

A - FINANCIAL STEWARDSHIP

No	Activity	Sources of Funds	Unit of Measure	Target	Q2 Target	Time Frame	Quarterly Achievement		Cumulative	Variance from Annual Target	Variance from Q2 Target	Status	Activity progress Notes	Challenges/ Lessons Learnt in activity implementation
							Q1	Q2						
A1	Absorption of Allocated Funds	Recurrent Budget	Kshs. (M)	1,584	396	Jun-25	423	382	805	-779	-14	In Progress	Achievement within the half year budget compliance of 100%	None reported
A2	Appropriation-In-Aid	Inspection, Laboratory and other Services	Kshs. (M)	1,579	395	Jun-25	400	528	928	-651	133	In Progress	Marginal additional revenue generated from inspection services	Implementation of new charges made a significant difference in Q2.
		Other Income from Recurrent	Kshs. (M)	5	1.25	Jun-25	0.35	0.6	0.95	-4	-1	In Progress	Season dependent and on course	None reported
A3	Pending Bills Ratio	Pending Bills Ceiling	%	1	1	Jun-25	3	2	5	4	1	Overdue	Pending bills decreasing	Measures put in place to manage pending bills are expected to the target is attained by end of Q3.
A4	Absorption of Externally Mobilized Funds	COMESA RIIP Project	Kshs. (M)	15	3.75	Jun-25	0	0	0	-15	-4	Not Started	No funds were received during the period. Allocation expected later in the year	None reported
		COPE	Kshs. (M)	10	2.5	Jun-25	11.5	10.5	22	12	8	Overachieved	Additional funds attributed to the Seed Conference fundraising	None reported
		Others (STDF, ICGBE, Kenya Market Trust)	Kshs. (M)	5	1.25	Jun-25	2.25	0	2.25	-3	-1	In Progress	On course.	None reported

B - SERVICE DELIVERY														
No	Item	Activity	Unit of Measure	Annual Target	Q2	Time Frame	Quarterly Achievement		Cumulative	Variance from Annual Target	Variance from Q2 Target	Status	Activity progress Notes	Challenges / Lessons Learnt in activity implementation
					Target		Q1	Q2						
B1	Implementation of Citizen's Service Delivery Charter	Display the KEPHIS Service Charter prominently at all service delivery points in both English and Kiswahili. The displayed charters shall have recommended size of three feet width and four feet height, i.e. (3x4'), with clearly visible font size.	%	10	0	Sep-24	10	0	10	0	0	Completed	Target achieved in Q1	None reported
		Customize the charter to unique needs and convenient access of the customers through translating the charter to Braille, providing mechanisms for sign language, providing audio recordings for various KEPHIS services and uploading the Charter on the KEPHIS Website, Facebook page and X handle.	%	20	10	Dec-24	10	10	20	0	0	Completed	The Service Charters customized in Braille are available in the regions. The region also have trained (2) and (2) from Headquarters sign language interpreters. Kiswahili translation in final production stage.	Need for training of Sign Language interpreters. One exited the service and one is due to retire in December.
		Sensitize all staff on the Citizens' Service Delivery Charter.	%	20	0	Mar-25	0	0	0	-20	0	Not Started	Scheduled for quarter 3	None reported
		Ensure conformity with commitments and standards in Citizen's Service Delivery by establishing compliance to the commitments stipulated in the Charter through undertaking quarterly monitoring, analyzing and compiling compliance quarterly reports.	%	50	12.5	Jun-25	12.5	12.5	25	-25	0	In Progress	The Service Charter timeline reports are done quarterly according to the prescribed format	None reported
B2	Digitization of Government Services	Core services identified and prioritized for BPR	%	10	10	Sep-24	10	0	10	0	-10	Completed	Core services identified and approved BPR done and shared with the relevant state department.	None reported
		At least two (2) core services re-engineered end-to-end	%	35	17.5	Dec-24	17.5	17.5	35	0	0	Completed	SCPVP enhancements Digitization of Labs through LIMS system, started with ACL lab in HQ ongoing , ERP for digitization HC and SCM identified processes ongoing.	None reported
		Re-engineered service process digitalized	%	35	17.5	Mar-25	17.5	10	27.5	-7.5	-8	In Progress	SCPVP enhancements project completed. Digitization of Labs through LIMS system, started with ACL lab in HQ UAT ongoing, ERP for digitization of HC and SCM processes ongoing.	None reported
		All digitalized customer facing services onboarded onto the e-citizen platform, where applicable	%	20	5	Jun-25	10	5	15	-5	0	In Progress	SCPVP integration to eCitizen done, tests ongoing with the user department.	None reported
B3	Resolution of public Complaints	Resolution of all public complaints received	%	65	16.25	Jun-25	16.25	16.25	32.5	-32.5	0	In Progress	All complaints received are resolved. Quarterly complaints reports submitted to headquarters.	None reported
		Request on access to information received and processed	%	35	8.75	Jun-25	8.75	16.25	25	-10	8	In Progress	Access to information provided to all clients timely. Register in place.	None reported

