the plan period		- One eat-more-fish campaign per ward each year in the plan period.	- No. of attendants - Physical location - Impact of campaign	County Officer in Charge of Fisheries (any other officer assigned responsibility to carry out this task)	- Transport - Funds - Human resources
	- Six aqua-shops established in UGC in the plan period	- No aqua-shops in the county.	- One aqua-shops established in each sub-county in the plan period	- Name/location of aqua-shop. - Inventory of aqua-shops outputs. - Amount of fish feeds sold. - Amount of fish sold. - Amount of fishing	County Officer in Charge of Fisheries (any other officer assigned responsibility to carry out this task)	- Transport - Funds - Human resources

Outcome	Indicators	Baseline Data	Targets	Information Type	Responsible Person	Resource Requirements
				equipment sold - Types of resource materials available.		
	- One spacious centralized fish market established in the Eldoret Municipal Market in the plan period.	- One small room in the main market and scattered market sites	- A centralized market and spacious processing room established in the Municipal market in the plan period.	- Capacity of the market - Physical location - Amount of fish(kg) received daily/monthly/annually - Amount of fish(kg) sold daily/monthly/annually - Revenue received daily, monthly and annually	County Officer in Charge of Fisheries (any other officer assigned responsibility to carry out this task)	- Market space - Human resources - Funds

Water, Sanitation, Energy, Environment and Natural Resources

OUTCOME RESULTS	INDICATORS	BASELINE DATA	TARGETS	INFORMATION TYPE	RESPONSIBILITY	RESOURCE REQUIREMENT
1. Access to clean and potable water increased.	- Treatment works expanded.	1 No. of treatment works expanded.	- Volume of treated water increased from 4000m ³ /day to 10,000 m ³ /day - To serve additional of 5000 people.	- Composite filtration unit of capacity 25m ³ /hr.	- Director of Water Uasin Gishu County. - Sub- County Water Officer Wareng.	- Funds - Technical drawings and designs - Transport and fuel. - Air time.
	- New T.works built	1 No. new T. works built.	- To treat 10,000m ³ /day of water. - To serve 20,000 people.	- New conventional treatment works. - Capacity 120m ³ /hr	- Director of Water Uasin Gishu County. - Sub- County Water Officer	- Funds - Technical drawings and designs - Transport and fuel. - Air time.
	- More reservoirs for storage of water built.	Storage tanks built as indicated ground masonry. - 25m ³ No.15 - 50m ³ No. 12 - 100No. -8 - 250m ³ No.4 - Elevated pressed steel 50m ³ - No.	Increase water storage from 3600m ³ - 7200m ³	- Current capacity 3600m ³	- Funds - Technical drawings and designs - Transport and fuel. - Air time.	- Funds - Technical drawings and designs - Transport and fuel. - Air time.

OUTCOME RESULTS	INDICATORS	BASELINE DATA	TARGETS	INFORMATION TYPE	RESPONSIBILITY	RESOURCE REQUIREMENT
		12				
	- Reticulation system expanded for enhancement of water distribution.	- Reticulation system is at 40 for all the existing schemes in the county.	- Increased the coverage of reticulation system to 70%	Existing pipeline network are old and coverage area is small	- Funds - Technical drawings and designs - Transport and fuel. - Air time.	- Funds - Technical drawings and designs - Transport and fuel. - Air time.
	- Community based water project established.	- Community projects survey , designed and implement is below 30%	- 30 No. community water projects to be surveyed designed and implemented.	- Projects stalled - Not implemented - Partially implemented - Inadequate funding. -	- Sub- County Water Officers	- Funds - Transport - Drawings and designs - Airtime - Field allowances - Drawing materials.
	- Rain water harvesting promoted.	- Rain water harvesting is less 20% in the county.	- To increase rain water harvesting in schools to 60 schools.	- Rain water harvesting in 15 No. schools completed. - 5000 litres plastic tanks installed.	- Director of Water Uasin Gishu County Water Officers.	- Funds - Transport - Design and drawings - Airtime - Field allowance.
	- Underground water tapped.	- 120 No. drilled	- Drill 12 No boreholes and equip.	- Ground water potential is good. - Some boreholes are stalled.	- Director Of Water - Sub- County Officers.	- Funds - Transport - Hydrological survey - Airtime - Field allowance.
	- Dams rehabilitated to enhance water production and supply.	- 12No. dams rehabilitated	- To rehabilitate 30 dams in the county.	- Constructed in 1950s by colonialist. - Silted and reeded.	- Director Water - Sub- County Water Officers.	- Funds - Transport - Survey and designs - Airtime - Field allowance.

