

BOD Holds Meeting, Reviews Performance Contract



The Board of Directors (BOD) during the performance contract review meeting

The Board of Directors (BOD) led by Chairman Prof Laban Peter Ayiro has promised to support the Company Management in achieving the Company's core mandate.

Speaking during the review of the Performance Contract (PC) for the CEO at the Boardroom, the BOD said the PC for the top Management led by acting CEO Ms Christabell Ashiono and staff is key in re-engineering operational performance and service delivery at the Company.

Prof Ayiro noted that the PC contains measurable deliverables that will help in steering the Company to growth in operations and revenue.

“Performance Contracting process is

key for the growth of the Company as it guides the Management and staff on what is expected of them and help them meet their set targets. This leads to enhanced operations and service delivery to our customers,” said Prof Ayiro.

In her PC, the acting CEO promised to focus on institutional transformation at the Company to enhance staff performance and revenue collection.

She also endeavors to focus her energies on reducing the rate of non-revenue water noting that NRW continues to cause huge losses to the Company in terms of water and revenue.

“The focus of my PC is on service delivery to ensure our customers get quality services. With the support of

the BOD we will strive to achieve our core mandate of enhanced supply of water and provision of sanitation services within our area of jurisdiction,” said Ms Ashiono.

The PC presentation was conducted by Dr Henry Wati who is an expert in Performance Contracting process.

Once the reviewing process is complete, all staff will sign it.

Earlier, the BOD discharged its mandate by holding its meeting to discuss various matters related to the Company.

BOD members; Eng. Philip Otenyo, CPA Samson Otieno, Ms Mary Kundu and Ms Nelly Mkokko were present.

CEO To Staff: Be Ready For Good Times Ahead



Customer Service Manager Ms Mary Mariga (C) displays her PC after signing it.

The Company Management has promised to improve welfare of its staff as a reward for their exemplary work in service delivery and improved revenue collection.

The sentiments came at the backdrop of improved performance in revenue collection and operation efficiency in the last few months since the acting CEO Ms Christabell Ashiono took over the reign at the Company.

“We are all gathered here because of our individual and collective efforts. This is just the beginning of good things on the way. We encourage you to continue with the same spirit when you get back to your work stations,”

said Ms Ashiono.

The CEO noted that the Board of Directors approved salary increment for staff but have pegged it to sustainable and stable revenue performance up to October this year to effect the increment.

“The last time we had salary increment was four years ago, but I am happy to note that the Board has agreed to review salaries in line with the new salary and remuneration scheme,” she said.

She told the staff the need to improve performance in their specific areas of operation to propel KACWASCO to

greater heights.

“Performance should be your calling. When we take it as our own and a personal responsibility there will be absolutely no reason to be pushed to do what is required of you,” she noted.

She said that the Company remains focused on its six-pillar 2021-2026 Strategic Plan which requires individual and collective responsibility to improve operational efficiency, financial sustainability and lower Non-Revenue Water levels among others.

The event’s Chief Guest Dr Henry Wati , an expert in Performance Contracting implored the staff to give their best at work to help the CEO who is also answerable to the Board to achieve her mandate.

“Love your work even in difficult circumstances. It is not only good to meet your target and relax but to surpass them,” he explained.

The Company’s Commercial and Finance Manager CPA Edwin Lumbasi and Technical Manager Mr Celcus Shilehwa commended the staff for their efforts and challenged them to do more to warrant more of such special events in the future.

Top Managers Sign Performance Contracts

Top Managers at the Company signed their performance contracts promising to work around the clock to enhance service delivery at the County’s water firm.

The Managers led by Commercial and Finance Manager CPA Edwin Bukweye signed their PCs in the presence of acting CEO Ms Christabell Ashiono at the Staff Performance Manage-

ment Dinner held at Ciala Resort in Kisumu.

The PCs which aim at setting targets for the Company’s staff will be cascaded downwards to all staff to be part of the collective efforts of achieving the Company’s core mandate of supplying clean and safe water and provision of sanitation services to the citizenry.

Acting CEO Ms Ashiono said the Company is putting more emphasis on the PC as means of enhancing operational efficiency and cultivating a culture of performance among staff.

“We will monitor and evaluate all staff to measure their individual performance against their set targets,” said Ms Ashiono.

Pomp And Color As KACWASCO Holds Inaugural Staff Dinner



Dr. Henry Wati (PC Expert), TM Celcus Shilehwa, CEO Ms Christabell Ashiono and CFM CPA Edwin Lumbasi toast champagne during dinner

It was pomp and color as KACWASCO held its inaugural Staff Performance Management Dinner at Ciala Resort in Kisumu.

