

REPUBLIC OF KENYA



GOVERNMENT OF MAKUENI COUNTY



**PERFORMANCE CONTRACT BETWEEN THE GOVERNOR OF
MAKUENI COUNTY**

AND

**THE EXECUTIVE COMMITTEE MEMBER
DEPARTMENT OF HEALTH SERVICES**

FOR THE PERIOD FROM 1ST JULY 2018 TO 30TH JUNE 2019

PERFORMANCE CONTRACT

This Performance Contract (hereinafter referred to as “Contract”) is entered into between the Government of Makueni County (hereinafter referred to as (“GMC”) represented by H.E. the Governor of **P. O Box 78 - 90300, Makueni** (together with his assignees and successors) of the one part, and the County Department of Health Services (hereinafter referred to as the “the Department), represented by the County Executive Committee Member (together with his assignees and successors) of **P.O. Box 78 - 90300, Makueni** of the other part.

WHEREAS;

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

The County Government recognizes that Departments hold a vital key in the implementation of County priority programmes and projects, other national priorities including the “Big Four” initiatives in order to improve the quality of lives of the people of Makueni County and make the County competitive;

The purpose of this performance contract is to establish the basis for ensuring that efficient and effective services are delivered to the people of Makueni County in line with the provisions of the Constitution and by requiring Departments to adapt systems that enable innovativeness and adaptability of public services to the needs of users.

This Performance Contract therefore represents a basis for continuous performance improvement that meets the needs and expectations of the county residents.

NOW THEREFORE, the parties hereto agree as follows:

Part I: Statement of Responsibility by the Executive Committee Member

It is my responsibility to provide the required leadership in designing suitable plans and strategies that will contribute to high and sustainable socio- economic development. It is my undertaking to ensure that the Department has a credible strategic plan and performance contract that will deliver the desired goals.

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

Part I – Vision, Mission and Strategic Objectives

(a) Vision

An efficient and high quality health care system that is accessible, equitable and affordable for all Kenyan.

(b) Mission

To promote and participate in the provision of integrated and efficacious promotive, preventive, curative and rehabilitative health care services to all Kenyans.

(c) Strategic Objectives

1. Eliminate Communicable Conditions
2. Halt, and reverse the rising burden of Non-Communicable conditions.
3. Minimize exposure to health risk factors
4. Provide essential health services

Part II Commitments and Responsibilities of the County Executive Committee Member

1. Ensuring that systems are established for equality for all users of public services;
2. Ensuring impartiality and fairness in the process of delivery of public services;
3. Ensuring promotion of National Cohesion and National Values;
4. Ensuring continuity of public services under all circumstances;
5. Establishing systems to enable innovativeness and adaptability of public services to the needs of users;
6. Ensuring professionalism and ethics in Public Service is achieved and maintained;
7. Establishing systems to ensure promotion and protection of rights of users of public services and public servants as enshrined in the Bill of Rights;
8. Institutionalizing a culture of accountability, integrity, transparency and promotion of values and principles of public service;
9. Ensuring a corruption free public service;
10. Ensuring effective, efficient and responsible use of public resources;
11. Ensuring responsiveness by public servants in delivery of public service; and
12. Ensure implementation of this performance contract.

Part III: Statement of Strategic Intent by the Executive Committee Member

In carrying out my duties, I intend to put all my efforts towards contributing effectively and efficiently to the achievement of the county development agenda as espoused in the Kenya Vision 2030 and Makueni County Vision 2025 and the Makueni County CIDP 2018-2022, keeping in mind the specific priorities of my Department.

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

1. Ensuring that systems are established for equality for all users of public services;
2. Ensuring impartiality and fairness in the process of delivery of public services;
3. Ensuring promotion of National Cohesion and National Values;
4. Ensuring continuity of public services under all circumstances;
5. Establishing systems to enable innovativeness and adaptability of public services to the needs of users;
6. Ensuring professionalism and ethics in Public Service is achieved and maintained;
7. Establishing systems to ensure promotion and protection of rights of users of public services and public servants as enshrined in the Bill of Rights;
8. Institutionalizing a culture of accountability, integrity, transparency and promotion of values and principles of public service;
9. Ensuring a corruption free public service
10. Ensuring effective, efficient and responsible use of public resources; and
11. Ensuring responsiveness by public servants in delivery of public services.