C - CORE MANDATE

No	Item	Activity	Unit of Measure	Annual Target	Q2 Target	Time Frame	Quarterly Achievement		Cumulative	Variance from Annual Target	Variance from Q2 Target	Status	Activity progress Notes	Challenges/Lessons Learnt in activity implementation
							Q1	Q2						
C1	Crop Diversification for Reduced Cost of Living Enhanced	Pasture and forage crops – Undertake testing of 10 (ten) varieties of pasture and forage crops.	No	10	0	Jun-25	9	0	9	-1	0	In Progress	No new crops tested in the current period. Signal grass-2, Guinea grass-3, Lucerne-4 tested in Q1 and field data collection on-going.	None reported
		Revitalization of industrial crops –Undertake testing of seventeen (17) industrial crops varieties. The targeted crop varieties will include Soybean, Safflower, Sunflower and Castor.	No	17	4	Jun-25	6	0	6	-11	-4	In Progress	No new crops tested during the quarter. Sunflower-2, Castor-2, Safflower-2 tested in Q1. Field data collection is on-going.	None reported
		Variety testing and release in irrigated areas of Maize, potato and rice. During the contract period, KEPHIS shall support and facilitate testing of 22 varieties of these crops under irrigated sites, including maize, potato and cotton. The testing sites will be in the key irrigation sites of Perkera, Nyandarua, Laikipia, Kiboko, Ahero and Mwea. This will enhance food security and wealth creation.	No	22	5	Jun-25	6	4	10	-12	-1	In Progress	During the period 4 maize crop varieties were tested. In Q1 4 crop varieties were tested. Rice-4, Potato-2. Cumulatively 10 crop varieties have been tested.	None reported
C2	High Value and Stress Tolerant Crops Improved	KEPHIS shall undertake variety testing of thirty (30) stress tolerant crop varieties. These crops shall include Maize, Beans and Sorghum	%	50	12.5	Jun-25	12.5	12.5	25	-25	0	In Progress	During the period, 3 Sorghum varieties were tested. 2 Bean varieties were tested in Q1. Cumulatively, 5 varieties have been tested. More varieties are expected to be tested in Q3 during the main crop season.	None reported
		Set up demo sites for promotion of (i) Purple fleshed (high in anti-oxidant) Sweetpotato (in Coast and Eastern region) (ii) Yam in Nyeri, Meru and Kirinyaga	%	30	7.5	Apr-25	0	25	25	-5	18	In Progress	Demo Plots for yams, cassava and sweetpotato were done in Meru, Nyeri and Kirinyaga.	None reported
		Facilitate germplasm exchange through virus cleaning, multiplication, virus indexing and distribution of 75,000 Orange and purple flesh sweet potato, cassava, sisal and Irish potato.	%	20	5	Jun-25	5	10	15	-5	5	In Progress	During the period, 52,120 plantlets of Cassava. Sweet potato and Irish potato were distributed. 2,200 plantlets were distributed in Q1. Cumulatively, 54,320 plantlets have been distributed.	None reported
C3	Market Access Improved	Develop guidelines for the authorization of private entities on phytosanitary treatments	%	20	10	Dec-24	10	10	20	0	0	Completed	Validation of developed KEPHIS guidelines on delegated duties was done on 12th November, 2024 at Radisson Blu Hotel, Upper hill, Nairobi. Activity was supported by Trade Mark Africa (TMA).	There is need to undertake stakeholder validation of document.
		Review phytosanitary export inspection protocol and manual for harmonized and effective inspections	%	25	6.25	Jun-25	6.25	13.75	20	-5	8	In Progress	Review of the draft Export certification manual submitted in Q1 was done on 16th December, 2024. Completion of the Input captured during the review is ongoing in preparation for the final review and validation of the manual to be done in January 2025 before the manual is circulated for use by staff and all interested parties.	Document to be reviewed by wider KEPHIS team; Budget for workshop to review document done.
		Undertake export market negotiations targeting 3 new markets for horticultural crops including avocado and mango	%	25	6.25	Jun-25	6.25	6.25	12.5	-12.5	0	In Progress	During the period, Kenya and USA Bilateral Meeting held in October 2024. In Q1, comments were made on draft agreement for export of dried fruits (pineapple, mango) to China. Cumulatively, negotiations have been done for the two markets.	None reported
