



PERFORMANCE CONTRACT REPORT

QUARTER III

FY 2024-2025

TABLE A: FINANCIAL STEWARDSHIP INDICATORS

No	Activity	Sources of Funds	Unit of Measure	Annual Target	Q3 Target	Time Frame	Achievement			Cumulative Achievement	Variance from Annual Target	Variance from Q3 Target	Activity progress Notes
							Q1	Q2	Q3				
A1	Absorption of Allocated Funds	Recurrent Budget	Kshs. (M)	1,584	396	Jun-25	423	432	486	1291	-293	90	Budget compliance of 100%
A2	Appropriation-In-Aid	Inspection, Laboratory and other Services	Kshs. (M)	1,579	395	Jun-25	405	502	506	1434	-145	111	Marginal additional revenue generated from inspection services
		Other Income from Recurrent	Kshs. (M)	5	1.25	Jun-25	0.35	0.6	1	1.95	-3	0	Season dependent and on course
A3	Pending Bills Ratio	Pending Bills Ceiling	%	1	1	Jun-25	1	0	0	1	0	-1	No pending bills
A4	Absorption of Externally Mobilized Funds	COMESA RIIP Project	Kshs. (M)	15	3.75	Jun-25	0	0	0.6	0.6	-14	-3	2 million received from Treasury
		COPE	Kshs. (M)	10	2.5	Jun-25	11.5	10.5	2	24	14	-1	Additional funds attributed to the Seed Conference fundraising
		Others (STDF, ICGBE, Kenya Market Trust)	Kshs. (M)	5	1.25	Jun-25	2.25	0	1.5	3.75	-1	0	On course.

Completed	Over Achieved	In Progress	Not Started	Overdue
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TABLE B: SERVICE DELIVERY INDICATORS

No	Activity	Sources of Funds	Unit of Measure	Annual Target	Q3 Target	Time Frame	Achievement			Cumulative Achievement	Variance from Annual Target	Variance from Q3 Target	Activity progress Notes
							Q1	Q2	Q3				
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. (3'x4'), with clearly visible font size.	%	10	0	Sep-24	10	0	0	10	0	0	Target achieved in Q1
		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	0	20	0	-10	The Service Charters customized in Braille are available in the regions. The regions also have trained (2) and (2) from Headquarters sign language interpreters. Kiswahili translation in final production stage.
		Sensitize all staff on the Citizens' Service Delivery	%	20	0	Mar-25	0	0	0	0	-20	0	Sensitization on going. To be

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No	Activity	Sources of Funds	Unit of Measure	Annual Target	Q3 Target	Time Frame	Achievement			Cumulative Achievement	Variance from Annual Target	Variance from Q3 Target	Activity progress Notes
							Q1	Q2	Q3				
		Charter.											completed in April 2025.
		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	12.5	37.5	-12.5	0	The Service Charter timeline reports are done quarterly according to the prescribed format.
B2	Digitization of Government Services	Core services identified and prioritized for BPR	%	10	10	Sep-24	10	0	0	10	0	-10	Core services identified and approved BPR done and shared with the relevant state department.
		At least two (2) core services re-engineered end-to-end	%	35	8.75	Dec-24	8.75	8.75	8.75	26.25	-8.75	0	Digitization of Labs through LIMS system, started with ACL lab in HQ ongoing, ERP for digitalization HC and SCM identified

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No	Activity	Sources of Funds	Unit of Measure	Annual Target	Q3 Target	Time Frame	Achievement			Cumulative Achievement	Variance from Annual Target	Variance from Q3 Target	Activity progress Notes
							Q1	Q2	Q3				
													processes ongoing
		Re-engineered service process digitalized	%	35	8.75	Mar-25	8.75	8.75	17.5	35	0	9	SCPVP enhancements project completed. Digitization of Labs through LIMS system, started with ACL lab in HQ UAT ongoing, ERP for digitalization of HC performance management ongoing and SCM store issuance processes completed.
		All digitalized customer facing services onboarded onto the e-citizen platform, where applicable	%	20	5	Jun-25	10	5	5	20	0	0	Digitization of Labs through LIMS system, started with ACL lab in HQ UAT ongoing, ERP for digitalization of HC

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No	Activity	Sources of Funds	Unit of Measure	Annual Target	Q3 Target	Time Frame	Achievement			Cumulative Achievement	Variance from Annual Target	Variance from Q3 Target	Activity progress Notes
							Q1	Q2	Q3				
													performance management ongoing and SCM store issuance processes completed.
B3	Resolution of public Complaints	Resolution of all public complaints received	%	65	16.25	Jun-25	16.25	16.25	16.25	48.75	-16.25	0	All complaints received are resolved. Quarterly complaints reports submitted to headquarters.
		Request on access to information received and processed	%	35	8.75	Jun-25	8.75	8.75	8.75	26.25	-8.75	0	Access to information provided to all clients timely. Register in place.