Part IV: Commitments and Obligations of the County Government

1. Develop County Integrated Development Plan, which should be anchored on National and County policies, SPS and national plans such as Vision 2030 Medium Term Plan III;
2. Establish and operationalize service delivery, financial and related management systems for the county;
3. Establish a culture of service and accountability in the county public service, including working styles, attitudes and work ethics
4. Ensure that appropriate measures are instituted to mitigate against corrupt practices in the county public service.
5. Ensure timely approval of departmental requests.
6. Ensure timely availability/provision of necessary resources based on approved budget.

Part V: Reporting Requirements


The County Executive Committee Member shall submit quarterly and annual performance reports in the prescribed format to the County Performance Management Coordination Committee for monitoring progress and evaluation of performance.

Part VI: Duration of the contract

The performance contract will run for a period of one financial year from 1st July 2018 to 30th June 2019.


Part VI: Signatories to the Performance Contract

For and on behalf of the County Department of Health Services

Signature..........Date.....10/9/18.....

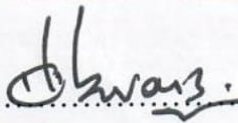
Dr. Andrew M. Mulwa
County Executive Committee Member
DEPARTMENT OF HEALTH SERVICES

Witnessed by:


Signature..........Date.....10/9/18.....

Dr. Musyoki Kibwana
CHIEF OFFICER, DEPARTMENT OF HEALTH

For and on behalf of the Government of Makueni County

Signature..........Date.....10/9/2018.....
H.E. Kivutha Kibwana,
GOVERNOR, MAKUENI COUNTY

Witnessed by:

Signature..........Date.....10-9-2018.....
H.E. Adelina Mwau,
DEPUTY GOVERNOR, MAKUENI COUNTY

	CRITERIA CATEGORY	UNIT OF MEASURE	WEIGHT	CURRENT STATUS FY 2017/18	TARGET FY 2018/19
A	FINANCIAL STEWARDSHIP AND DISCIPLINE				
	Absorption of Allocated Funds	%	4	62	100
	Development Index	%	2	16.67	20.47
	A-in-A	Ksh	1	139,337,885.00	153,271,673.50
	Asset Management	%	1	50	100
	Pending bills	%	2	0	≤ 1
	Weight Sub Total		10		
B	SERVICE DELIVERY				
	Development and Implementation of Citizens' Service Delivery Charter	%	2	40	100
	Customer Satisfaction	Report	2	0	1
	Application of service delivery Innovations	%	2	100	100
	Resolution of Public Complaints	%	2	70	100
	Automation	Number	2	0	1
	Weight Sub Total		10		
C	INSTITUTIONAL TRANSFORMATION				
	Development of County Planning Framework	%	3	50	100
	Youth Internships/ Industrial Attachments/Apprenticeships	No	1	50	37
	Access to Government Procurement Opportunities (AGPO)	Ksh.	2	98,845,035.80	110,535,000.00
	Promotion of Local Content	Ksh.	1.5	107,115,383.88	47,380,000.00
	Competence Development	%	2	30	50
	Knowledge Management	%	2	0	100
	Work Environment	%	1	0	100
	Safety and Security Measures	Report	1	0	1
	Cascading of Performance Contracts	%	1.5	90	100

	CRITERIA CATEGORY	UNIT OF MEASURE	WEIGHT	CURRENT STATUS FY 2017/18	TARGET FY 2018/19
	Weight Sub Total		15		
D	CORE MANDATE				
	a) Registration of households to Universal Health Coverage Program.	No.	8	68,782	100,200
	b) Essential medicines and medical supplies security	%	5	50%	100
	c) Skilled Birth Attendant	%	3	53	60
	d) Maternal Deaths	Number	3	9	8
	e) Neonatal Mortality	Number per 1,000 live births	2	32	26
	f) Promotion of wellbeing of community through psychosocial counseling	No. of people reached	2	10,000	12,000
	g) Vit A supplementation for Children aged 6 to 59 months	%	2	62%	70%
	h) School children dewormed	%	2	88	100
	i) Full Immunization Coverage	%	3	77	85
	j) Percentage of reporting timeliness	%	2	97	100
	k) Percentage of IDSR reporting timeliness	%	2	83	100
	l) HIV viral suppression rate	%	2	88	90
	m) TB treatment cure rate	%	2	85	90
	n) Percentage of women receiving family planning	%	2	43	57
	o) Emergence response within 10 minutes	Minutes	2	13	10
	p) Ending open defecation(ODF) through CLTS – community led total sanitation	Number	2	78	128