		Provide 12 Pest Risk Analysis (PRA) information to support market access request.	%	30	7.5	Jun-25	7.5		7.5	-22.5	-8	In Progress	1. PRA information for Delphinium elatum Cutflowers for export to Malaysia 2. PRA information for Lilies cut flowers for export to Pakistan 3. PRA information for Chrysanthemum for export to Pakistan 4. PRA information for Raspberry for export to India 5. PRA information for Blueberry for export to India. In Q1, three PRAs were done. 1. PRA information for Sunflower 2. PRA information for Strawberry 3. PRA information for Leucantherum sp. Cumulatively, 8 PRAs have been done.	None reported
C4	Agricultural Productivity Enhanced	Facilitate availability of 20MT of cotton seed, 10MT of rice seeds, 360MT (maize & pulses), 10MT soya seeds and 20MT of sunflower seeds.	MT	420	100	Jun-25	407.2	47.767	454.967	34.967	-52	Overachieved	During the period, 47,767 MT of seed was processed. These included Maize, Beans, Rice, Sunflower and Soybeans.	None reported
C5	Climate Smart Agriculture Enhanced	Implement protocol on classical release of biological control agents for safe introduction and management of invasive species	%	25	6.25	Dec-24	0	0	0	-25	-6	In Progress	Activity scheduled for Q3	None reported
		Facilitate scaling up of the release and undertake post-release monitoring of classical biological control agent against papaya mealybug and Opuntia species.	%	25	6.25	Jun-25	6.25	6.25	12.5	-12.5	0	In Progress	During the period, monitoring for release of biological control agents in Laikipia against Opuntia sp was done.	None reported
		Participate in management of nine (9) emerging pests: (Oriental fruit moth, Asian Citrus greening, Golden Apple snail, Maize Lethal Necrotic Disease (MLND), Avocado sunblotch viroid, opuntia species, coconut lethal yellowing, banana bunchy top and Pectobacterium)	%	25	6.25	Jun-25	6.25	6.25	12.5	-12.5	0	In Progress	During the period, the following activities were undertaken: Training of Inspectors in detection and management of BBTV (Oct 2024) Management of Opuntia; Training on management of BBTV in Moshi with support from IITA; Workshop on Management of Banana pests – BBTV, BWV, Banana Rust Thrip, Fusarium TR4 supported by ASARECA.	None reported
		Sensitize KEPHIS staff and banana producing counties on early warning and emergency response mechanisms on Banana Bunchy top virus and Fusarium oxysporum f.sp. Cubense tropical race 4 (FOC TR4)	%	25	6.25	Jun-25	6.25	6.25	12.5	-12.5	0	In Progress	Development of training materials done for BBTV training.	None reported
C6	Fertilizer Quality for Improved Agricultural Productivity Determined	Fertilizer samples analyzed for quality and nutritive value from different counties	No	550	137.5	Jun-25	0	229	229	-321	92	In Progress	Activity undertaken Bi-annually. To be finalized in Q4.	None reported
C7	Youth and Women Empowerment in Modern Agriculture Enhanced	Train and empower youth and women groups with a total of four hundred (400) farmers certified seed producers and nursery propagators	No	400	100	Jun-25	0	0	0	-400	-100	Not Started	To be done in the subsequent quarters	None reported
		Capacity building of Tissue culture practitioners and potato propagators on the reviewed guidelines on best practices and quality assurance procedures in aeroponics, hydroponics and apical cutting technologies and 3G technologies.	No	150	37	Jun-25	4	4	8	-142	-33	In Progress	Training of Kenya Prisons Staff is planned for early 2025.	None reported
		Enhance capacity of county staff, farmers, agribusinesses, training institutions, industry players and research institutions on KEPHIS mandate.	No	680	170	Jun-25	0	600	600	-80	430	In Progress	Capacity building for county staff, agribusiness and training institutions was done at University of Eldoret. Sensitization was done at Baringo, Laikipia, Narok, Embu, Machakos, Bomet and Nakuru Counties. The farmers in the counties were trained during the linkage of Avocado growers to Exporters and export market awareness sessions done in various locations within the counties. Another sensitisation forum was done in Busia County during the Mango mealybug sensitization in Busia and Malaba border points. A total of 25 participants were reached. 50 stakeholders (Exporters, Consolidators and packhouse operators) were trained on devitalization and Australia market requirements at Crowne plaza Airport Hotel, JKIA, Nairobi.	None reported
		Train Phytosanitary/seed certification/food safety practitioners in Kenya and the region at the Centre of Phytosanitary Excellence (COPE)	No	570	142	Jun-25	78	129	207	-363	-13	In Progress	During the period, 129 practitioners were trained. These included trainees from Kenya, Eritrea and Zambia.	None reported

