

## **PERFORMANCE CONTRACTING**

### **SCHOOL OF LAW, KISUMU CAMPUS IS EVALUATED AND NEGOTIATES THE 2016-2017 CONTRACT**

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In February this year, the School of Law, Kisumu Campus, signed a separate Performance Contract (PC) from that of the Dean, School of Law, for the first time. The contract, that was signed on February 6, 2016, was to run upto June 30, 2016.

#### **2015-2016 PC Evaluation**

On Saturday, July 16, 2016, the School went through an exercise which evaluated the extent to which it had performed its obligations in the contract. The evaluation was carried out by the PC team (Vice Chancellor's office) at the Town Campus. The previous day, the secretariat of the School (Ms Adhiambo (Secretary), Alex George (Clerk), Ms Adhaya (Clerk), Ms Lumumba (Lab Assistant), Ms Dettah (Administrator), and Okech-Owiti (Associate Dean), with the able assistance of Nicholas (Clerical Assistant, Kisumu Campus) and Mr. Muchene of the Principal (CHSS's) office, spent much of the day compiling and filing the documents evidencing the performance of the School with respect to each parameter and its indicators. A total of 37 folders were prepared, one covering each performance indicator.

The parameters for the evaluation included finance and stewardship, service delivery, non-financial indicators, operations, dynamic/qualitative indicators, corruption eradication and governance, and national cohesion and national values.

The evaluation took about one-and-a-half hours, with each indicator being measured against a pre-determined score. On average, the School scored very highly in each of the indicators where the School had an opportunity and resources to perform. The School awaits the overall evaluation report.

#### **July 2016-June 2017 PC Negotiations**

After the evaluation, the School, which was represented by the Associate Dean in the two exercises, negotiated the parameters and indicators for the 2016-2017 performance contract. The draft of the contract is still being discussed and the members of staff will have an opportunity to give their inputs before it is finalised and signed.