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TABLE C: CORE MANDATE INDICATORS

No	Activity	Sources of Funds	Unit of Measure	Annual Target	Q3 Target	Time Frame	Achievement			Cumulative Achievement	Variance from Annual Target	Variance from Q3 Target	Activity progress Notes
							Q1	Q2	Q3				
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	0	9	-1	0	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.
		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	0	6	-11	-4	No new crops tested during the quarter. Sunflower-2, Castor-2, Safflower-2 tested in Q1. Field data collection is on-going.
		Variety testing and release in irrigated areas of Maize, potato and rice. 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	0	10	-12	-5	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.

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No	Activity	Sources of Funds	Unit of Measure	Annual Target	Q3 Target	Time Frame	Achievement			Cumulative Achievement	Variance from Annual Target	Variance from Q3 Target	Activity progress Notes
							Q1	Q2	Q3				
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	0	25	-25	-12.5	No new varieties tested during the quarter.
		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	0	25	-5	-7.5	Demo Plots set up monitored throughout the quarter.
		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	5	20	0	0	During the period, 52,020 plantlets distributed. Cumulatively, 72,154 plantlets have been distributed.
C3	Market Access Improved	Develop guidelines for the authorization of private entities on phytosanitary treatments	%	20	10	Dec-24	10	10	0	20	0	-10	Validation of developed KEPHIS guidelines on delegated duties was done on 12th November, 2024 Activity was supported by Trade Mark Africa (TMA)
		Review phytosanitary export inspection protocol and manual	%	25	6.25	Jun-25	6.25	13.75	6.25	26.25	-1.25	0	Final review of the draft KEPHIS

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							Q1	Q2	Q3				
		for harmonized and effective inspections											Export certification manual was done on 10th to 14th February, 2025. Editing of the final manual is ongoing before its approved and circulated for use by staff and all interested parties.
		Undertake export market negotiations targeting 3 new markets for horticultural crops including avocado and mango	%	25	6.25	Jun-25	6.25	6.25	0	12.5	-12.5	-6.25	To be concluded in Q4
		Provide 12 Pest Risk Risk Analysis (PRA) information to support market access request.	%	30	7.5	Jun-25	7.5	7.5	7.5	22.5	-7.5	0	2 PRA done during the period. 1. PRA information for Herbs to Australia 2. PRA information for mango fruits for export to Malaysia Cumulatively, 10 PRAs have been done.
C4	Agricultural Productivity Enhanced	Facilitate availability of 20MT of cotton seed, 10MT of rice seeds, 360MT (maize &	MT	420	100	Jun-25	407.2	47.767	12,226.07	12,681.037	12,261.04	12,126.07	During the period, 12,226.07 MT of seed was

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							Q1	Q2	Q3				
		pulses), 10MT soya seeds and 20MT of sunflower seeds.											processed. 1,480 samples tested for the Qtr, 1000MT of cotton tested, 431MT of maize and pulse, and 49 MT of sunflower in Nakuru. 10746.07 samples tested for the quarter, 10678.50MT of maize, 23.88MT of beans, 14.91MT of pasture and 28.78MT of sorghum in Kitale
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	25	25	0	6.25	KEPHIS inspected the facility at ICIPE on 6th February 2025 to determine its potential as a quarantine Facility.
		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	0	12.5	-12.5	-6.25	To be concluded in Q4.