C8	Phytosanitary Controls Undertaken	Undertake 12 Pest Risk Analysis (PRA) to facilitate the safe introduction of plant, plant products and other regulated articles to support safe imports.	%	30	7.5	Jun-25	7.5	7.5	15	-15	0	In Progress	During the period, 13 PRAs were done as follows; for <i>Spiraea japonica</i> Rooted and Unrooted cuttings from Netherlands, for <i>Weigela</i> Spp. Rooted and Unrooted plants from Netherlands, for <i>Loropetalum</i> Spp rooted and Unrooted plants from Netherlands, for <i>Abela grandiflora</i> rooted and unrooted cuttings from Netherlands, for <i>Physocarpus opulifolius</i> rooted and unrooted cuttings from Netherlands, for Raspberry Seedlings from Morocco, for Importation of Yam (<i>Dioscorea</i> spp) Tissue culture plantlets from Nigeria, Pathway Initiated for Strawberry seedlings from South Africa, Pathway Initiated for Strawberry Tissue Culture seedlings from South Korea, for Orchids from Malaysia; for Anthurium seedlings from Sri Lanka.	None reported
		Undertake review of the plant import order book and export requirements to ensure compliance.	%	20	5	Jun-25	0	10	10	-10	5	In Progress	The updated requirements (Review document)	None reported
		Build capacity for KEPHIS at the borders on import regulations and requirements by undertaking four (4) sensitization sessions	%	10	2.5	Jan-25	2.5	2.5	5	-5	0	In Progress	Meeting/training planned for border staff at HQ, virtual meeting to be done in January 2025.	None reported
		Develop phytosanitary inspection protocol and manual for harmonized and effective inspections	%	10	2.5	Jun-25	2.5	2.5	5	-5	0	In Progress	A second review and validation of the import manual was done on 2nd to 3rd December 2024 and on 11th December 2024, respectively. Compilation is ongoing, after which it will be forwarded for approval and circulation in Q3.	Document to be reviewed by wider KEPHIS team.
		Post entry quarantine: KEPHIS shall (i) facilitate import of plants under quarantine through inspection of thirty (30) new and one hundred and one hundred and forty (140) inspections of existing quarantine facilities and certify (20) Post-entry quarantine facilities. (ii) facilitate import of biological control agents under quarantine through certification of six (6) existing quarantine facilities	%	10	2.5	Jun-25	2.5	2.5	5	-5	0	In Progress	During the period, 23 existing quarantine facilities were inspected in Kitale - 2 Blueberry and Sololo Agriculture, Headquarters - 2 facilities inspected i. Africa BioMedica (Diactylopus coccus) & ICPE (FAW parasitoids). Mombasa - 6 quarantine facilities, Embu - 6 quarantine facilities inspected and certified. They included; Fides Kenya, Baitan Flowers, Kanki (Color crops), Anella, Mazares, Naivasha - 12 facilities inspected and Nakuru - 5 facilities Highland plant, Rimi flora, Kanki Molo, Murara plants, Redshank.	None reported
		Enhancing availability of certified planting materials including Avocado seedlings through certification of 130 nurseries and mother blocks.	%	10	2.5	Jun-25	2.5	2.5	5	-5	0	In Progress	During the period 45 nurseries were inspected and certified These included 10 nurseries certified by HQ, 2 in Kitale, 14 in Mombasa, 1 in Kisumu, 9 in Embu, 2 in Naivasha, 2 in Kitale, 5 in Nakuru. Cumulatively, 70 nurseries have been certified.	None reported
		Train staff on developed and validated nursery and mother block certification protocols	%	10	2.5	Jun-25	0	2.5	2.5	-7.5	0	In Progress	Headquarter staff sensitized on validated Nursery certification protocol and Mother block certification protocol. Staff training for other stations planned for Q3.	None reported
C9	Compliance with Seed Certification Standards for Improved Agricultural Productivity Enhanced	Undertake post control testing within own station of two thousand nine hundred and sixty (2960) samples of seed in Nakuru, Kitale and Embu. This will give confidence to the quality of seed available in the market.	%	25	6.25	Jun-25	20	3	23	-2	-3	In Progress	Tested 414 samples: 56 in Nakuru, 243 Kitale and 115 in Embu. Cumulatively, 2,436 samples have been tested against a half year target of 1,480.	None reported
		Undertake training of 250 seed growers and seed sellers to ensure production and distribution of high-quality seeds.	%	25	6.25	Jun-25	0	20	20	-5	14	In Progress	During the period, a total of 192 seed growers trained at Headquarters, Kitale, Embu and Nakuru. This was against a target of 125.	None reported
		Undertake seed sampling and testing of five thousand five hundred (5,500) seed samples.	%	25	6.25	Jun-25	6.25	6.25	12.5	-12.5	0	In Progress	1,629 samples tested: 1,166 in Nakuru and 463 in Kitale. Cumulatively, 2,546 samples tested against a half year target of 2,750. More samples expected to be tested during the main crop season.	None reported
		Undertake testing 1,000 samples for Maize lethal necrosis and Tomato Brown Rugose viruses for compliance of maize and tomato seed respectively.	%	25	6.25	Jun-25	12.5	15	27.5	2.5	9	Overachieved	689 samples tested in Nakuru. Cumulatively, 1,241 samples have been tested against a target of 500.	None reported
C10	Variety Testing for Improved Agricultural Productivity Enhanced	Undertake reference collection of 40 varieties will be made, which will serve as comparators for checking new varieties under DUS.	No	40	10	Jun-25	10	0	10	-30	-10	In Progress	No new reference collections done during the period	None reported

