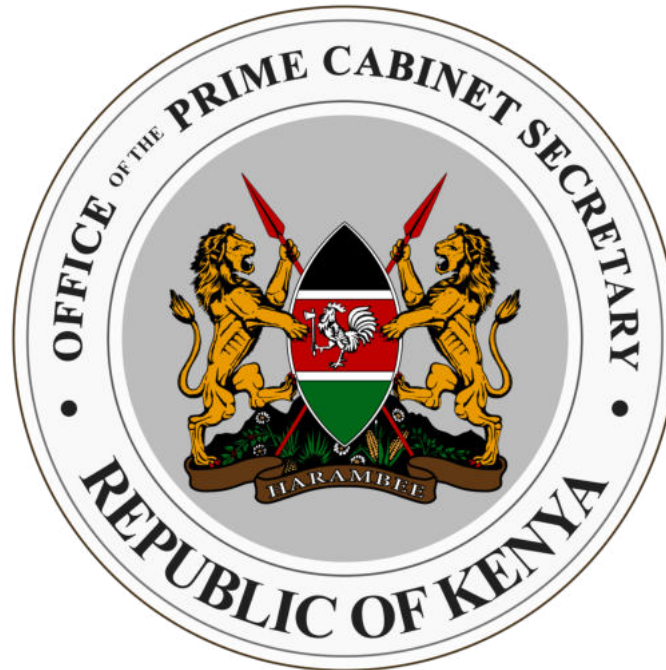




EXECUTIVE OFFICE OF
THE PRESIDENT

OFFICE OF THE PRIME CABINET SECRETARY

SPEECH BY H.E HON. DR MUSALIA MUDAVADI, EGH., THE PRIME CABINET SECRETARY OF THE REPUBLIC OF KENYA DURING THE SIGNING OF THE PERFORMANCE CONTRACTS FOR MINISTRIES FOR FY 2023/2024;



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FOR MINISTRIES FOR FY 2023/2024;**

TUESDAY AUGUST 1, 2023;

STATE HOUSE, NAIROBI, KENYA.





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Your Excellency, The President of the Republic of Kenya and Commander-In-Chief of the Defence Forces, Dr. William Samoei Ruto;

Your Excellency, The Deputy President, Rigathi Gachagua;

The Chief Justice, Hon Martha Koome;

The Speaker, National Assembly, Hon Moses Wetangula, EGH;

The Speaker, Senate, Amason Kingi;

The Attorney General; Justin Muturi;

Cabinet Secretaries,

Principal Secretaries;

Council of Governors;

Parliamentary Leadership;

Members of the Diplomatic Corps present;

Development Partners;

Ladies and Gentlemen;





1. **Your Excellency;** It is my singular pleasure to thank you for accepting to preside over this auspicious occasion for the signing of the Ministerial Performance Contracts for FY 2023/2024.
2. **Your Excellency,** Kenya's overall development agenda as espoused in the Kenya Vision 2030 is dependent on a Public Service that is citizen-focused, results-oriented, efficient, motivated; and foremost, corruption-free. Consequently, the Government has adopted strategic initiatives based on the aspirations of the *Bottom-up Economic Transformation Agenda* (BeTA) derived from the *Kenya Kwanza Manifesto*. The aim is to capitalize on the gains already made from the implementation of public sector reforms to spur socio-economic development.
3. Performance Contracting is one of the fundamental Performance Management tools being implemented in Public Service. This prized tool has been implemented continuously for the last 19 years, and its full entrenchment will ensure





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the realization of our country's long-term economic development goals.

Your Excellency,

4. The first-level Performance Contracts are signed annually between yourself and the respective Cabinet Secretaries and thereafter cascaded to downstream institutions. These Contracts provide linkages between planning, budgeting, and clear deliverables. It is worth noting that the Performance Contracts being signed today are the first, under your Administration. There is excitement that your Administration has aligned budgets to specific programs and projects under the Medium-Term Plan IV BeTA Sector priorities. This ensures synergy between budgetary resources and specific targeted deliveries.

Ladies and Gentlemen;

5. The introduction of Performance Contracts in the Public Service gives credence to the adage, "What Gets Measured Gets Done". The adoption of Performance Contracts by Ministries, Departments, and Agencies (MDAs) establishes uniformity, consistency, and objectivity in measuring Public Service performance. Sustained implementation of





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Performance Contracts should enable public institutions to re-focus on improving institutional governance and efficient use of public resources, leading to effective service delivery as demanded of us by the Constitution.

Your Excellency;

6. Executive Order No. 1 of 2023, entrusts my Office with coordination of Performance Management in the Public Service. Since then, I have made several promissory pronouncements regarding the public service we envision for Kenya. Today I will restrict myself to presenting a report leading to today's event. The first port of call was to re-engineer Performance Management through tested strategic initiatives.

7. **First;** The Performance Contracting process has been automated through the development and rolling out of the Government Performance Contracting Information System (GPCIS). This has made the process fully web-based and therefore set to minimize the need for lengthy interpersonal interventions, consequently saving valuable management time.