	CRITERIA CATEGORY	UNIT OF MEASURE	WEIGHT	CURRENT STATUS FY 2017/18	TARGET FY 2018/19
	q) Improvement of determinant of Health through community Health Strategy	Number	2	110	150
	r) Reversing trend on raising burden of NCDs (Cancer, Hypertension, Diabetes) through knowledge empowerment.	No. public of awareness campaigns	1	30	60
	s) Reducing transmission of HIV	No. HIV positive identified	1	3181	3500
	t) Operationalization of Makindu Trauma centre	%	1	80	100
	u) Construction and operationalization of wards at Kibwezi and Tawa SC. Hospitals	No.	1	0	2
	v) Occupational Safety	%	1	50	100
	w) Ease of Doing Business	%	1	80%	100
	x) Compliance With Statutory Obligations	%	1	100	100
	y) Project Completion Rate	%	2	84	100
	z) Supportive supervision	%	2	50	100
	aa) Inspection and licensing of food and non-food premises	%	2	90	100
	bb) Operationalize Gender Based Violence Recovery Centre at Makueni County Referral Hospital	%	1	0	100
	Weight Sub Total		60		
E	CROSS-CUTTING ISSUES				
	Prevention of Alcohol and Drug Abuse	%	2	50%	100
	Prevention of HIV Infections	%	0.5	95	100
	Environmental	%	0.5	50	100

	CRITERIA CATEGORY	UNIT OF MEASURE	WEIGHT	CURRENT STATUS FY 2017/18	TARGET FY 2018/19
	Sustainability				
	Disability Mainstreaming	%	0.5	50	100
	Corruption Prevention	%	0.5	50	100
	National Cohesion and Values	%	1	50	100
	Weight Sub Total		5		
	OVERALL TOTAL WEIGHT		100		

EXPLANATORY NOTES

Parameter	Notes																												
FINANCIAL STEWARDSHIP AND DISCIPLINE																													
Absorption of Allocated Funds	The department commits to utilize all allocated funds as per the approved budget in line with government regulations.																												
Development Index	The department commits to spend 20.47% of all the funds in development projects and 79.53% in recurrent expenditure.																												
A-in-A	<p>The county hospitals offering Makuenicare program claimed Ksh. 200,354,675.50 in 2017/2018 FY. The department commits to work towards Makuenicare financial sustainability by increasing hospital collections targeting sources outside Makuenicare Program as follows</p> <table border="1"> <thead> <tr> <th>Item</th> <th>Baseline</th> <th>Target</th> <th>Weight</th> </tr> </thead> <tbody> <tr> <td>Cash</td> <td>52,798,541.00</td> <td>58,078,395.10</td> <td>10%</td> </tr> <tr> <td>NHIF</td> <td>34,928,078.00</td> <td>38,420,885.80</td> <td>25%</td> </tr> <tr> <td>Linda Mama Program</td> <td>14,777,416.00</td> <td>16,255,157.60</td> <td>25%</td> </tr> <tr> <td>UHC Registration and/or Renewal</td> <td>24,888,500.00</td> <td>27,377,350.00</td> <td>25%</td> </tr> <tr> <td>Public Health</td> <td>11,945,350.00</td> <td>13,139,885.00</td> <td>15%</td> </tr> <tr> <td>Total</td> <td>139,337,885.00</td> <td>153,271,673.50</td> <td>100%</td> </tr> </tbody> </table>	Item	Baseline	Target	Weight	Cash	52,798,541.00	58,078,395.10	10%	NHIF	34,928,078.00	38,420,885.80	25%	Linda Mama Program	14,777,416.00	16,255,157.60	25%	UHC Registration and/or Renewal	24,888,500.00	27,377,350.00	25%	Public Health	11,945,350.00	13,139,885.00	15%	Total	139,337,885.00	153,271,673.50	100%
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Asset Management	The Department commits to undertake the following: a. Preventive maintenance – Prepare a schedule of																												