C11	Seed Certification & Plant Variety Testing Protocols Developed	Develop and review Seed certification protocols.	No	5	1	Jun-25	12	0	12	7	-1	Overachieving	Activity achieved in Q1	None reported
		Develop and review NPT and DUS protocols	No	5	1	Jun-25	0	3	3	-2	2	In Progress	During the period, 3 NPT and DUS protocols were reviewed.	None reported
C12	Proliferation of Low-Quality Seeds in the Market Prevented	Undertake surveillance and inspection of seed sellers' premises.	No	1500	375	Jun-25	334	460	794	-706	85	In Progress	During the period, 460 premises were inspected during the post certification surveys in different regions.	None reported
C13	Food Contaminants Monitored	Heavy metal residue samples in fresh produce.	No	500	125	Jun-25	110	140	250	-250	15	In Progress	140 samples were collected and analysed during the period.	None reported
		Export and local fresh produce crops for pesticide residue analysis	No	2000	500	Jun-25	497	345	842	-1158	-155	In Progress	There was a decline in samples collected and analysed due to reduced fresh produce exports during the period.	None reported
		Samples for the monitoring of mycotoxins in maize and ground nuts from local markets	No	500	125	Jun-25	250	0	250	-250	-125	In Progress	No samples collected during the period. This will be done after the short rain harvests.	None reported
C14	Compliance to Market Requirements Enhanced	Undertake sensitization of plant inspectors on; (i) Certification requirements for avocado to China, India and Malaysian markets; (ii) Vapour heat treatment and hot water treatment of fruits to Jordan and EU.	%	10	2.5	Jun-25	2.5	0	2.5	-7.5	-3	In Progress	Planned for subsequent period.	None reported
		Review import conditions specifically for 10 commonly traded commodities in the East African region (Targeting Uganda and Ethiopia)	%	5	1.25	Jun-25	1.25	1.25	2.5	-2.5	0	In Progress	Review import conditions specifically for 10 commonly traded commodities in the Eastern Africa region (targeting Uganda and Ethiopia)	None reported
		Train stakeholders on the revised USDA Pelargonium certification protocols	%	10	2.5	Jun-25	0	0	0	-10	-3	Not Started	Planned for subsequent period.	None reported
		Participate in at least international 8 forums for enhancing market access	%	10	2.5	Jun-25	2.5	2.5	5	-5	0	In Progress	Kenya Uganda meeting held from 2nd to 3rd December 2024 in Uganda & AfCFTA meeting held in October 2024.	None reported
		Coordinate/ Participate in 4 scheduled consultative meetings with rose cut-flower value chain	%	10	2.5	Jun-25	0	2.5	2.5	-7.5	0	In Progress	Participated in rose cut flowers stakeholder forum at Argile Hotel Nairobi in July 2024; Rose CEO consultative forums conducted in October in Eldoret, Naivasha, Nanyuki and Nairobi.	None reported
		Undertake 1 internal phytosanitary audit	%	5	1.25	Jun-25	0	0	0	-5	-1	Not Started	Planned for subsequent period.	None reported
		Build capacity for KEPHIS staff at the regional and border offices on food safety regulations and requirements as well as sampling plans by undertaking four (4) trainings	%	10	2.5	Jun-25	0	0	0	-10	-3	Not Started	Planned for subsequent period.	None reported
		Undertake training of six (6) KEPHIS staff on BRC Food safety certification facility checks and audits	%	10	2.5	Mar-25	0	0	0	-10	-3	Not Started	Planned for subsequent period.	None reported
		Undertake two (2) workshops on risk profiling of all exporters of beans with pods and chillies (other than sweet) in Kenya for undertaking risk-based food safety inspections	%	10	2.5	Jun-25	0	0	0	-10	-3	Not Started	Planned for subsequent period.	None reported
		Train farmers and technical personnel in horticulture industry on emerging issues on food safety market requirements by carrying out eight (8) forums	%	10	2.5	Jun-25	0	0	0	-10	-3	Not Started	Planned for subsequent period.	None reported
		Inspect eighty-five (85) existing and new facilities/farms for compliance with market requirements for food safety.	%	10	2.5	Jun-25	2.5	2.5	5	-5	0	In Progress	11 follow-up audits were done for farms during the period.	None reported
		Develop a harmonized food safety audit procedure and checklist	%	5	1.25	Jun-25	0	0	0	-5	-1	Not Started	Planned for Q3	None reported
		Dissemination of National monitoring and surveillance findings to stakeholders (e.g. County governments and general public) by undertaking six (6) forums	%	10	2.5	Jun-25	0	0	0	-10	-3	Not Started	Planned for Q3	None reported
		Participate in the Review and development of Phytosanitary international standards.	%	20	5	Jun-25	0	0	0	-20	-5	Not Started	Planned for subsequent period.	None reported
C15	Ease of Doing Business	Facilitate importation of key BETA priority value chain crops - Undertake risk assessment of rice seed and edible oil crops (Soybean, Safflower, Sunflower, Caster and palm oil)	%	20	5	Jun-25	0	5	5	-15	0	In Progress	Import of priority crops is happening from various countries. The requirements are uploaded in the IEICS. A total of 31 PIPS were issued for Rice and Sunflower between August and December 2024 to facilitate importation from various countries.	None reported
		Develop and implement notification to trading partners on changes in market requirements and regulations through 4 notifications in the WHO notification system on new regulation changes in the market requirements	%	20	5	Apr-25	0	0	0	-20	-5	Not Started	None reported during the period.	None reported
		Train exporters and importers on use/operation of the new integrated Import and Export Certification system (IEICS) at JKIA-PILU, Naivasha, Mombasa port and border points (Namanga and Moshi)	%	20	5	Apr-25	0	0	0	-20	-5	Not Started	Planned for subsequent period.	None reported
		Train content managers and regional managers on the IEICS and e-phyto	%	20	5	Apr-25	0	0	0	-20	-5	Not Started	Planned for subsequent period.	None reported
C16	Project Completion Rate	Project completion Rate (i) Construction of Regional Germplasm Hub for Vegetatively Propagated Crops (Germplasm HUB) (ii) Development of Laboratory Information Management System (LIMS)	%	100	25	Jun-25	25	25	50	-50	0	In Progress	Project activities for the construction of Mbagu regional germplasm hub and LIMS on-going as planned. Water borehole completed. Foundation for building complete and Solar panel installation initiated.	None reported
C17	Science, Technology and Innovation Mainstreaming	Collaborations and Partnerships in RSTI established	%	30	7.5	Jun-25	7.5	7.5	15	-15	0	In Progress	Letter from KEPHIS endorsing planned collaboration for a Darwin project on classical biological control	None reported
		Technologies and innovations transferred	%	70	17.5	Jun-25	0	17.5	17.5	-52.5	0	In Progress	Planned for subsequent period.	None reported
C18	Productivity Mainstreaming	Improve developed Productivity Metrics.	%	30	7.5	Dec-24	0	30	30	0	23	Completed	Draft metrics in place. To be reviewed after development of Productivity mainstreaming Strategy.	None reported
		Collect productivity measurement data.	%	40	10	Mar-25	0	10	10	-30	0	In Progress	Planned for Q3	None reported
		Compute Productivity Index.	%	25	6.25	Mar-25	0	6.25	6.25	-18.75	0	In Progress	Planned for Q3	None reported
		Submit quarterly performance reports to NPCC using the prescribed format.	%	5	1.25	Jun-25	0	1.25	1.25	-3.75	0	In Progress	Report compiled for submission.	None reported

