

PSASB STRATEGIC PLAN IMPLEMENTATION MATRIX 2023-2027

Strategy	Key Activities	Expected Output	Output Indicators	Target For 5 years					Target					Budget (KSh. Mn)					Responsibility* Lead		Support
				Y1	Y2	Y3	Y4	Y5	Y1	Y2	Y3	Y4	Y5	Y1	Y2	Y3	Y4	Y5			
Strategic Issue: Quality, accuracy and uniformity of financial, internal auditing and risk management reporting.																					
Strategic Goal: Enhance Quality of Financial, Internal auditing and risk management reporting in the public sector																					
KRA 1: Standards Setting																					
Outcome: Improved quality of financial, internal audit and risk management information																					
Strategic Objective 1: Enhance uniformity of financial, internal audit and risk management information in the public sector.																					
S1: Issuance of prescribed financial and internal audit reporting standards.	Develop/Review financial reporting and internal audit templates	Financial reporting and internal audit templates developed/reviewed	No. of financial reporting templates	30	25	28	30	30	30	11	13	13	13	14	Director Accounting Standards(DAS)	Director Finance and Strategy					
			No. of internal audit templates	10	0	12	29	0	0	-	15	36	3	5	Director Internal Audit Standards(DIAS)	Director Finance and Strategy					
	Develop/Review accounting and internal audit guidelines and frameworks	Accounting and internal audit guidelines and frameworks developed/reviewed	No. of accounting guidelines and sustainability standards developed/reviewed	22	4	4	5	5	4	15	20	20	20	20	Director Accounting Standards(DAS)	Director Finance and Strategy					
			No. of accounting frameworks developed	2	3	2	2	2	2	5	-	-	-	-	Director Accounting Standards(DAS)	Director Finance and Strategy					
			No. of internal audit guidelines developed	11	0	6	1	2	2	16	17	18	19	19	Director Internal Audit Standards(DIAS)	Director Finance and Strategy					
			No. of Internal Audit Frameworks developed	1	0	1	0	0	0	-	11	-	-	11	Director Internal Audit Standards(DIAS)	Director Finance and Strategy					
			% of exposure drafts responded to on accounting standards.	100%	100%	100%	100%	100%	100%	2	2	2	2	2	2	Director Accounting Standards(DAS)	Director Finance and Strategy				
			% of exposure drafts responded to on internal audit standards.	100%	100%	100%	100%	100%	100%	2	2	2	2	2	2	Director Internal Audit Standards(DIAS)	Director Finance and Strategy				
			% of MDACs, Constitutional Commissions and Independent Offices reporting on prescribed accounting framework	100%	100%	100%	100%	100%	100%	-	-	-	-	-	-	Director Accounting Standards(DAS)	Director Finance and Strategy				
			% of MDACs, Constitutional Commissions and Independent Offices reporting on prescribed internal audit guidelines	100%	100%	100%	100%	100%	100%	-	-	-	-	-	-	Director Accounting Standards(DAS)	Director Finance and Strategy				

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					Y1	Y2	Y3	Y4	Y5	Y1	Y2	Y3	Y4	Y5		
			No.of model financial reports developed and reviewed	12	0	3	3	3	3	-	9	9	9	9	Director Accounting Standards(DAS)	Director Finance and Strategy
	Participate in Quartely meeting for International Public Accounting Standards Board (IPSASB)	Quarterly meeting attended at IPSASB	No.of meetings attended	20	4	4	4	4	4	27	28	31	32	34	Director Internal Audit Standards(DIAS)	Director Finance and Strategy
S2. Transition to accrual accounting for public entities	MDACs,Constitutional Commissions and Independent Offices transitioned to accrual accounting	MDACs,Constitutional Commissions and Independent Offices transitioned to accrual accounting	% level of transitioning to accrual accounting	100%	0%	25%	50%	75%	100%	62	138	195	195	144	Director Accounting Standards(DAS)	Director Finance and Strategy
			No.of categories of MDACs,Constitutional Commissions and Independent Offices	9	9	9	9	9	9	9	0	0	0	0	0	Director Accounting Standards(DAS)
S3. Issuance of prescribed risk management guidelines	prescribed risk management guidelines	Risk management guidelines developed	No.of guidelines	1	0	1	0	0	0	0	6	0	0	0	Director Internal Audit Standards(DIAS)	Director Finance and Strategy
	Develop risk management reporting templates	Risk management reporting templates developed	No.of Risk management reporting templates	5	0	5	0	0	0	0	12	0	0	0	Director Internal Audit Standards(DIAS)	Director Finance and Strategy
Strategic objective 2: Improve accuracy and completeness of financial and internal audit reports.																