	<p>maintenance plan for all assets (20%) and implement it (40%).</p> <p>b. Disposal of idle assets – ensure disposal of unserviceable, obsolete and surplus assets by way of sale, transfer, destruction, donation or other authorized methods of disposal (40%)</p>
Pending bills	The department commits to ensure that the pending bills do not exceed 1% of actual budgetary allocation for the financial year.
SERVICE DELIVERY	
Development and Implementation of Citizens' Service Delivery Charter	<p>The department commits to:</p> <p>a. Map the processes of service delivery charter 20%</p> <p>b. Develop and implement a departmental service delivery charter 30%</p> <p>c. Displaying the charter prominently at the point of entry/service delivery points in both English and Kiswahili. 5%</p> <p>d. Sensitizing employees and cascading to all levels 10%</p> <p>e. Ensuring conformity with the commitments and standards in the charter by establishing compliance mechanisms 25%</p> <p>f. Customizing charter to unique needs of the customers 10%</p>
Customer Satisfaction	The department commits to undertake independent baseline customer satisfaction survey in the nine hospitals and write a report
Application of service delivery Innovations	<p>The department commits to</p> <ul style="list-style-type: none"> • Map out high volume health facilities to establish medical outpatient clinics for reverse referral (20%) • Initiate 6 clinics one in each Sub county (30%) • Establishing a departmental committee to coordinate bench-marking activities within and outside the county (10%) • Make a report of all bench-marking activities (20%) • Implement two best practices learnt in bench-marking exchanges (20%)
Resolution of Public Complaints	<p>The department commit to develop a mechanism for complaints resolution. (30%)</p> <p>Establish an operational customer care desk with occurrence book at the headquarters and in the 10 hospitals. (10%)</p> <p>Introduce and operationalize customer suggestion box with occurrence book at the headquarters and in the 10 hospitals. (10%)</p> <p>Analyse and resolve all the complaints raised by the customer care desk. (30%)</p> <p>Make a report (20%)</p>

Automation	The department commits to fully automate Makueni County Referral Hospital (MCRH) through purchase of computers, networking and installation of software for service delivery at the Mother & Child Hospital and MCRH inpatient departments
INSTITUTIONAL TRANSFORMATION	
Development of County Planning Framework	The department commits to prepare the following documents: <ul style="list-style-type: none"> • 5 year departmental strategic plans 40% • Annual departmental work plan 40% • Cascade the plans to all staff of the department 20%
Youth Internships/ Industrial Attachments/Apprenticeships	The department commits to train <ul style="list-style-type: none"> • 12 medical officer interns • 2 pharmacist interns • 12 clinical officer interns • 11 interns/Attachee from other cadres <p>NB: reduction of clinical officer interns to levels where department can afford to pay stipend</p>
Access to Government Procurement Opportunities (AGPO)	The department commits to work towards achieving the 30% of the total value of the procurement budget for goods and services as provided in the annual procurement plan. We commit to spend Ksh. 110,535,000.00 of allocated funds in Procurement
Promotion of Local Content	The department commits to allocate and award at least 40% of the total value (in Ksh. 147,380,000.00) of the procurement budget for goods and services produced locally as provided in the annual procurement plan.
Competence Development	The department commits to <ul style="list-style-type: none"> • Develop skills inventory 40% • Carry out a Staff Training Needs Assessment 40% • Implement the report recommendations 20%
Knowledge Management	The department commits to have monthly departmental meeting to share information (50%) The department commits to develop a knowledge sharing mechanism for: <ul style="list-style-type: none"> • Quarterly data review meetings reports • CMEs reports, training reports • Experience sharing The guidelines for the knowledge management mechanisms to be ready by the end of the fourth quarter 50%
Work Environment	The department commits to <ul style="list-style-type: none"> • Carry out an internal work environment survey for Makueni County Referral Hospital 60% • Prepare a work plan for implementation of the survey recommendations by end of second quarter 20% • Implement the same in the subsequent quarters 20%