D - IMPLEMENTATION OF PRESIDENTIAL DIRECTIVES

No	Item	Activity	Unit of Measure	Annual Target	Q2	Time Frame	Quarterly Achievement		Cumulative	Variance from Annual Target	Variance from Q2 Target	Status	Activity progress Notes	Challenges/Lessons Learnt in activity implementation
					Target		Q1	Q2						
D	National Tree Growing Restoration Campaign.	Grow a total of 10,000 trees	%	70	17.5	Jun-25	17.5	17.5	35	-35	0	In Progress	Donated 200 Avocado seedlings to Kitale Agribusiness fair, Donated 100 grafted macademia seedling to Embu university, KEPHIS Embu 30, KEPHIS Nyeri 20,KEPHIS Timau 20, 1st International Seed Conference 10,KEPHIS Embu 100.	Monitoring of planted trees needs to be harmonised and streamlined in one database.
		Partner and collaborate with key stakeholders in liaison with the State Department for Forestry to conduct three (3) tree planting/growing events in the year	%	30	7.5	Jun-25	7.5	7.5	15	-15	0	In Progress	Kaptagat Tree Planting Event.Donated 200 Avocado seedlings to Kitale Kitale Agribusiness fair for youth groups and schools in the county.	
		Submit half yearly (for each rain season) and annual reports to the State Department for Forestry on the number of trees grown	No	2	1	Jun-25	0	1	1	-1	0	In Progress	Report compiled for submission.	