OUTCOME	INDICATORS	BASELINE DATA	TARGETS	INFORMATION TYPE	RESPONSIBLE PERSON	RESOURCE REQUIREMENTS
1. The effectiveness of meteorological services for early warning systems enhanced and modernized.	- Existing observation stations strengthened.	- Equipment/ instrumentation level is at 40% in the county. - There are 25 Met personnel in the county.	- Equipment and instrumentation level increase to 80% - Increased number of personnel to 60 in the existing stations	- Instruments/ Equipment inventory - Procurement records - Meteorological data and information records	County Director of Meteorological Services	- Funds - Computers and accessories - Skilled Personnel - Vehicles
	- Observation stations increased for data collection.	- The county has 2 operational observation stations which are not sufficient for the county.	- Observation stations increased to 8 stations	- Station Physical infrastructure - Construction and hand over reports	County Director of Meteorological Services	- Land - Funds - Computers and accessories - Skilled Personnel - Vehicles
	- Processing, analysis and modeling of data used in forecasting improved.	- No data processing, Analysis and modeling is done at the county.	- Procure necessary equipment and software - Employ Skilled personnel	- Equipment inventory - Procurement records - Meteorological data and information records - User specific weather information	County Director of Meteorological Services	- Super Computers and accessories - Softwares - Skilled Personnel - Funds

Health Services

OUTCOME	INDICATOR	BASELINE DATA	TARGETS	INFORMATION TYPE	RESPONSIBLE PERSON	RESOURCE REQUIREMENTS
1. Improved access to healthcare.	<ul style="list-style-type: none"> - Dispensaries increased from 134 to 202. - Health Centres increased from 26 to 45. - Sub-County Hospitals increased from 9 to 16. - L5 referral Hospital started. - 6 Referral Hospital (Private) started. 	<p>Current health facilities</p> <p>L2 = 134</p> <p>L3 = 26</p> <p>L4 = 9</p> <p>L5 = 0</p> <p>L6 (GoK) = 1</p> <p>L6 (Private) = 0</p>	<p>L2 = 13.6/year</p> <p>L3 = 3.8/year</p> <p>L4 = 1.4/year</p> <p>L5 = 1 in 5years</p> <p>L6 = 1 in 5 years</p>	<ul style="list-style-type: none"> - Spatial & central sited distribution of facilities. - Available public utility. - Upgraded L2, L3 & L4. - New L2, L3, L4, L5 & L6 facilities. 	<p>County Director of Medical Services</p> <p>County Executive Officer</p> <p>I/C of Health Services</p> <p>I/C of Private Health Facilities</p>	<ul style="list-style-type: none"> - Funding - Land - Staff
2. Qualified health staff giving service to patients improved.	<ul style="list-style-type: none"> - Doctor: patient ratio improved from 1:10,000 to 1:5,000. - Clinician/nurse patient ration improved from 1:2,330 to 1:1,100 	<ul style="list-style-type: none"> - Current ratio 1:10,000 - Current ratio 1:2,330 	<ul style="list-style-type: none"> - Improve by 20% per year. - Improve by 20% per year. 	<ul style="list-style-type: none"> - Patients attendance data. - Demographic data. - Staff list. 	<p>County Director of Medical Services</p> <p>County Executive Officer I/C of Health Services</p>	<ul style="list-style-type: none"> - Staff - Funds
3. Increased electricity connectivity.	<ul style="list-style-type: none"> - Availability of electricity. 	<ul style="list-style-type: none"> - Current connection (30%). 	<ul style="list-style-type: none"> - 24% health facilities provided with reliable source of power per year. 	<ul style="list-style-type: none"> - Physical infrastructure - Reliability - Connectivity 	<p>County Director of Medical Services</p> <p>County Executive Officer I/C of Health Services</p>	<ul style="list-style-type: none"> - Funds - Survey
4. Reduced morbidity rates	<ul style="list-style-type: none"> - Malaria prevalence reduced from 43.3% to 20% - Respiratory infection rates reduced from 20.7% to 15% 	<ul style="list-style-type: none"> - Current malaria prevalence (43.3%). - Respiratory infection rates (20.7%). 	<ul style="list-style-type: none"> - 4.7% reduction of morbidity due to malaria. - 1.2% reduction of respiratory infections. 	<ul style="list-style-type: none"> - Reported cases captured. - Proportion of population free from infection. 	<p>County Director of Medical Services</p> <p>County Executive Officer I/C of Health Services</p> <p>I/C of Private Health Facilities</p>	<ul style="list-style-type: none"> - Funds - Transport - Drugs - Surveillance - Survey
5. Reduced infant	<ul style="list-style-type: none"> - Issuance of LLITN to all 	<ul style="list-style-type: none"> - Current 	<ul style="list-style-type: none"> - 0.8% per year. 	<ul style="list-style-type: none"> - Number of children 	<p>County Director of</p>	<ul style="list-style-type: none"> - Transport Staff