8. **Second;** My Office has initiated the development of a Public Service Performance Management Bill that seeks to streamline and standardize Performance Management in the Public Sector. It will provide a framework for rewarding meritocracy and performance while fawning on ineptitude and sanctioning non-performance. I must add that this is the first time Public Service Performance Management will be anchored in law.

9. The optimal deployment of human resources in the public service will gain immensely from this Bill as it intends to give legal backing to officers who toil without reward or promotion. Your Excellency, even as we demand optimal output from our public service, we must urgently cure it of lack of career progression and almost life-long acting in positions. Your Excellency, it is evident that acting in a position for long durations demotivates public service officers.





10. **Third;** We are currently in the process of developing a Public Participation Bill that aims to reinforce the positive transformation brought about by the 2010 Constitution of Kenya. It proposes to establish clear standards for effective public participation and to create a robust framework for the management and coordination of public participation initiatives throughout Kenya. Cognizant of the constitutional principles and values of governance, the proposed Bill seeks to place the citizens at the heart of governance processes, thereby ultimately promoting more inclusive and accountable governance. By doing so, we aim to strengthen state-society relations and ensure that the voices of citizens are actively considered in decision-making processes.

Your Excellency;

11. The background to this is that in tandem with Performance Management, public sector reforms are vital to a Government that is responsive, efficient and citizen-centric. These reforms aim to transform our public institutions, streamline processes, eliminate bureaucratic hurdles, and enhance governance and service delivery. It is clear in my mind that by undertaking these reforms, we are creating an enabling environment that fosters economic





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growth, attracts investments, and improves the quality of life for all Kenyans.

12. However, to effectively implement Performance Management, productivity mainstreaming, and public sector reforms, we must adopt a multi-faceted approach. Embracing a culture of continuous learning, professionalism, and perfection, will enhance the effectiveness and efficiency of MDAs. For this reason, we will ensure regular monitoring, evaluation, and reporting of progress. These will enable us to identify areas in need of improvement and take corrective actions.

13. Furthermore, the transformation of Performance Management will create efficiency through investment in state-of-the-art technologies, providing training and capacity-building opportunities. It will augment a culture of collaboration and knowledge sharing, and shear off the existing silo mentality. By harnessing the power of digital transformation, we can automate processes, reduce redundancies and maximize productivity.





14. This brings me to the issue of corruption. Your Excellency, the public is tired of our persistent appeals, pleas, remonstrations, and threats against corruption. It is time to act and act decisively to end this scourge, especially the temptations in the public service. As the Executive, we are ready to do our bit. The Auditor General and the Controller of Budget churn out disturbing revelations about the blatant theft of public resources. These reports are invariably confirmed by Parliament. The question is; where is the missing link in bringing culprits to account? Your Excellency, we must require all agencies in the criminal justice system to save us the agony. They must do Kenyans justice. And this is not weaponizing state agencies against anyone. All we are asking them to do is work without doubt, fear or favor. Your Excellency, your firm hand here is most critical.

Ladies and Gentlemen;

15. My Office coordinated a stakeholders' forum to review the Performance Contracting Guidelines. There was a unanimous consensus that we re-focus MDAs' Performances Contracts





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to deliver more on their Core Mandates. As a consequence, MDAs are now required to include in their Performance Contracts, the following performance indicators that are core to the Government's transformative agenda:

- i. a) Digitalization of Government Services – to accelerate the adoption of ICT in service delivery;
- ii. b) Productivity Mainstreaming - to entrench a culture of performance and productivity to enable MDAs to measure the efficiency and effectiveness of resource utilization to realize maximum output with fewer inputs; and
- iii. c) Implementation of the Presidential Directive on National Tree Growing Restoration Campaign – to accelerate the growth of 15 Billion trees for restoration of 10.6 million hectares by 2032. This is expected to increase Kenya's forest and tree cover from the current 12% to 30% by 2032.

Your Excellency;

16. Today's ceremony marks a key milestone for our Administration. The implementation of the Performance Contracts will ensure that the commitments that you made to our people are realized. May it also interest you to note





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that the Performance Contracts that we will be signing with you have been deliberately designed to incorporate the priority Programmes and Projects contained in the Fourth Medium Term Plan (MTP IV) 2023-2027 and the national development priorities in the Five (5) BeTA Sectors to be implemented by MDAs during this financial year.

17. The remaining performance contracts will be finalized, signed, and cascaded to other levels to facilitate timely implementation of commitments captured in the contracts for this financial year.

18. May I thank all the Cabinet Secretaries, Principal Secretaries, Chairpersons, and Chief Executive Officers of State Corporations and Development Partners for supporting the entrenchment of performance management in the public service? I assure you that I have not taken your support for granted and it will not be in vain.





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19. In conclusion, Your Excellency, I do recognize your immense support in the institutionalization of Performance Management in the Public Service, which is core to the realization of a citizen-centric Public Service.

I thank You.

It is now my singular pleasure to invite Your Excellency, the Deputy President to make your remarks.