E - AFFIRMATIVE ACTION IN PROCUREMENT

No	Item	Activity	Unit of Measure	Target	Q2	Time Frame	Quarterly Achievement		Cumulative	Variance from Annual Target	Variance from Q2 Target	Status	Activity progress Notes	Challenges/Lessons Learnt in activity implementation
					Targets		Q1	Q2						
E1	Access to Government Procurement Opportunities	30% of the total procurement budget allocated to Youth, Women and Persons with Disabilities.	Kshs	168.60	42.15	Jun-25	32.32	50.5	82.82	-85.78	8	In Progress	There was a positive variance during the period. Cumulative procurement was at Ksh 174.8M giving an AGPO compliance of 47.4%. Allocation to PWDs was at Ksh. 1.2M	None reported
E2	Promotion of Local Content in Procurement	40% of the total procurement budget reserved for procurement of locally produced goods and services.	Kshs	224.80	56.20	Jun-25	54.98	92.67	147.65	-77.15	36	In Progress	There was a positive variance reported during the period. Compliance was at 84%.	None reported

F - CROSS CUTTING

No	Item	Activity	Unit of Measure	Annual Target	Q2	Time Frame	Quarterly Achievement		Cumulative	Variance from Annual Target	Variance from Q2 Target	Status	Activity progress Notes	Challenges/ Lessons Learnt in activity implementation
					Target		Q1	Q2						
F1	Asset Management	Inventory of Assets updated	%	30	7.5	Apr-25	7.5	7.5	15	-15	0	In Progress	Asset register in place and updated	None reported
		Asset ownership documents acquired	%	30	7.5	Jun-25	7.5	7.5	15	-15	0	In Progress	Process of finalising titling for KEPHIS Nakuru and KEPHIS Kitale land is on-going.	None reported
		Idle Assets disposed	%	40	10	Apr-25	0	10	10	-30	0	In Progress	Disposal process initiated and to be consolidated	None reported

F - CROSS CUTTING														
No	Item	Activity	Unit of Measure	Target	Q2	Time Frame	Quarterly Achievement		Cumulative	Variance from Annual Target	Variance from Q2 Target	Status	Activity progress Notes	Challenges/Lessons Learnt in activity implementation
					Target		Q1	Q2						
F2	Youth Internships/ Industrial Attachments/ Apprenticeships	Industrial Attachments	No	150	37	Jun-25	23	15	38	-112	-22	In Progress	Additional industrial attachments approved to be engaged	None reported
		Youth Internships	No	100	25	Jun-25	0	1	1	-99	-24	In Progress	One intern engaged during the period.	None reported

F - CROSS CUTTING

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No	Item	Activity	Unit of Measure	Target	Q2	Time Frame	Quarterly Achievement		Cumulative	Variance from Annual Target	Variance from Q2 Target	Status	Activity progress Notes	Challenges/Lessons Learnt in activity implementation
					Target		Q1	Q2						
F3	Competence Development	Undertake Staff Training Needs Assessment and prepare annual staff training projections.	%	20	20	Sep-24	0	20	20	0	0	Completed	TNA and training projections finalized during the period.	None reported
		Execute interventions to address the identified skills gap and training needs through, Recruitment, Outsourcing, capacity building/training, coaching and mentoring.	%	40	10	Apr-25	10	15	25	-15	5	In Progress	During the period, training and capacity building of staff was done. Orientation of newly recruited staff was concluded.	None reported
		Undertake employee performance management through the following; i. Set individual employee's annual targets and complete the Staff Performance Appraisal in the prescribed format	%	10	2.5	Jun-25	2.5	7.5	10	0	5	Completed	Targets for the FY 2024/2025 set	None reported
		ii. Undertake Staff Performance Appraisal and compile the appraisal report	%	15	0	Jun-25	0	0	0	-15	0	Not Started	This will be done at the end of the FY	None reported
		iii. Implement recommendations emanating from the staff appraisal reports	%	15	3.75	Jun-25	0	3.75	3.75	-11.25	0	In Progress	Recommendations of FY 2023/2024 performance are on course	None reported