OUTCOME	INDICATOR	BASELINE DATA	TARGETS	INFORMATION TYPE	RESPONSIBLE PERSON	RESOURCE REQUIREMENTS
mortality rates from preventable ailments	<p>children < 5 years increased from 96% to 100%.</p> <ul style="list-style-type: none"> - Children < 5 years sleeping under LLITN increased from 34% to 70%. - Malnutrition rates of children < 5 years reduced from 61% to 30%. - Immunization coverage of children < 1 year increased from 72% to 100%. - Children correctly dewormed increased from 52% to 90%. - Health facilities offering advanced MCH services increased from 138 in 278. 	<p>distribution of LLITN to < 5 years (96%).</p> <ul style="list-style-type: none"> - Current rate of children < 5 years sleeping under LLITN (34%). - Current malnutrition rate of children < 5 years (61%). - Current immunization rate of children < 1 year (72%). - Current deworming rates of children (52%). - Number of health facilities offering advanced MCH services (138). 	<ul style="list-style-type: none"> - 7% per year - 6.2% per year - 5.6% per year - 7.6 % per year - 11 more health facilities per year 	<p>under 5 years.</p> <ul style="list-style-type: none"> - Number of children < 5 years without LLITN. - Children < 5 years sleeping under nets & number having but not using LLITN. - Reasons for not using LLITN. - Food security status. 	<p>Medical Services</p> <p>County Executive Officer I/C of Health Services</p> <p>I/C of Private Health Facilities</p>	<ul style="list-style-type: none"> - LLITN - Anthelminthes - Vaccines - Therapeutic food
6. Increased HIV counselling and/or testing	<ul style="list-style-type: none"> - Households provided with health promotion messages increased from 60% to 90%. - Clients counselled and/or tested for HIV/AIDS increased from 44% to 80% - Number of qualified counsellors in each VCT 	<ul style="list-style-type: none"> - Current households receiving health IEC (60%). - Current HIV/AIDS counseling and/or testing rates (44%). - Current number of counselors in each facility. 	<ul style="list-style-type: none"> - 6% per year increase in IEC health messages - 7.2% per year increase in counseling and/or HIV/AIDS testing - Train 1 extra counselor per VCT Centre per year 	<ul style="list-style-type: none"> - Health IEC material and curriculum - Demographic data - Physical infrastructure - Packaged HIV/AIDS messages - T & L resources 	<p>County Director of Medical Services</p> <p>County Executive Officer I/C of Health Services</p> <p>I/C of Private Health Facilities</p> <p>Stakeholders</p>	<ul style="list-style-type: none"> - Transport - Staff - Funds

OUTCOME	INDICATOR	BASELINE DATA	TARGETS	INFORMATION TYPE	RESPONSIBLE PERSON	RESOURCE REQUIREMENTS
	centre increased from 11 to 15					
7. Increased IEC on HIV/AIDS and Reproductive Health	<ul style="list-style-type: none"> - Households provided with health promotion messages on HIV/AIDS & RH increased from 60% to 90%. - Number of Youth Friendly Clubs and Centres increased from 2 to 12. 	<ul style="list-style-type: none"> - Current households receiving HIV/AIDS & RH IEC (60%). - Current Number of Youth Clubs & Centres (2). 	<ul style="list-style-type: none"> - 6% per year increase of households receiving HIV/AIDS & RH IEC. - Number of Youth Clubs & Centres increased by 2 each year. 	<ul style="list-style-type: none"> - Demographic data - HIV/AIDS & RH IEC resources 	<ul style="list-style-type: none"> County Director of Medical Services County Executive Officer I/C of Health Services County Director of Youth Affairs I/C of Private Health Facilities 	<ul style="list-style-type: none"> - Transport - Staff - IEC Resources
8. Increased cervical lifestyle diseases (cancer, hypertension/heart ailments, arthritis,), ulcer) screening and management of women of reproductive age	<ul style="list-style-type: none"> - Number of health facilities offering lifestyle diseases (cancer, hypertension/heart ailments, arthritis,), ulcer) screening & management services increased from 17 to 32 - Number of qualified staff conducting lifestyle diseases (cancer, hypertension/heart ailments, arthritis), ulcer) screening increased - Women screened for cervical lifestyle diseases (cancer, hypertension/heart ailments, arthritis), ulcer) increased from 25% to 50% - Number of health facilities offering advanced lifestyle 	<ul style="list-style-type: none"> - Number of health facilities currently offering lifestyle diseases (cancer, hypertension/heart ailments, arthritis), ulcer) screening and management (17) - Current number of staff conducting lifestyle diseases (cancer, hypertension/heart ailments, arthritis), ulcer) screening - Current number of women screened on cervical lifestyle diseases (cancer, hypertension/heart ailments, arthritis), ulcer) 	<ul style="list-style-type: none"> - 3 more facilities per year offering lifestyle diseases (cancer, hypertension/heart ailments, arthritis,), ulcer) screening and management. - More qualified staff conducting lifestyle diseases (cancer, hypertension/heart ailments, arthritis), ulcer) screening. - 5% per year increase of women screened on cervical lifestyle diseases (cancer, hypertension/heart ailments, arthritis), ulcer) - 20% increase of health facilities offering advance 	<ul style="list-style-type: none"> - Gender segregated demographic data on age cohort - Cervical lifestyle diseases (cancer, hypertension/heart ailments, arthritis), ulcer) trends 	<ul style="list-style-type: none"> County Director of Medical Services County Executive Officer I/C of Health Services I/C of Private Health Facilities Other stakeholders & investors 	<ul style="list-style-type: none"> - Transport - Funds - Staff - Survey