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							Q1	Q2	Q3				
		Participate in management of nine (9) emerging pests. (Xanthomonas citri, Asian Citrus greening, Golden Apple snails, Maize Lethal Necrotic Disease (MLND), Avocado sunblotch viriod, opuntia species, coconut lethal yellowing, banana bunchy top and Pectobacterium)	%	25	6.25	Jun-25	6.25	6.25	6.25	18.75	-6.25	0	Training of County extension staff in detection and management of BBTv (January 2025) Murang'a and Embu
		Sensitize KEPHIS staff and banana producing counties on early warning and emergency response mechanisms on Banana Bunchy top virus and Fusarium oxysporum f.sp. Cubenese tropical race 4 (FOC TR4)	%	25	6.25	Jun-25	6.25	6.25	6.25	18.75	-6.25	0	1 awareness training done in Taveta. 5 BBTv Trainings done for County staff Murang'a, Migori, Kajiado, Taveta and Embu Counties
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	0	229	-321	-137.5	Activity undertaken Bi-annually. To be finalized in Q4.
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	130	130	-270	30	60 trained in Nakuru. Participated in 1 nursery operators' training in Homabay on 25th March 2025

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							Q1	Q2	Q3				
													where 30 operators were trained. Trained 40 nursery operators in Narok East sub-county on 21st Feb 2024
		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	1949	1957	1807	1912	Linkage of mango, avocado and French beans growers to exporters and sensitization on export market quality requirements and on KEPHIS mandate which was done from 17th to 22nd February, 2025 at Makueni County.900 Participants were trained. 20 reached during training of county staff on BBTV detection and management in Muran'ga and Embu Counties

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							Q1	Q2	Q3				
													and 1029 trained in Embu County.
		Enhance capacity of county staff, farmers, agribusinesses, training institutions, industry players and research institutions on KEPHIS mandate.	No	680	170	Jun-25	0	600	205	805	125	35	205 trained on KEPHIS mandate during the quarter. 44 seed sellers trained in Bomet County, 44 Judiciary, police, DCIO, ODPP, magistrates and MOA trained in Bungoma county on CAP 326 Laws of Kenya and 117 Farmers & other stakeholders sensitized during the KALRO, Kakamega open weeks and during trainings.
		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	354	561	-9	212	During the period, 354 practitioners were trained. These included trainees from Kenya, Uganda, Rwanda, Zimbabwe and Egypt.

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							Q1	Q2	Q3				
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	7.5	22.5	-7.5	0	2 PRA done during the period. 1. PRA information for Herbs to Australia 2. PRA information for mango fruits for export to Malaysia Cumulatively, 10 PRAs have been done.
		Undertake review of the plant import order book and export requirements to ensure compliance.	%	20	5	Jun-25	0	10	10	20	0	5	Report on the import conditions reviewed for upload into IEICS.
		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	2.5	7.5	-2.5	0	Virtual meeting conducted in Feb 2025; More sensitizations planned for Q4.
		Develop phytosanitary inspection protocol and manual for harmonized and effective inspections	%	10	2.5	Jun-25	2.5	2.5	2.5	7.5	-2.5	0	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

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							Q1	Q2	Q3				
													complete, forwarded for approval and circulation in Q4.
		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	2.5	7.5	-2.5	0	During the period, 18 facilities were inspected. 2 facilities inspected, CABI and Andermatt Kenya, 8 facilities inspected in Nakuru, 2 Quarantine facilities inspected during the quarter. Kitale Blueberry and Sololo Agriculture, 6 Existing quarantine facilities inspected and certified in Embu. They include: Fides Kenya, Batian Flowers, Kariki, Color crops, Anelia, Mazares
		Enhancing availability of certified planting materials including Avocado seedlings	%	10	2.5	Jun-25	2.5	2.5	2.5	7.5	-2.5	0	During the period 61 nurseries were inspected and

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							Q1	Q2	Q3				
		through certification of 130 nurseries and mother blocks.											certified. These included 12 nurseries certified by HQ, 2 in Kitale, 20 in Mombasa, 1 in Kisumu, 9 in Embu, 6 in Naivasha, 17 in Nakuru.
		Train staff on developed and validated nursery and mother block certification protocols	%	10	2.5	Jun-25	0	2.5	0	2.5	-7.5	-2.5	Headquarter staff sensitized on validated Nursery certification protocol and Mother block certification protocol. Staff training for other stations planned for Q4.
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	1	24	-1	-5.25	Tested 256 samples in Nakuru during the period.
		Undertake training of 250 seed growers and seed sellers to ensure production and	%	25	6.25	Jun-25	0	20	4	24	-1	2.25	During the period, a total of 247 seed growers and seed

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							Q1	Q2	Q3				
		distribution of high-quality seeds.											sellers were trained.139 - Seed growers trained in Marigat ,Kuresoi for potato seed growers and seed sellers training in Bomet county and youth and women training on production of certified potatoes seeds and Seed growers (58) and seed sellers (50) trained in Siaya and Nyamira Counties respectively.
		Undertake seed sampling and testing of five thousand five hundred (5,500) seed samples.	%	25	6.25	Jun-25	6.25	6.25	6.25	18.75	-6.25	0	1,272 samples tested in Q3: 918 in Nakuru and 354 in Kitale. Cumulatively, 3,678 samples tested. More samples expected to be tested during the main crop season.
		Undertake testing 1,000 samples for Maize lethal	%	25	6.25	Jun-25	12.5	15	6.25	33.75	8.75	0	216 samples tested in Nakuru.