Safety and Security Measures	<p>The department commits to map out safety and security measures in the 10 hospitals and write a report. This will include;</p> <ul style="list-style-type: none"> • Fire safety – escape routes/extinguishers, Fire assembly points • Risk profiling • Fencing of health facilities • Security status etc.
Cascading of Performance Contracts	<p>The department commits to fully cascade this performance contract to all the staff members. After the ECM signs with the governor, the department commits to ensure the following sign:</p> <p>Chief officer signs with the ECM – 10%</p> <p>Directors with Chief Officer – 10%</p> <p>Medical superintends/SCMOH with directors 10%</p> <p>Medical superintends/SCMOH with heads of sections – 10%</p> <p>Heads of sections with all staff in the various sections – 60%</p>
CORE MANDATE	
a) Registration of households to Universal Health Coverage (UHC) Program	<ul style="list-style-type: none"> • The department commits to increase registration and/or renewal registration for the Universal Health Coverage Program from 43% (68,782 households) to 63% (100,200 households) coverage program out of the 160,246 households in the county (80%) • Continuous sensitization of the UHC program to Makueni residents and healthcare workers through displaying of the information (10,000 Pamphlets, 1000 charts) in the 10 county hospitals (20%)
b) Essential medicines and medical supplies (EMMS) security	<ul style="list-style-type: none"> • Ensure Quantification of stocks by 7th day for the hospitals (10%) and Rural Health Facilities by 37th day of the quarter (10%) • Ensure regular and timely order (LPOs) of EMMS for the hospitals by 17th day (10%) and RHF by 47th day (10%). • Quarterly support supervision for the 10 Hospitals -The department commits to conduct 40 support supervision in all Hospitals (20%) • Quarterly commodity security/Medicines and Therapeutic Committee (MTC) meetings -The department commits to hold 4 MTC meetings to implement commodity security and appropriate use principle (10%) • Commodity Management training/On-Job-Trainings for Rural Health Facilities -The department commits to conduct 78 commodity Management training/OJTS (20%) • Sensitize 262 health workers commodity management principles (10%) <ul style="list-style-type: none"> ○ 5 County Health Management Team members ○ 225 – Commodity in-charges ○ 10 Hospital Pharmacy In-charges

	<ul style="list-style-type: none"> ○ 10 Nursing-officer-incharge of hospital ○ 6 Subcounty Pharmacy In-charges ○ 6 Subcounty Public Health Nurses
c) Skilled Birth Attendant	<p>The department commits to improve skilled birth attendance from 53% to 60% by</p> <ul style="list-style-type: none"> ● Holding 24 open mothers' days in 10 hospitals and 14 high volume health centres ● Holding 2820 health talks during Antenatal Care visits in 235 health facilities. ● Operationalization of Makueni Mother and Child Hospital ● Renovate and operationalize a maternity shelter at Athi Kamunyuni Health Centre
d) Maternal Deaths	<p>The departments commits to reduce the Maternal Death from 9 to 8 deaths by</p> <ul style="list-style-type: none"> ● Doing individual mortality audit of each maternal death ● Holding Monthly Subcounty maternal morbidity and mortality review meetings ● Quarterly county maternal morbidity and mortality review meetings ● Implement the recommendations of the review meetings ● Carry out targeted maternal and child health supportive supervision in 10 hospitals and 46 health centres
e) Neonatal Death	<p>The department commits to reduce neonatal death from 32 to 26 deaths per 1000 live births by operationalization of child welfare Clinics in all 235 health facilities</p>
f) Promotion of wellbeing of community through psychosocial counseling	<ul style="list-style-type: none"> ● Conduct 30 outreaches across the county in a month ● Conduct 10 targeted outreaches in schools in a month ● Provide emergency counseling services ● Conduct 20 group therapy session in a month ● Conduct 100 structured station one on one counseling services ● Train staff on attitude change: <ul style="list-style-type: none"> ○ 25 county health management team members ○ 100 hospital management team members ○ 54 subcounty health management team members ○ 225 rural health facility in-charges
g) Vit A supplementation for Children aged 6 to 59 months	<p>The department commits to improve Vit A supplementation for Children aged 6 to 59 months from 62% to 70% through:</p> <ul style="list-style-type: none"> ● Supporting Malezi bora initiatives through Vitamin A supplementation to reach 45,000 ECDE going pupils in 1,500 ECDE centres ● Carry out nutrition supportive supervision in 235 health facilities
h) School children dewormed	<p>The department commits to ensure school children deworming is improved from 88 % (248,922) to 100% (282,866) by mass deworming of all school going children</p>