OUTCOME	INDICATOR	BASELINE DATA	TARGETS	INFORMATION TYPE	RESPONSIBLE PERSON	RESOURCE REQUIREMENTS
	diseases (cancer, hypertension/heart ailments, arthritis), ulcer treatment and management increased from 3 to 6.	- Number of health facilities currently offering advanced lifestyle diseases (cancer, hypertension/heart ailments, arthritis), ulcer) treatment & management.	lifestyle diseases (cancer, hypertension/heart ailments, arthritis), ulcer) treatment & management.			
9. Increased women of reproductive age receiving family planning commodities	<ul style="list-style-type: none"> - Proportion of clients receiving FP commodities increased from - Acceptance of FP increased from 34% to 70% 	<ul style="list-style-type: none"> - Current FP acceptance level (34%). 	<ul style="list-style-type: none"> - 7.2% per year increase on FP commodities acceptance. 	<ul style="list-style-type: none"> - FP commodities - IEC resources 	<ul style="list-style-type: none"> County Director of Medical Services County Executive Officer I/C of Health Services I/C of Private Health Facilities Stakeholders 	<ul style="list-style-type: none"> - Funds - FP Commodities
10. Increased number of pregnant women attending at least 4 ANC visits	<ul style="list-style-type: none"> - ANC clinic days in health facilities increased from twice weekly to daily. - Minimum number of qualified technical staff per facility raised to 3 to accommodate ANC. - Number of Community Units increased from 78 in 328. 	<ul style="list-style-type: none"> - Current weekly ANC clinic days (2). - Current minimum number of qualified staff per clinic (2). - Current number of Community Units in the UGC (78). 	<ul style="list-style-type: none"> - 50 new Community Units per year 	<ul style="list-style-type: none"> - Pregnancy rate in UGC - Number of pregnant women attending ANC clinics - IEC resources on importance ANC 	<ul style="list-style-type: none"> County Director of Medical Services County Executive Officer I/C of Health Services I/C of Private Health Facilities Stakeholders 	<ul style="list-style-type: none"> - Funds
11. Increased deliveries conducted by skilled attendants in health facilities	<ul style="list-style-type: none"> - Implemented free maternity service in all public health facilities - Introduction of 24/7 service from being available in only L3, L4, L5 	<ul style="list-style-type: none"> - Current full payment of maternity fees in all health facilities - Current all health centres (L2) 	<ul style="list-style-type: none"> - All public health facilities offering free maternity service from 2013 - 2.5% per year increase in 	<ul style="list-style-type: none"> Delivery data by unskilled attendants 	<ul style="list-style-type: none"> County Director of Medical Services County Executive Officer I/C of Health Services 	<ul style="list-style-type: none"> - Funds - Skilled staff

OUTCOME	INDICATOR	BASELINE DATA	TARGETS	INFORMATION TYPE	RESPONSIBLE PERSON	RESOURCE REQUIREMENTS
	& L6 in 2012 to include L2 facilities in 2018 - Full implementation of the customer service charter increased from 90% of health facilities in to 100%	operating only during the day - Current implementation level of customer care service charter (90%)	implementation of customer care service charter - 31 more health centres per year operating on a 24/7 schedule		I/C of Private Health Facilities Stakeholders	
12. Increased number of people with ill health managed by Community Units	- Community Units increased from 78 to 328	- Current Community Units (78)	- 5000 more families reached under Community Units Strategy per year	- Enrollment data - Healthcare commodities - Spatial distribution of Community Units	County Director of Medical Services County Executive Officer I/C of Health Services I/C of Private Health Facilities Stakeholders	- Funds - Healthcare resources