S1: Issuance of standards and guideline for maintenance of proper books of accounts for all levels of Government	Prescribe minimum standards of maintenance of proper books of accounts for all levels of Government	Standards for maintenance of books of accounts prescribed.	No.of standards and guidelines prescribed	2	0	0	0	2	0	-	-	-	3	-	Director Accounting Standards(DAS)	Director Finance and Strategy
	prescribe internal audit procedures	Internal audit procedures prescribed	No.of audit manuals developed and reviewed	3	0	2	0	1	0	-	12	0	6	0	Director Internal Audit Standards(DIAS)	Director Finance and Strategy
			No.of internal Audit programs developed and reviewed	30	0	14	6	5	5	-	15	7	7	8	Director Internal Audit Standards(DIAS)	Director Finance and Strategy
				Total budget KRA 1					139	299	332	311	269			
Strategic Issue: Capacity development in public sector accounting,internal audit standards and risk management																
Strategic Goal: Strengthen adoption of public sector accounting, internal audit standards and risk management guidelines																
KRA 2: Capacity Development.																
Outcome: Improved skills in financial reporting,internal audit and risk management in the public sector.																
Strategic Objective: Enhance skills and knowledge in financial reporting ,internal auditing and risk management guidelines																
S1: Create capacity building platforms for accounting and internal audit standards.	Undertake training needs assessment.	Training needs assessment undertaken	Training needs assessment report	5	1	1	1	1	1	1	1	1	1	1		
	Develop and disseminate appropriate training/capacity building materials.	Training/Capacity building materials developed	Approved training curriculum for capacity building	1	0	1	0	0	0	-	3	-	-	-	Director Finance and Strategy	DIAS/DAS
			Revamped E-learning platform	1	1	1	1	1	1	1	1	7	1	1	Director Finance and Strategy	DIAS/DAS
			No.of training modules	2	1	1	0	0	0	2	2	-	-	-	Director Finance and Strategy	DIAS/DAS
		Training/Capacity building materials dessiminated	% of standards,templates, guidelines,procedures and frameworks dessiminated	100%	100%	100%	100%	100%	100%						DIAS/DAS	Director Finance and Strategy

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					Y1	Y2	Y3	Y4	Y5	Y1	Y2	Y3	Y4	Y5		
			No. of IPPF books	1200	0	600	200	200	200	-	18	6	6	6	DIAS/DAS	Director Finance and Strategy
			No. of IFRS/IPSAS books	825	0	225	200	200	200	-	10	9	9	9		
			No. of training modules uploaded in the E-learning platform	2	1	1	0	0	0	2	2	-	-	-	DIAS/DAS	Director Finance and Strategy
	Sensitize implementing entities on prescribed standards, guidelines and frameworks.	Implementing entities sensitised on prescribed standards, guidelines and frameworks	No. of internal auditors and risk practitioners trained/sensitized on prescribed standards	6000	1000	1200	1200	1200	1400	45	47	50	53	55	DIAS	Director Finance and Strategy
			No. of Accountants trained/sensitized on prescribed standards	6000	1200	1200	1200	1200	1200	41	43	46	48	50	DAS	DIAS/DAS
			No. of MDACs, Constitutional Commissions and Independent Offices trained/sensitized	750	750	750	750	750	750	-	-	-	-	-	DIAS/DAS	Director Finance and Strategy
	Undertake post-training assessment	Post-training and sensitization assessment undertaken	Post-training and sensitization assessment report	20	4	4	4	4	4	1	1	1	1	1	DIAS/DAS	Director Finance and Strategy