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							Q1	Q2	Q3				
		necrosis and Tomato Brown Rugose viruses for compliance of maize and tomato seed respectively.											Cumulatively, 1,457 samples have been tested.
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	27	37	-3	-17	27 new reference collections done during the period. 9 seed samples collected in Nakuru. 15 seed samples collected by Embu office (Rice -5, Wheat -3, Barley -1, Green pea-2, Maize-1, Beans -2, Green grams -1) and 2 samples collected in KARLO, Kakamega.
C11	Seed Certification & Plant Variety Testing Protocols Developed	Develop and review Seed certification protocols.	No	5	1	Jun-25	12	0	0	12	7	-1	Activity achieved in Q1.
		Develop and review NPT and DUS protocols	No	5	1	Jun-25	0	3	0	3	-2	-1	During the period, 3 NPT and DUS protocols were reviewed.
C12	Proliferation of Low-Quality Seeds in the Market	Undertake surveillance and inspection of seed sellers' premises.	No	1500	375	Jun-25	334	460	764	1558	58	389	During the period, 764 premises were inspected during the post

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							Q1	Q2	Q3				
	Prevented												certification surveys in different regions. 140 premises inspected during main season post certification survey in Nakuru, 201 seed seller's premises inspected for compliance in Embu, Timau and Nyeri office and 423 premises (28 Agent, 2 sub agents & 384 stockists) premises inspected during the period in Kisumu.
C13	Food Contaminants Monitored	Heavy metal residue samples in fresh produce.	No	500	125	Jun-25	110	140	191	441	-59	66	191 samples were collected and analyzed during the period. 66 surveillances analyzed in Kitale and 125 – Headquarters.
		Export and local fresh produce crops for pesticide residue	No	2000	500	Jun-25	497	345	471	1313	-687	-29	471 samples collected and

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							Q1	Q2	Q3				
		analysis											analyzed for export and local fresh produce crops.
		Samples for the monitoring of mycotoxins in maize and ground nuts from local markets	No	500	125	Jun-25	250	0	250	500	0	-125	250 samples collected and analyzed for mycotoxins during the period.
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	0	2.5	-7.5	-2.5	Planned for Q4.
		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	0	2.5	-2.5	-1.25	To be concluded in Q4.
		Train stakeholders on the revised USDA Pelargonium certification protocols	%	10	2.5	Jun-25	0	0	10	10	0	7.5	Activity achieved.
		Participate in at least international 8 forums for enhancing market access	%	10	2.5	Jun-25	2.5	2.5	0	5	-5	-2.5	To be concluded in Q4.
		Coordinate/ Participate in 4 scheduled consultative meetings with rose cut-flower value chain	%	10	2.5	Jun-25	0	2.5	2.5	5	5	0	FCMSA Validation meeting in January, 2025.

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							Q1	Q2	Q3				
		Undertake 1 internal phytosanitary audit	%	5	1.25	Jun-25	0	0	3	3	-2	-1.75	Audit undertaken for Naivasha and Nakuru in Q3; JKIA and Timau audits to be undertaken in Q4.
		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	2.5	2.5	-7.5	0	8 staff trained in Naivasha.
		Undertake training of six (6) KEPHIS staff on BRC Food safety capacity on facility checks and audits	%	10	2.5	Mar-25	0	0	0	0	-10	-2.5	Planned for Q4.
		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	5	5	-5	-2.5	Risk profiling for export companies done – 252 companies for beans and 145 for chillies.
		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	2.5	2.5	-7.5	0	3 trainings conducted in Taveta, Kajiado and Machakos Counties.
		Inspect eighty-five (85) existing and new facilities/farms for compliance with market	%	10	2.5	Jun-25	2.5	2.5	2.5	7.5	-2.5	0	34 audits were done for farms during the

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							Q1	Q2	Q3				
		requirements for food safety											period.8 conducted in Kitale and 26 conducted by ACL, Headquarters.
		Develop a harmonized food safety audit procedure and checklist	%	5	1.25	Jun-25	0	0	0	0	-5	-1.25	Planned for Q4
		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	2.5	2.5	-7.5	0	12 Nandi County staff and 10 Kakamega County staff.
C15	Ease of Doing Business	Participate in the Review and development of Phytosanitary international standards.	%	20	5	Jun-25	0	20	0	20	0	-5	Planned for Q4.
		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	10	-10	0	2 Risk assessments for Rice seed and Castor seed.
		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	%	20	5	Apr-25	0	0	1	1	-19	-4	1 notification developed on new markets.