Education, Youth Affairs, Culture and Social Services

OUTCOME	INDICATORS	BASELINE DATA	TARGETS	INFORMATION TYPE	PERSON RESPONSIBLE	RESOURCE REQUIREMENT
1. Improved K.C.P. E. Performance.	- Performance in K.C.P.E improved from a mean score of 278.2 to 300.	- Current mean score is 278.20.	Improvement of 4.36 over 5 years.	K.C.P.E. Result Analysis Data.	- Examination Officers - Zonal Officers - Headteachers	- Fare - Stationery - Lunch
2. Improved K.C.S.E. Performance.	- Performance in K.C.S.E. improved from a mean score of 5.606 to 68.	- Current mean score is 5.606.	Improvement of 0.2888 over 5 years.	K.C.S.E. Analysis Data.	- Examination Officers - Principals	- Fare - Lunch - Stationery
3. Increased Enrolment at E.C.D.E.	- Enrolment in E.C.D.E. increased from 56% to 76%.	- Current enrolment 56%. - Number of current E.C.D.E. Teachers - Current enrolment per gender	4% per year over 5 years.	- Enrolment Data - Physical Infrastructure - Spatial distributing Schools - School feeding programme	- Field Officers in charge of Education - DICECE Staff	- Fuel - Lunch
4. Increased retention at ACE.	- Retention rate increased from 2% to 15%.	Current retention rate at 2%.	2.6% per year over 5 years.	- Attendance Registers.	- ACE Teachers - Officers	- Fuel - Lunch

OUTCOME	INDICATORS	BASELINE DATA	TARGETS	INFORMATION TYPE	PERSON RESPONSIBLE	RESOURCE REQUIREMENT
5. Increased Transition rate in Primary.	- Transition rate in Primary increased to 76%.	Current transition rate at 76%.	3% per year over 5 years.	- Class attendance registers - K.C.PE. results Analysis	- QASOs - Headteachers	- Fuel - Lunch

OUTCOME	INDICATORS	BASELINE DATA	TARGETS	INFORMATION TYPE	RESPONSIBLE PERSON	RESOURCE REQUIREMENT
1. Standard of living uplifted and social cohesion enhanced.	- No. of clients identified	- Current identified clients (unknown)	- Vulnerable and the disadvantaged in the Society	- Number of vulnerable disadvantaged persons. - Impact of counseling training.	- Governor - Executive Education Cultural Social Services - Children's Officer in-charge of Social Services.	- Funding Human Resource - Transport
	- No. of clients counseled	- Current number of counseled clients (unknown)	"			
	- No. of clients trained	- Current number of trained clients	"			
	- No. of follow Ups	- Current follow ups	"			
	- No. of Children reintegrated to Society	- Current number of reintegration into Society (90)	"			
	- Construction of a rehabilitation centre		- One rehabilitation Centre constructed.	- Physical location - Capacity of the facility - Targeted persons	- Governor - County Assembly - Executive Education Social Services	- Funds - Personnel - Transport
	- No. of Orphans and Vulnerable Children assisted	- Current number of OVCs assisted (unknown)	- Orphans and vulnerable	- No. of orphans and vulnerable children.	- Officer-in-charge of Social Services - Governor - Assembly Executive Education Culture and Social Services	- Funds set aside by County
2. Youth and Women empowered	- No. of Youth/Women self-help groups formed and registered		- Unemployed youths and women	- Registration certificates - Self-help groups	-	