S2. Promote establishment of collaborations for implementation of standards, guidelines and frameworks.	Provide technical support on implementation of standards, guidelines and frameworks.	Technical support offered to MDACs, Constitutional Commissions and Independent Offices.	% of MDACs, Constitutional Commissions and Independent Offices supported	100%	100%	100%	100%	100%	100%	-	-	-	-	-	DIAS/DAS	Director Finance and Strategy
	Undertake research for adoption of standards	Research undertaken	No. of research	5	1	1	1	1	1	15	10	10	10	10	DIAS/DAS	Director Finance and Strategy
		Developed capacity to undertake research	% of staff trained	100%	100%	100%	100%	100%	100%	5	5	5	5	5	DIAS/DAS	Director Finance and Strategy
			No. of programs developed for research	10	2	2	2	2	2	7	7	7	7	7	DIAS/DAS	Director Finance and Strategy
				Total budget KRA 2						120	149	141	140	145		
Strategic Goal: Enhance compliance to prescribed standards, guidelines and frameworks by public sector entities																
KRA 3: Compliance Monitoring .																
Outcome: Increased uptake of prescribed standards and frameworks.																
Strategic Objective: Strengthen compliance with prescribed standards, guidelines and frameworks																
S1. Monitor compliance of prescribed standards and frameworks	Conduct financial report evaluation for MDACs, Constitutional Commissions and Independent Offices	Financial evaluation conducted	Financial evaluation tool	1	1	1	1	1	1	3	9	9	9	9	DAS	Director Finance and Strategy
			% of FiRe Awards entries evaluated.	100%	100%	100%	100%	100%	100%	33	36	37	38	40	DAS	Director Finance and Strategy

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					Y1	Y2	Y3	Y4	Y5	Y1	Y2	Y3	Y4	Y5			
	Undertake quality review of financial reports	Quality review undertaken for MDACs, Constitutional Commissions and Independent Offices	No. of Quality Reviews Report	5	1	1	1	1	1	1	1	1	1	1	DAS	Director Finance and Strategy	
	Develop Monitoring Compliance Tools	Monitoring tool developed	No.of tools	2	0	2	0	0	0	-	3	-	-	-	DIAS	Director Finance and Strategy	
	Conduct Internal Audit and Risk Award	Internal Audit and Risk Awards undertaken	Internal audit and risk evaluation tool	1	0	1	0	0	0	-	4	-	-	-	DIAS	Director Finance and Strategy	
			% of Internal audit awards entries evaluated	100%	100%	100%	100%	100%	100%	-	3	3	3	3	DIAS	Director Finance and Strategy	
			No of quality review reports	4	0	1	1	1	1	1	2	2	2	2	2	DIAS	Director Finance and Strategy
	Develop quality Assurance Improvement Guidelines	Quality Assurance Improvement Guidelines developed	No.of Quality Assurance Improvement Guidelines	1	1	1	1	1	1	23	15	16	18	19	DIAS	Director Finance and Strategy	
	Monitor compliance on standards, guidelines, frameworks and risk management	Compliance programs undertaken	No.of compliance reports	40	8	8	8	8	8	8	8	8	8	8	DIAS/DAS	Director Finance and Strategy	
				Total budget KRA 3							70	72	67	71	75		
Strategic Issue: Institutional Capacity .																	
Strategic Goal: Improve efficiency and effectiveness for service delivery .																	
KRA 4: Institutional strengthening and sustainability.																	
Outcome: Improved organizational performance .																	
Strategic Objective: Enhance institutional efficiency, productivity and effectiveness.																	