F - CROSS CUTTING														
No	Item	Activity	Unit of Measure	Annual Target	Q2 Target	Time Frame	Quarterly Achievement		Cumulative	Variance from Annual Target	Variance from Q2 Target	Status	Activity progress Notes	Challenges/Lessons Learnt in activity implementation
		Implement measures to support the five pillars of the Government Plan as outlined in the Bottom Up Economic Transformation Agenda (2022-2027) namely: Agriculture, Micro, Small and Medium Enterprise (MSME) Economy, Housing and Settlement, Improved Healthcare for all Kenyans and Digital Superhighway and Creative Economy by undertaking the following; a) Undertake seed certification: Seed sampling and testing – 4,500 samples;	No.	5,500	1,375	Jun-25	917	1629	2546	-2,954	254	In Progress	1,629 samples tested: 1,166 in Nakuru and 463 in Kitale. Cumulatively, 2,546 samples tested against a half year target of 2,750. More samples expected to be tested during the main crop season.	None reported
		b)Seed field inspections – 20,000 Ha.	No.	20,000	5,000	Jun-25	8411.29	12711	21122.39	1,122	7,711	Overachieved	Seed field inspections overachieved and cumulative at 21,122.39 Ha. This was attributed to increased local seed production by Seed companies.	None reported
		c) Post control testing – 2,960 samples.	No.	2,960	740	Jun-25	2022	414	2436	-524	-326	In Progress	The high number of cumulative samples was as a result of roll over samples from the previous crop season.	None reported
		d) Undertake quality assurance of plant exports and imports through issuance of 110,000 Plant Import Permits	No.	75,000	18,750	Jun-25	21434	25031	46465	-28,535	6,281	In Progress	Performance above the mid-year target.	None reported
		e) Undertake quality assurance of plant exports and imports through issuance of 410,000 Phytosanitary certificates.	No.	500,000	125,000	Jun-25	142501	136443	278944	-221,056	11,443	In Progress	The target was above the half year target. This was attributed to the peak period for flower exports.	None reported
		f) Training of Seed growers/sellers/seed companies by undertaking 8 forums	No.	8	0	Jun-25	0	4	4	-4	4	In Progress	4 trainings undertaken during the period.	None reported
		g) Implement medical health insurance for staff.	%	100	25	Jun-25	25	25	50	-50	0	In Progress	Staff Covered under APA insurance	None reported
		h) Compliance with the National Hospital Insurance Fund (NHIF) Act no. 1 of 2022 on NHIF contributions.	%	100	25	Jun-25	25	25	50	-50	0	In Progress	Compliance with statutory deductions met	None reported

F4	National Values and Principles of Governance	Enhance adherence to the provisions of Article 10 of the Constitution through civic education, training and sensitization and mainstreaming of national values and principles of governance by: a) Train National Cohesion & Values committee by March 2025.	No.	1	0	Mar-25	0	0	0	-1	0	Not Started	Planned for Q3	None reported
		b) Undertake staff sensitization on Article 10 and Principles of governance forums for all stations by April 2025	No.	1	0	Apr-25	0	0	0	-1	0	Not Started	Planned for Q3	None reported
		c) Undertake staff sensitization on corruption prevention measures by March 2025.	No.	1	0	Mar-25	0		0	-1	0	Not Started	Planned for Q3	None reported
		Continue to implement measures to protect the environment and mitigate climate change by; a) Review of the KEPHIS environmental policy statement	No.	1	0	Jun-25	0	1	1	0	1	Completed	Environmental Policy statement reviewed in November 2024	None reported
		b) Sensitization of staff on protection of the environment and climate change.	No.	1	0	Jun-25	0	0	0	-1	0	Not Started	Planned for Q3	None reported
		Support devolution by strengthening collaboration and cooperation between the two levels of government for improved service delivery by a) Capacity building of county staff on KEPHIS mandate in the eight (8) KEPHIS regions.	No.	8	0	Jun-25	0	5	5	-3	5	In Progress	In collaboration with CABI, participated in sensitization of Busia county extension staff during the Mango mealybug awareness sessions in Busia and Malaba border points. Other County trainings done in Embu, Kisumu, Nakuru and Elgeyo Marakwet.	None reported
		b) Participate in ten (10) county shows, exhibitions and trade fairs.	No.	10	2	Jun-25	5	7	12	2	5	Overachieved	Participated in the Kisumu A.S.K show Q2: Kitale Show, Kaimosi Agribusiness Trade Fair, Agitech , National Agriculture Summit, All things Lab and Testing, 60th Anniversary Celebration of Kenya's Diplomatic Journey, Transnzola Agribusiness Fair.	None reported
		Submit the annual report on the measures taken and progress achieved in realization of National Values and Commitments to the Directorate of National Cohesion and Values by 15th July 2025.	%	60	0	Jun-25	0	0	0	-60	0	Not Started	To be done at the end of the FY	None reported