OUTCOME	INDICATORS	BASELINE DATA	TARGETS	INFORMATION TYPE	RESPONSIBLE PERSON	RESOURCE REQUIREMENT
	- Youth/Women revolving fund established		- Youth and women self-help groups	- Registered groups	- Executive - Education Cultural Social Services	- Groups - Trainers - Funds
	- Youth and Women from the 30 wards are trained and workshop held	- Current number of registered youth and women groups	- Youth and women groups			
3. Promote recreation activities.	- Existing Social Halls or Resource Centre developed and maintained	- 4 Social halls/resource centre's (Eldoret West social hall, Chemgoros, Ziwa and Nukiat-Soy)	- Two social halls repaired in the first two years	- Name of the social hall/resource centre.	- County Officer in-charge of youth and services.	- Funds - Personnel - Architectural Plans
	- Social halls/resource centre constructed in each sub-County	- 6 Social hall/resource centres built in each sub-County	- One social hall/resource centre constructed each financial year and two in the last year	- Name of the hall or centre - Architectural plans - Amount of each structure.		
4. Promotion of Sports and talents	- Kipchoge and 64 stadia developed and maintained, Ziwa Stadium constructed and sub-County and ward playing fields built.	- Two existing stadia rehabilitated - One stadium built - 36 playing field built	- Two existing stadia rehabilitate in the 1st year - One stadium and 36 playing field built in the subsequent years		- Governor - Officer in charge of sports	- Funds - Architectural plans - Land for playing fields
	- Annual tournaments conducted	- Current number of tournaments (unknown)	- Type of competitions			
	- Sports talent academy and multi purposes hall for indoor games constructed		- One talent academy - One multipurpose hall	- Physical location - Capacity of the facility - Targeted games	- Governor - County Officer in charge of sports	- Funds - Land - Human resource
5. Promote goodwill between the County and stakeholders (public)	- Ward development committees are formed and capacity built		- County wards	- Composition of the committee	- County Officer in charge of social services	- Funds - Transport - Trainers
	- Public private partnership policy formulated		- Individuals, institutions, NGOs, CBOs etc.	- Projects or activities for partnership	- Governor - Executive committee	- Funds - Consultants

OUTCOME	INDICATORS	BASELINE DATA	TARGETS	INFORMATION TYPE	RESPONSIBLE PERSON	RESOURCE REQUIREMENT
6. Access to decent and affordable housing	- County estate and senior staff houses are repaired and maintained.	- Eleven estates - Current senior staff houses	- County estates and houses are repaired during the planned period	- No. of houses in the estate and staff houses	- County Officer in charge of estates and staff house	- Funds - Human Resource
7. Regulations Drugs, Alcohol and substance abuse	- County Drugs, Alcohol and substance abuse laws are formulated and awareness created.		- Current number (unknown)	- Type of approved drugs, alcohol and substance	- Governor - Executive committee	- Consultants - Funds
8. Management of HIV/AIDS	- County HIV/AIDS grants established, awareness campaign conducted and identified individuals assisted.	- Budget Ksh.500,000	- County communities	- HIV/AIDS patients	- County Officer in charge of Social Services	- Funds
9. Improved Justice (PWD)	- People with Disability grants, established, the society sensitized and categories of disability data base established.	- Current number	- People with disability and communities	- Types of disability in the County	- County Officer in charge of Social Services	- Funds - Human Resource
10. Expose youth to practical work and Skills	- Conference rooms and hostels built and courses diversified	- Pioneer home craft training centre	- One home craft centre build during the planned period	- Capacity of the facility	- County Officer in charge of home crafts	- Funds - Architectural plans - Human Resource
11. Effective service delivery	- Vehicles procured and staff employed	- Current number	- Three vehicles and 60 staff	- Existence of vacancies and qualifications of staff	- Governor - In-charge of Finance and Social Services	- Funds

Land, Housing and Urban Development

Public Works, Roads and Transport

OUTCOME	INDICATORS	BASE;OME DATA	TARGETS	INFORMATION TYPE	RESPONSIBLE PERSON	RESOURCE REQUIREMENTS
1. Implementation of CIDP enhanced	17.1 The rate of departmental plan operation increased to 80%	0	80		Director economic planning	Personnel Office equipment
	17.2 increased periodic monitoring	0	4		Director economic planning	Personnel Transport Office equipment
	17.3 Projects and programmes completion rate increased	70%	100%	reports	Director economic planning	Personnel Transport, Office equipment
2. Access to transport and communication in the County improved	number of kilometres under tarmac increased	310Km	500Km	report		
	Number of kilometres under gravel increased	549Km	1000Km	report		

Trade, Industrialization, Co-operative Development, Tourism & Wildlife

OUTCOME	INDICATORS	BASE;OME DATA	TARGETS	INFORMATION TYPE	RESPONSIBLE PERSON	RESOURCE REQUIREMENTS
1. To avail capacity building services to co-operative societies for good corporate governance	- Improved management practices in the co-operative sector.	- Inspection reports and inquiries.	- Build capacity for 135 active co-operative societies per year.	- Training reports. - Monitoring reports.	County Co-operative Commissioner County Co-operative Auditor	- Availability of funds for capacity building. - Human resources.