Completed	Over Achieved	In Progress	Not Started	Overdue
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No	Activity	Sources of Funds	Unit of Measure	Annual Target	Q3 Target	Time Frame	Achievement			Cumulative Achievement	Variance from Annual Target	Variance from Q3 Target	Activity progress Notes
							Q1	Q2	Q3				
		market requirements											
		Train exporters and importers on use/operation of the new integrated Import and Export Certification system (IIECS) at JKIA-PIU, Naivasha, Mombasa port and border points (Namanga and Moyale)	%	20	5	Apr-25	0	0	5	5	-15	0	Trained 16 documentation clerks from 8 companies in Naivasha on use of IIECS and market requirements
		Train content managers and regional managers on the IIECS and e-phyto	%	20	5	Apr-25	0	0	0	0	-20	-5	Planned for Q4.
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	25	75	-25	0	Plumbing and drainage pipes laying completed. Store for lab equipment was delivered and installed. Excavation of two underground tanks has been completed. Solar panels have been delivered. Building has been constructed to the ring beam. Customized roofing sheets have been ordered from Mabati

Completed	Over Achieved	In Progress	Not Started	Overdue
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No	Activity	Sources of Funds	Unit of Measure	Annual Target	Q3 Target	Time Frame	Achievement			Cumulative Achievement	Variance from Annual Target	Variance from Q3 Target	Activity progress Notes
							Q1	Q2	Q3				
													Rolling Mills.
C17	Science, Technology and Innovation Mainstreaming	Collaborations and Partnerships in RSTI established	%	30	7.5	Jun-25	7.5	7.5	7.5	22.5	-7.5	0	Quarter 3 report submitted to NACOSTI.
		Technologies and innovations transferred	%	70	17.5	Jun-25	0	17.5	17.5	35	-35	0	Quarter 3 report submitted to NACOSTI
C18	Productivity Mainstreaming	Improve developed Productivity Metrics.	%	30	7.5	Dec-24	0	30	0	30	0	-7.5	Draft metrics in place. To be reviewed after development of Productivity mainstreaming Strategy.
		Collect productivity measurement data.	%	40	10	Mar-25	0	10	10	20	-20	0	Data collection to be completed as at June.
		Compute Productivity Index.	%	25	6.25	Mar-25	0	6.25	6.25	12.5	-12.5	0	To be computed in quarter 4.
		Submit quarterly performance reports to NPCC using the prescribed format.	%	5	1.25	Jun-25	0	1.25	1.25	2.5	-2.5	0	Report compiled for submission.

Completed	Over Achieved	In Progress	Not Started	Overdue
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TABLE D: PRESIDENTIAL DIRECTIVES INDICATORS

No	Activity	Sources of Funds	Unit of Measure	Annual Target	Q3 Target	Time Frame	Achievement			Cumulative Achievement	Variance from Annual Target	Variance from Q3 Target	Activity progress Notes
							Q1	Q2	Q3				
D	National Tree Growing Restoration Campaign.	Grow a total of 10,000 trees	%	70	17.5	Jun-25	17.5	17.5	17.5	52.5	-17.5	0	200 forest tree seedlings planted by staff at KEPHIS Nakuru staff quarters. KEPHIS Embu nursery has 7078 macadamia seedlings (4329 Rootstock, 2749 grafted) and 458 Gravellia seedlings.
		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	7.5	22.5	7.5	0	Planted trees during the KEPHIS/ Meru University field day. Planted trees during the Parliamentary Committee visit to KEPHIS Headquarters. Participated in "Feed 1 End Hunger" campaign by the 1st lady. KEPHIS donated 200 fruit tree seedlings which were planted in a school in Migori

Completed

Over Achieved

In Progress

Not Started

Overdue

No	Activity	Sources of Funds	Unit of Measure	Annual Target	Q3 Target	Time Frame	Achievement			Cumulative Achievement	Variance from Annual Target	Variance from Q3 Target	Activity progress Notes
							Q1	Q2	Q3				
													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	0	1	-1	-1	Bi-annual report to be submitted in June 2025.