i) Full Immunization Coverage	<p>The department commits to improve full immunization coverage from 77% to 85% through the following mechanisms.</p> <ul style="list-style-type: none"> • All health facilities to have all immunization services at all times • 30 Public awareness campaigns • Conduct 30 immunization outreaches • Develop and Implement Preventive maintenance schedules for cold chain equipment in 235 health facilities • Training of 235 MCH staff on immunization services including data management • Training of 14 medical technicians on cold chain equipment
j) Percentage of reporting timeliness	<p>The department commits to ensure that reports from 235 health facilities are accurately prepared on time and uploaded to DHIS system before the 15th of the following month.</p>
k) Percentage of IDSR reporting timeliness	<p>The department commits to ensure integrated disease surveillance reporting is 100% in the 6 sub-counties through the disease surveillance coordinators</p> <ul style="list-style-type: none"> • Collect surveillance data from 235 health facilities in the county • Weekly reporting on Integrated Disease Response platform
l) HIV viral suppression rate	<p>The department commits to increase the number of people on ART achieving viral suppression from 16,468 to 16,843 (88 to 90%)</p>
m) TB treatment cure rate	<p>The department commits to improve TB treatment success rates from 442 to 468 (85% to 90%) by:</p> <ul style="list-style-type: none"> • Default tracing registers in 235 facilities • Diaries for reminding patients the clinic dates in all 235 health facilities • Training/sensitizing 110 community health units on tracking TB patients to ensure treatment completion
n) Percentage of women of reproductive age receiving family planning.	<p>The department commits to improve percentage of women of reproductive age receiving family planning from 43% to 57% by</p> <ul style="list-style-type: none"> • Conducting monthly facility based health talks in 234 health facilities • Conducting 60 family planning outreaches to the hard to reach areas (2 per ward)
o) Emergency Response within 10 minutes	<p>The department commits to reduce emergence response time from 13 to 10 minutes by ensuring that</p> <ul style="list-style-type: none"> • Emergency Call Centre operates 24 hours • All evacuation should be recorded in occurrence book • Monthly reports are submitted to the county ambulances coordinator by 15th day of every month

p) Ending open defecation through community led total sanitation (CLTS)	<p>The department is committed to ending open defecation through CLTS by utilizing CHVs in in declaring 50 villages open-defecation free out of 3617:</p> <ul style="list-style-type: none"> • Triggering 50 villages • 50 villages claim • 50 villages verified • Certification of 50 villages ODF • Declaring 50 villages ODF • 50 villages held celebration to mark ODF status
q) Improvement of determinant of Health through community Health Strategy	<p>The departments commit to train and revamp the CHS by:</p> <ul style="list-style-type: none"> • Revitalize the functionality of existing 110 Community Health Units (CHU) by providing the 6 reporting tools • Re-orientate the 110 CHUs on the 6 reporting tools • Establish 40 CHUs
r) Reversing trend on raising burden of NCDs (Cancer, Hypertension, Diabetes) through knowledge empowerment	<p>The department commits to</p> <p>a) Conducting 60 public awareness forums which would involve:</p> <ul style="list-style-type: none"> • Sensitization of community units • Sensitization during religious gathering • Media health communication e.g. local Radio station. • Strengthening psychosocial support groups • School forums • Observation of world health days – TB, HIV, Malaria • Sensitization of Youth groups, Women groups and Political groups <p>b) Design, develop and print information education and communication materials related to Non-Communicable Diseases.</p> <ul style="list-style-type: none"> • 10,000 Pamphlets • 300 Charts
s) Reducing transmission of HIV	<p>The department commits to reduce new HIV/AIDS infections by:</p> <ul style="list-style-type: none"> • Scaling up HIV testing and counseling services in 235 health facilities to identify and link 3500 HIV positive to care and treatment • Targeted 30 outreach activities and medical camps for screening HIV
t) Operationalization of Makindu Trauma centre	<p>The department would complete and operationalize Makindu trauma centre at Makindu hospital by:</p> <ul style="list-style-type: none"> • Completion of construction (10%) • Posting staff to the unit (5%) • Equipping the facility (5%)
u) Construction and operationalization of wards at	<p>The department commits to construct 2 wards. One at Kibwezi sub county hospital and the other at Tawa Sub county Hospital.</p>