OUTCOME	INDICATORS	BASE;OME DATA	TARGETS	INFORMATION TYPE	RESPONSIBLE PERSON	RESOURCE REQUIREMENTS
2. Improved financial base in the co-operative sector.	- Strong capital base for co-operative societies.	- Annual financial reports from co-operative societies.	- To offer start-up capital funds of Kshs. 200,000,000 as rotational fund to the co-operative sector.	- Loans granted reports. - Annual financial stability reports.	County Co-operative Commissioner	- Availability of co-operative sector revolving fund
3. Better market prices through value addition.	- Improved revenue base for agricultural co-operative societies.	- Annual Financial reports from co-operative societies.	- Construction of 3 milk cooling per sub-county. - Construction of 1 milk processing plant in the county. - Construction of 3 cereal warehouses per sub-county. - Construction of 1 cereal milling plant in the county. - Construction of 2 refrigerated store for horticulture in Eldoret East and Wareng. - Construction of 1 air rated store in Wareng for storage of potatoes.	- Annual Co-operative sector reports.	County Co-operative Commissioner	- Availability of funds for the sector.
4. Improved service delivery to the co-operative sector.	- Improved infrastructure. - Revived societies.	- Situational analysis reports.	- Construction of co-operative sub county offices. - Employment of	- Annual performance reports. - Annual co-operative sector reports.	County Co-operative Commissioner	- Availability of funds for the sector. - Human

OUTCOME	INDICATORS	BASE;OME DATA	TARGETS	INFORMATION TYPE	RESPONSIBLE PERSON	RESOURCE REQUIREMENTS
			<ul style="list-style-type: none"> - additional staff. - Provision of funds for utility supplies and services. 			resources.
5. Improved accounting and internal control systems in the co-operative sector through audit	<ul style="list-style-type: none"> - Improved financial controls for the co-operative sector. - Reduced financial conflicts between the members and management committee. 	<ul style="list-style-type: none"> - Annual audited accounts for the co-operative sector. 	<ul style="list-style-type: none"> - Auditing 135 active co-operative societies in the county. 	<ul style="list-style-type: none"> - Audited accounts. 	County Co-operative Auditor	<ul style="list-style-type: none"> - Availability of funds for audit work. - Additional audit staff in the county.

Information, Communication and e-Government

Fire Rescue & Disaster Management

OUTCOME	INDICATORS	BASELINE DATA	TARGETS	INFORMATION TYPE	RESPONSIBLE PERSON	RESOURCE REQUIREMENTS
1. Fire rescue and disaster preparedness improved.	- Training of community development workers, retention and volunteer rescue responders increased by 50%.	To retention officers only	After six months		Timothy Wandera Hassan Wangwero	- Transportation - Training needs
	- Firefighting college constructed by the first quarter.	Site identified	Immediately			- Approved plans - BQs
	- Older and outdated apparatus replaced by 20%.	Nil	After every five years		Wesley Lagat Peter Kurgat	- Specs
	- Recruitment, training and equipping of retention responders improved by 20%.	Nil	Immediately		Timothy Wandera Peter Kurgat David Sitati	- Recruitment needs
	- Emergency campaign increased by 50%.	Nil	Immediately		Timothy Wandera Hassan Wangwero	
	- Emergency exercises improved by 30%.	Slow pace	Annually		David Sitati Cornelius Sang	
	- Construction of E.O.C implemented by 50%.	Only one in existence	Immediately		Peter Kurgat David Sitati	
2. Fire rescue and disaster mitigation measures enhanced.	- Exchange programmes increased by 50%.	One sister city Minneapolis	After every six months		Timothy Wandera	
	- Prevention and inspection programmes improved by 40%.	At a slow pace for lack of safety laws	Every six month		Timothy Wandera	
	- Survey and audit programmes enhanced.	At a slow pace for lack of safety laws	Every six months		Timothy Wandera	
	- Institutional and legal framework established by 50%.	Fragmented laws	Immediately		Timothy Wandera	

OUTCOME	INDICATORS	BASELINE DATA	TARGETS	INFORMATION TYPE	RESPONSIBLE PERSON	RESOURCE REQUIREMENTS
3. Fire rescue and disaster response improved.	- Implementation of ICS procedures enhanced by 50%.	No ICS procedures	Immediately		David sitati	
	- Use of integrated apparatus improved by 30%.	Nil	Immediately		David sitati	
	- Coordination and trust among emergency responding agencies improved by 20%.	Not good	Annually		David sitati	