Completed	Over Achieved	In Progress	Not Started	Overdue
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TABEL E: PROCUREMENT INDICATORS

No	Activity	Sources of Funds	Unit of Measure	Annual Target	Q3 Target	Time Frame	Achievement			Cumulative Achievement	Variance from Annual Target	Variance from Q3 Target	Activity progress Notes
							Q1	Q2	Q3				
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	58.9	141.72	-26.88	17	There was a positive variance during the period. Cumulative procurement was at Ksh 139.61M giving an AGPO compliance of 62.1%. Allocation to PWDs was at Ksh. 4.88M.
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	63.15	210.8	-14	6.95	There was a positive variance reported during the period.

TABLE F1: ASSET MANAGEMENT INDICATORS

No	Activity	Sources of Funds	Unit of Measure	Annual Target	Q3 Target	Time Frame	Achievement			Cumulative Achievement	Variance from Annual Target	Variance from Q3 Target	Activity progress Notes
							Q1	Q2	Q3				
F1	Asset Management	Inventory of Assets updated	%	30	7.5	Apr-25	7.5	7.5	7.5	22.5	-7.5	0	Asset register in place and updated.
		Asset ownership documents acquired	%	30	7.5	Jun-25	7.5	7.5	7.5	22.5	-7.5	0	Process of finalizing titling for KEPHIS Nakuru and KEPHIS Kitale land is on-going.
		Idle Assets disposed	%	40	10	Apr-25	0	10	30	40	0	20	Disposal process initiated and completed in Q3.

Completed	Over Achieved	In Progress	Not Started	Overdue
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TABLE F2: INTERNSHIP & ATTACHMENT

No	Activity	Sources of Funds	Unit of Measure	Annual Target	Q3 Target	Time Frame	Achievement			Cumulative Achievement	Variance from Annual Target	Variance from Q3 Target	Activity progress Notes
							Q1	Q2	Q3				
F2	Youth Internships/ Industrial Attachments/ Apprenticeships	Industrial Attachments	No	150	37	Jun-25	10	0	59	69	-81	22	Additional industrial attachments approved to be engaged during Q4.
		Youth Internships	No	100	25	Jun-25	1	0	40	41	-59	15	40 PSC intern engaged during the period.

TABLE F3: COMPETENCE DEVELOPMENT

No	Activity	Sources of Funds	Unit of Measure	Annual Target	Q3 Target	Time Frame	Achievement			Cumulative Achievement	Variance from Annual Target	Variance from Q3 Target	Activity progress Notes
							Q1	Q2	Q3				
F3	Competence Development	Undertake Staff Training Needs Assessment and prepare annual staff training projections.	%	20	20	Sep-24	0	20	0	20	0	-20	TNA and training projections finalized during the period.
		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	10	35	-5	0	During the period, training and capacity building of staff was done.
		Undertake employee performance management through the following; i. Set individual employee's annual targets	%	10	2.5	Jun-25	2.5	7.5	0	10	0	-2.5	Targets for the FY 2024/2025 set.

Completed	Over Achieved	In Progress	Not Started	Overdue
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No	Activity	Sources of Funds	Unit of Measure	Annual Target	Q3 Target	Time Frame	Achievement			Cumulative Achievement	Variance from Annual Target	Variance from Q3 Target	Activity progress Notes
							Q1	Q2	Q3				
		and complete the Staff Performance Appraisal in the prescribed format											
		ii. Undertake Staff Performance Appraisal and compile the appraisal report	%	15	0	Jun-25	0	0	0	0	-15	0	This will be done at the end of the FY
		iii. Implement recommendations emanating from the staff appraisal reports	%	15	3.75	Jun-25	0	3.75	11.25	15	0	7.5	Recommendations of FY 2023/2024 performance are on course

Completed	Over Achieved	In Progress	Not Started	Overdue
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TABLE F4: NATIONAL COHESION & VALUES