The Dinner, first of its kind left many staff yearning for more with the acting CEO Ms Christabell Ashiono who graced the event promising to heed to their desire but only if they ensure the Company performs well in operations and revenue collection.

Donned in 'dinner wear' it was an occasion that completely went out of the normal office and work set up breaking the official Management-staff approach.

From the young, the middle aged to

the old, the staff treated each other to an unusual dress code that best served and suited the event.

The soothing music and dance style by Kayamba Africa entertainment crew played to the eardrums of the staff, main guests of the occasion as it welcomed them to the night of 'eating' and 'drinking'.

The rhumba music spiced the occasion giving a life-line to those who love the music as they demanded for more and more.

The Company acting CEO could not resist the jovial mood that dominated the airwaves at the venue as she led the rest of the staff in swift but sure

dance moves.

From the meals to the drinks, it was all systems go as the Company quenched the thirst of all and sundry.

The event that came as a surprise for many on the d-day, was received with a lot of applause as the staff enjoyed the rare moment in the stillness of the night full of a cold breeze from the neighboring Lake Victoria.

In the wee hours the music faded away signaling the end of the inaugural staff dinner that will remain on the lips of attendees for some few months before they move.

Kudos CEO for the treat!

The Company Awards Top Performing Staff



Ag. CEO Ms Ashiono awards Butere Scheme Manager Mr. Alfred Juma (L) and Executive Secretary Mrs. Clarice Onyango

It was all merry and cheers as the Company awarded some of its staff with certificates and shopping vouchers as a way of appreciating them for their exemplary performance.

Employees were rewarded basing on different categories during the Staff Performance Management Dinner held at Ciala Resort in Kisumu County.

Among those awarded were Mr Alfred Juma (Manager, Butere Scheme) and Mrs Clarice Onyango (Executive Secretary) who were recognized as the Company's employees of the year.

The duo was awarded for their discipline, devotion to work and working beyond the expectations to bring results on the table.

Mr Juma was lauded for his discipline, devotion and leadership in driving Butere Scheme towards meeting and surpassing its daily revenue collection target.

He said it is through hard work, dedication, passion and team work that enables them in recording good results.

"I feel proud being recognized as one of the best at KACWASCO. Indeed, it has not been easy for me but I can say it is through passion and hard work that I was able to achieve this," he said.

As for Mrs Onyango, dedication, discipline, being supportive and devotion to her work are some of the virtues that made her come out as the best.

The Company's acting CEO Ms Christabell Ashiono acknowledged their efforts saying that it is through their dedication and efforts that have earned them the award.

KACWASCO's crème de la crème

Employee of the year

Alfred Juma - Scheme Manager Butere
Clarice Onyango - Executive Secretary

Employees who have exceeded expectations in performance

Nancy Tarus - Ag. Area manager shitali
Celestine Sholei - Ag. Scheme manager Tindinyo

Best Overall Meter reader

Janilla Muruli - Meter Reader-Kakamega Area

Best Overall artisan

Sammy oruma - Artisan/Meter Reader Mumias Area

Best Overall Customer Service

Ken Amenyaa

Best Meter and artisan per area (the schemes form part of the area)

Veronica Angaluki - Meter Reader -KK Area
Simon Tirap - Artisan Kakamega Area
Lilian shikoli - Meter Reader Shitali
Robbinson Ambundo - Artisan Shitali
Edgar Muhati - Artisan Shinyalu
Phelisters Shikutwa - Meter Reader Shinyalu
Dominic Djode - Water Treatment Operator Nambacha
Caroline Angolo - Meter Reader- Butere
Livingstone Waudo - Artisan /Butere

All Round Employee

Josephine Ikua - Ag. Transport

Coordinator, Customer service & Pro-poor Coordinator
Carl Rudolf - Distribution Supervisor

Compliance Champion

Jesca Kimuma - Stores Supervisor

Most all-round improved employee

Innocent Bulinda - Expenditure Accountant

Best support services employees

Judy Mwathi - Ag. Production Supervisor
Willy Cheruiyat Rotich - Driver
Willis Alenga - Office Assistants
Shakila Itembe - Office Assistants
Peter Maiyo - Operator intake

Best overall support units

Debt Management Unit

Faith Mutsami-Head
Theophilus Omoding
Bruce Lukwe

Controls Unit

Josephine Ikua-head
Edwine Nyanje
Jalon Owala Oyoo
Patrick Mutsotso
Geoffrey Masinde Muyanda
Hopkin Makokha Wanjala
Edgar Muhati
Robinson Ambundo
Clinton Aswani
Allen Munishi

Outgoing staff

Linet Wasaba - HRM
Peter Opiyo - Driver
George Wandera - Water Operator



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