S1. Enhance employee productivity and efficiency	Implement HR Policies and instruments	HR Policies and Instruments Implemented	% Level of compliance with HR policies and instruments	100%	100%	100%	100%	100%	100%	-	-	-	-	-	Deputy Director HR and Administration	Director Finance and Strategy	
	Undertake capacity development programs	Capacity development programs undertaken	% of staff trained	100%	100%	100%	100%	100%	100%	41	43	45	47	49	Deputy Director HR and Administration	Director Finance and Strategy	
			No.of staff recruited	39	6	14	9	6	4	-	76	28	19	12	Deputy Director HR and Administration	Director Finance and Strategy	
	Conduct employee satisfaction and work environment survey	Employee satisfaction survey conducted	Employee satisfaction performance index	90%	80%	-	85%	-	90%	1	-	1	-	-	Deputy Director HR and Administration	Director Finance and Strategy	
		Employee work environment survey	Employee work environment performance index	90%	74%	-	75%	-	90%						Deputy Director HR and Administration	Director Finance and Strategy	
		Implemented Employee satisfaction and environment surveys recommendations	% of implementation	90%	0%	90%	0%	90%	0%	-	1	-	1	-	Deputy Director HR and Administration	Director Finance and Strategy	

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					Y1	Y2	Y3	Y4	Y5	Y1	Y2	Y3	Y4	Y5		
	Implement staff performance management systems	Staff performance appraisal conducted	Annual staff performance score	110%	100%	100%	100%	100%	110%	-	-	-	-	-	Deputy Director HR and Administration	Director Finance and Strategy
S2. Leverage on technology advancements to support business processess	Automate fifteen (15) business processess	Business processes Automated	No.of business processess automated	10	5	7	8	9	10	5	5	6	6	6	Head of ICT	Director Finance and Strategy
	Conduct a survey on levels of automation for the Board	Automation survey conducted	% Level of automation	60%	0%	30%	30%	50%	60%	-	-	-	-	-	Head of ICT	Director Finance and Strategy
	Upgrade ICT infrastructure	ICT infrastructure upgraded	% of ICT infrastructure upgrade	100%	100%	100%	100%	100%	100%	15	13	14	14	15	Head of ICT	Director Finance and Strategy
		Business Continuity Plan and Disaster recovery developed	No.of plans	2	0	2	0	0	0	0	-	3	-	-	-	Head of ICT
S3. Stregthening of Policy, legal and regulatory frameworks	Carryout annual legal compliance audit	Annual legal compliance Audit conducted	No. legal audits conducted	2	0	1	0	1	0		7	-	7	-	Manager Legal Services	Director Finance and Strategy
	Develop amendments to the PFM Act on accounting and internal audit standards	PFM Act Amendments developed /Reviewed	% of Amendments undertaken	100%	100%	100%	100%	100%	100%	3	3	3	4	4	Manager Legal Services	Director Finance and Strategy
	Develop/Review institutional policy	policies developed/reviewed	No.of policies developed/reviewed	16	4	3	3	3	2	7	7	8	8	9	Manager Legal Services	Director Finance and Strategy
S4. Entrench good corporate governance practices	Conduct annual governance audit	Annual governance audit conducted	No.of annual governance Audits	5	1	1	1	1	1	3	3	3	3	3	Manager Legal Services	Director Finance and Strategy
	Budgetting,Monitoring and financial reporting	Annual report and financial statements submitted	No.of reports	5	1	1	1	1	1	2	2	2	2	2	Deputy Director Finance and Accounts	Director Finance and Strategy
		Corporate budget prepared	No.of budgets	5	1	1	1	1	1	2	2	2	2	2	Deputy Director Finance and Accounts	Director Finance and Strategy
		Quarterly financial reporting	No.of reports	20	4	4	4	4	4	4	4	4	5	5		
	Implement Board's Strategic Plan-2023-2027	Strategic plan implementation report	No.of reports	5	1	1	1	1	1	24	25	26	28	29	Head of Planning and Monitoring	Director Finance and Strategy