No	Activity	Sources of Funds	Unit of Measure	Annual Target	Q3 Target	Time Frame	Achievement			Cumulative Achievement	Variance from Annual Target	Variance from Q3 Target	Activity progress Notes
							Q1	Q2	Q3				
F4	National Values and Principles of Governance	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	1272	3818	-1682	-103	1,272 samples tested: 918 in Nakuru and 354 in Kitale. Cumulatively, 3,678 samples tested. More samples expected to be tested during the main crop season.
		b) Seed field inspections – 20,000 Ha.	No.	20,000	5,000	Jun-25	8411.29	12711	7302	28424.41	8424	2302	Seed field inspections overachieved and cumulative at 28,424.41 Ha. This was attributed to increased local seed production by Seed companies.
		c) Post control testing – 2,960 samples.	No.	2,960	740	Jun-25	2022	414	256	2692	-268	-484	The high number of cumulative samples was as a result of roll over

Completed

Over Achieved

In Progress

Not Started

Overdue

No	Activity	Sources of Funds	Unit of Measure	Annual Target	Q3 Target	Time Frame	Achievement			Cumulative Achievement	Variance from Annual Target	Variance from Q3 Target	Activity progress Notes
							Q1	Q2	Q3				
													samples from the previous crop season.
		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	22649	69114	-5886	3899	Performance above the mid-year target.
		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	137221	416165	-83835	12,221	The target was above the half year target. This was attributed to the peak period for flower exports.
		f) Training of Seed growers/sellers/seed companies by undertaking 8 forums	No.	8	0	Jun-25	0	4	3	7	-1	3	During the period, a total of 247 seed growers and seed sellers were trained.139 - Seed growers trained in Marigat ,Kuresoi for potato seed growers and seed sellers training in Bomet county and youth and women training on production of certified potatoes seeds and Seed growers (58) and seed sellers (50)

Completed	Over Achieved	In Progress	Not Started	Overdue
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No	Activity	Sources of Funds	Unit of Measure	Annual Target	Q3 Target	Time Frame	Achievement			Cumulative Achievement	Variance from Annual Target	Variance from Q3 Target	Activity progress Notes
							Q1	Q2	Q3				
													trained in Siaya and Nyamira Counties respectively.
		g) Implement medical health insurance for staff.	%	100	25	Jun-25	25	25	25	75	-25	0	Staff Covered under APA insurance.
		h) Compliance with the National Hospital Insurance Fund (NHIF) Act no. 1 of 2022 on NHIF contributions.	%	100	25	Jun-25	25	25	25	75	-25	0	Compliance with statutory deductions met
		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	0	-1	0	Planned for May 2025.
		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	0	-1	0	Scheduled for April 2025.
		c) Undertake staff sensitization on corruption prevention measures by March 2025.	No.	1	0	Mar-25	0	0	0	0	-1	0	Planned for Q4
		Continue to implement measures to protect the	No.	1	0	Jun-25	0	1	0	1	0	0	Environmental Policy statement

Completed	Over Achieved	In Progress	Not Started	Overdue
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No	Activity	Sources of Funds	Unit of Measure	Annual Target	Q3 Target	Time Frame	Achievement			Cumulative Achievement	Variance from Annual Target	Variance from Q3 Target	Activity progress Notes
							Q1	Q2	Q3				
		environment and mitigate climate change by; a) Review of the KEPHIS environmental policy statement											reviewed in November 2024. Implementation of the policy is on going
		b) Sensitization of staff on protection of the environment and climate change.	No.	1	0	Jun-25	0	0	0	0	-1	0	Planned for Q4
		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	3	8	0	3	205 trained on KEPHIS mandate during the quarter. 44 seed sellers trained in Bomet County, 44 Judiciary, police, DCIO, ODPP, magistrates and MOA trained in Bungoma county on CAP 326 Laws of Kenya and 117 Farmers & other stakeholders sensitized during the KALRO, Kakamega open weeks and during trainings.
		b) Participate in ten (10) county shows, exhibitions and trade fairs.	No.	10	2	Jun-25	5	7	20	32	22	18	2-Field day in West Pokot and Transoia counties, Embu

Completed	Over Achieved	In Progress	Not Started	Overdue
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No	Activity	Sources of Funds	Unit of Measure	Annual Target	Q3 Target	Time Frame	Achievement			Cumulative Achievement	Variance from Annual Target	Variance from Q3 Target	Activity progress Notes
							Q1	Q2	Q3				
													1(IEICS training of exporters and importers in Moyale 28/1/2025), Sensitization done during the Nyanza International Investment conference on 8th - 8th Feb 2025.
		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	0	-60	0	To be done at the end of the FY