Kibwezi and Tawa SC. Hospitals	
v) Occupational Safety	The department commits to <ul style="list-style-type: none"> • Establish county infection prevention and control committee which will give quarterly reports (50%) • Disseminate to all 235 health facilities the National Infection Prevention Control policy (50%)
w) Ease of Doing Business	The department commits to make business regulations simpler by creating a conducive environment for starting, operating and sustaining a business by: <ul style="list-style-type: none"> • Construction – forward recommendations of building plans by public health department within 3 working days (to keep a log) (40%) • Licensing of businesses and workers within 2 working days (to keep a log) (40%) • Continuous monitoring and evaluation of compliance with public health laws and regulation (Quarterly reports) (20%)
x) Compliance With Statutory Obligations	The department commits to comply with and enforce all relevant legislations/regulations affecting the department. <ul style="list-style-type: none"> • Financial obligations – remittance of statutory deductions for casual staff by 9th of the following month (30%) • Valid practicing licenses of health workers <ul style="list-style-type: none"> ○ The department will communicate to all health workers on acquisition of valid practicing license where applicable through a circular in the first quarter (10%) ○ Verification of the licenses (50%) ○ Produce a report (10%)
y) Project Completion Rate	The department commits to improve the project completion rate from the current status of 84% to 100% in the FY 2018/19
z) Supportive supervision	The department commits to do biannual county and quarterly Subcounty supportive supervision and <ul style="list-style-type: none"> • Do reports of the findings (80%) • Implement the recommendations of the findings of the supervision (20%)
aa) Inspection and licensing of food and non-food premises.	The department commits to develop (60%) and implement (40%) one inspection program to cover all food and non-food premises.
bb) Operationalize Gender Based Violence Recovery Centre at Makueni County Referral Hospital	The department commits to operationalize Gender-Based Violence Recovery Centre at Makueni County Referral Hospital by: <ul style="list-style-type: none"> • Completing renovations for the centre (30%) • Posting staff to the centre (10%) • Equipping the centre (20%) • Keeping a register of all the clients attended at the centre

	(40%)
Weight Sub Total	
CROSS-CUTTING ISSUES.	
Prevention of Alcohol and Drug Abuse	The department commits to <ul style="list-style-type: none"> • Establish Alcohol and Drug Abuse education and treatment centres in 6 county hospitals (50%) • Increase number of residents reached by counseling services from 10,000 to 12,000 (50%)
Prevention of HIV Infections	The department commits to create awareness to its staff on prevention of HIV infections by installing condom dispensers the 10 county departments and 6 sub county offices
Environmental Sustainability	The department commits plant 10 trees in each of the 10 county hospitals
Disability Mainstreaming	The department commits to establish an inventory of all staff living with disability. (50%) Ensure the 10 county hospital outpatient blocks have ease of access (ramp) for PLWD (50%)
Corruption Prevention	The department commits to: <ol style="list-style-type: none"> a. Undertake corruption perception survey in order to establish the corruption perception index, using a standard survey tool developed by the EACC (60%). b. Develop work plan for the implementation of survey findings (40%).
National Cohesion and Values	The department commits to promote use of national and/or official language through <ul style="list-style-type: none"> • Communication to staff inform of a circular 20% • Staff sensitization in the 10 hospitals and 6 Subcounties monthly meetings. 80%