		Mid-term and end term review conducted	No.of reviews	2	0	0	1	0	1	-	-	-	-	-	Head of Planning and Monitoring	Director Finance and Strategy
	Implement Board's Almanac	Board Almanac implementation report	No.of reports	20	4	4	4	4	4	27	27	27	27	27	Manager Legal Services	Director Finance and Strategy
	Formulate and implement three(3) year internal audit strategic plan	Internal audit strategic plan implementation reports	No.of reports	25	5	5	5	5	5		-	-	-	-	Head of Internal Audit	Director Finance and Strategy
		A three(3) year internal audit strategic plan developed	No.of Strategic plan	2	0	1	0	0	1		-	-	-	-	Head of Internal Audit	Director Finance and Strategy

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					Y1	Y2	Y3	Y4	Y5	Y1	Y2	Y3	Y4	Y5			
	Provide Assurance on PSASB implementation of strategic Plan	Mid-term and end term assurance on implementation of strategic plan	No.of assurance report	2	0	0	1	0	1	-	-	-	-	-	Head of Internal Audit	Director Finance and Strategy	
	Undertake Quality Assurance Improvement Program for PSASB	External Assessment undertaken	External assessment report	1	0	0	0	0	1	-	-	-	-	4	Head of Internal Audit	Director Finance and Strategy	
	Develop and implement combined assurance framework	Combined Assurance Framework	No.of Frameworks	1	0	0	1	0	0	-	-	3	-	-	Head of Internal Audit	Director Finance and Strategy	
	Implement internal and external audit recommendations	internal and external Audit recommendations Implemented	% of implementation	100%	100%	100%	100%	100%	100%	-	-	-	-	-	Head of Internal Audit	Director Finance and Strategy	
	Conduct annual board of directors self-evaluation	Board of Directors self evaluation conducted	Performance Score	90%	90%	90%	90%	90%	90%	1	1	1	1	1	Manager Legal Services	Director Finance and Strategy	
	Implement supply chain management plan	supply chain management plan implemented	% level of implementation	100%	100%	100%	100%	100%	100%	6	6	6	7	7	Head of Supply Chain Management	Head of Supply Chain Management	
	Conduct Corporate Risk Assessment	Corporate Risk Assessment Conducted	No.of reports	5	1	1	1	1	1	1	1	1	1	1	1	Deputy Director Finance and Accounts	Director Finance and Strategy
			Corporate Risk Register	1	1	1	1	1	1	1	4	4	5	5	6	Deputy Director Finance and Accounts	Director Finance and Strategy
			% of staff sensitised	100%	100%	100%	100%	100%	100%	100%	2	2	2	2	2	Deputy Director Finance and Accounts	Director Finance and Strategy
			% level of risk plan implemented	100%	100%	100%	100%	100%	100%	100%	1	1	1	1	1	Deputy Director Finance and Accounts	Director Finance and Strategy
S5. Enhance brand visibility and corporate image	Implement integrated Corporate communication strategy	Intergrated corporate communication strategy implemented	Brand perception index	80%	0	80%	0	0	80%	17	18	19	20	21	Head of Corporate Communication	Director Finance and Strategy	
	Conduct stakeholder mapping	Stakeholder mapping conducted	No.of reports	1	0	0	1	0	0	-	-	-	-	-	Head of Corporate Communication	Director Finance and Strategy	
	Undertake Corporate Social Investment Activities	Corporate Social Investment Undertaken	No.of CSI activities	10	2	2	2	2	2	1	1	1	1	1	Head of Corporate Communication	Director Finance and Strategy	
	Implement signed MOUs with partners	Implementation Report	No.of report	5	1	1	1	1	1	10	10	11	11	12	Head of Corporate Communication	Director Finance and Strategy	
	Total budget KRA 4									176	265	219	222	219			
Administrative Cost	Administrative costs									188	248	280	305	324			
	Total SP budget per year									694	1,034	1,039	1,050	1,031			