Annex 1: Uasin Gishu CIDP Project Priorities

Annex 2: L4, L5 and L6 Health Facilities

Sub-County	Facility	Land size	Current Service Level	New Service Level	Comments
Kapseret	Kapteldon HC	2 ac	L3	L4	Requires: Ultra-Modern L4 facilities
Ksh.ses	Cheptiret	1 ac	L1	L4	New, provide more land, ultra-modern L4 facilities
	Ksh.ses HC	4 ac	L4	L4	Requires: Theater, Inpatient dept, Extend OPD & lab, mortuary, maternity, MCH/FP
Ainabkoi	Burnt Forest	12.7 ac	L4	L4	Requires: Theater, Inpatient dept, Extend OPD & lab, mortuary, maternity, MCH/FP
	Ainabkoi West	20 ac	L 4	L 4	Requires: Theater, Inpatient dept, Extend OPD & lab, mortuary, maternity, MCH/FP
Moiben	Moiben HC	15 ac	L3	L4	Requires: Ultra-Modern L4 facilities
	Chepkanga HC	10 ac	L3	L4	Requires: Ultra-Modern L4 facilities
	UGDH	8 ac	L4	L4	Requires: Theater, Inpatient dept, Extend OPD & lab, mortuary, maternity, MCH/FP
Soy	Ziwa	15 ac	L4	L4	Requires: Theater, Inpatient dept, Extend OPD & lab, mortuary, maternity, MCH/FP
	Tarakwa	4 ac	L2	L4	Requires: Ultra-Modern L4 facilities
Turbo	Cheramei	5 ac	L2	L4	Requires: Ultra-Modern L4 facilities
	Huruma	5 ac	L4	L5	Requires: Ultra-Modern L5 facilities
Eldoret Town	-	-	-	L6	New Private Ultra-Modern L6 facility

Land should be identified and availed to willing investor to put up a private Level 6 Referral Hospital. Ideal localities are Jua Kali/Maili Tisa; Cherunya/Race Course; Annex/Outspan or Kenmosa/Limo.

Annex 3: Level 3 Health Facilities

Sub-County	County Ward	Health Facility Name	Current Level	New Level	Comments
Kapseret	Kipkenyo	Kisor	L2	L3	Upgrade
		Pioneer EMC	L3	L3	Fully equip and Staff
	Langas	Langas RCEA	L2	L3	Upgrade
	Simat/Kapseret	Tuiyo/Kaplelach	L1	L3	New
	Ngeria	Ong'ata	L2	L3	Upgrade
		Chepkigen	L3	L3	Fully equip and Staff
	Megun	Moi University	L3	L3	Fully equip and Staff
		Ngeria South	L2	L3	Upgrade
Ksh.ses	Race Course	Identify site at Annex	L1	L3	New
	Cheptiret/Kipchamo	Kaptumo	L2	L3	Upgrade
	Tulwet/Chuiyat	Ksh.ses	L3	L3	Fully equip and Staff
		Chuiyat	L2	L3	Upgrade
Tarakwa	Nabkoi	L3	L3	Fully equip and Staffing	
Ainabkoi	Ainabkoi/Olare	Kipkabus	L3	L3	Fully equip and Staff
		Ainabkoi	L3	L3	Fully equip and Staffing
		Kapng'etuny	L2	L3	Upgrade
		Chepngoror	L2	L3	Upgrade
	Kaptagat	Chepkero	L2	L3	Upgrade
		Katuiyo	L2	L3	Upgrade
Kapsoya	Kapsoya	L3	L3	Fully equip and Staff	
	Muyengw'et	L2	L3	Upgrade	
Moiben	Kimumu	Identify site	L1	L3	New
	Segoit	Chembulet	L3	L3	Fully equip and Staff
	Tembelio	Elgeyo Border	L2	L3	Upgrade
	Karuna/Maibeki	Maibeki	L2	L3	Upgrade
	Moiben	Twiga	L2	L3	Upgrade
Soy	Kapkures	Mogoon	L2	L3	Upgrade
	Mois Bridge	Mois Bridge	L3	L3	Fully equip and Staff
	Ziwa	Kabobo	L3	L3	Fully equip and Staff
		Kipsigak	L2	L3	Upgrade
	Segero/Barsombe	Barsombe	L2	L3	Upgrade
	Kipsomba	Mobet	L2	L3	Upgrade
	Kuinet/Kapsuswa	Kuinet	L2	L3	Upgrade
		Merewet	L2	L3	Upgrade

Sub-County	County Ward	Health Facility Name	Current Level	New Level	Comments
	Soy	Soy	L3	L3	Upgrade
Turbo	Ng'enyilel	Osurungai	L2	L3	Upgrade
		Chepsaita	L2	L3	Upgrade
	Kiplombe	Kiplombe	L2	L3	Upgrade
	Huruma	Eldoret West	L2	L3	Upgrade
	Tapsagoi	Turbo	L3	L3	Upgrade
	Kapsaos	Kapyemit	L2	L3	Upgrade
	Kamagut	Sambut	L2	L3	Upgrade
		Sosiani	L3	L3	Fully equip and Staff