

## REREC STRENGTHENS INSTITUTIONAL ACCOUNTABILITY THROUGH HIGH-LEVEL PERFORMANCE IMPROVEMENT SENSITIZATION



*REREC's Management during the two day Performance improvement sensitization conducted at college of insurance.*

The Corporation conducted a high-level sensitization session on Performance Improvement, bringing together the CEO, General Managers, Managers, and Principals in a strategic effort to enhance alignment with the Public Service Commission's (PSC) nationwide directive on accountability, efficiency, and superior public service delivery. This marks a significant step in positioning REREC as a model of performance-driven governance within the energy sector.

The session was led by Dr. David Gitonga, General Manager Strategy & Business Development, who guided the participants through the core expectations outlined by the PSC. Participants were taken through the Performance Improvement Framework, the Matrix of Lawful Consequences, and the broader shift from

reactive compliance to a culture anchored on proactive corrective action, measurable outcomes, and continuous improvement. The Corporation's Performance Improvement Champions supported the session by clarifying institutional responsibilities and the behavioural change required across all levels of the organization. As the PSC sensitization cascades across public institutions, this workshop signals the beginning of a structured corporation-wide rollout that will embed performance excellence into REREC's internal systems, service standards, and strategic priorities. The initiative aims at strengthening compliance with regulatory requirements, enhancing operational discipline, tightening reporting mechanisms, and fostering a workplace culture where accountability and improved results become the norm.

In the coming weeks, The Corporation will extend sensitization sessions to all staff, ensuring every cadre understands their role in advancing the Corporation's mandate. This inclusive approach is expected to drive collective ownership of the Performance Improvement reforms and reinforce the Corporation's commitment to ethical conduct, transparency, and optimal service delivery.

As the Corporation continues to expand electrification and renewable energy access across the country, the Corporation reaffirms its dedication to operational excellence and sustained public value.

*Twazidi  
Kuangaza*

## REREC EMBARKS ON FULL PERFORMANCE CONTRACTING FOR FY 2025/2026 AS CEO SIGNS PCS WITH GENERAL MANAGERS

The Chief Executive Officer, Dr. Rose Mkalama, officially signed the Performance Contracts (PCs) for the Financial Year 2025/2026 with all General Managers, marking a significant step in strengthening institutional accountability and deepening alignment with national performance standards.

Each performance contract is supported by a comprehensive PC Matrix and a clearly articulated departmental workplan, outlining measurable commitments and deliverables for the new financial year.

In line with this exercise, all directorates within REREC will finalize cascading their respective contracts to ensure full coverage across all departments and operational units.

This milestone reinforces the Corporation's commitment to performance excellence, strategic alignment, and enhanced service delivery. By embedding clear performance indicators and structured monitoring mechanisms, REREC aims to drive consistency, strengthen accountability, and support a results-oriented culture across the institution.

The 2025/2026 PC cycle is particularly significant as it aligns with the Corporation's broader strategic objectives, national electrification priorities, and the Public Service Commission's heightened emphasis on measurable results. Through this exercise, every directorate and department is empowered to contribute meaningfully to improved operational efficiency, stronger governance practices, and accelerated implementation of rural electrification and renewable energy initiatives.

As the Performance Contracting process cascades to all levels of staff, REREC calls upon every officer to embrace this opportunity, uphold the highest standards of professionalism, and remain committed to advancing the Corporation's mission of powering Kenya's rural transformation.



Security Manager Jillo Konde after signing the departmental PC



RER&D GM Eng. Fred Isbugah leads his team during the PC Signing.



I.E.C GM, Beatrice Njuguna leads the IEC team during the PC Signing.



CEO, Dr. Rose Mkalama and GM HR and Admin CHR P Evelyn Koech during the PC Signining



Internal Audit GM Hassan Suleiman during the PC Signing



PD&RC GM Eng. Muriuki signs directorate PC alongside REREC CEO Dr. Rose.

*“By signing the Performance Contract, we affirm our commitment to excellence. Let's own our targets and keep powering progress across rural Kenya”*

REREC CEO  
Dr Rose Mkalama

# REREC NEWS

## Regional Round Up

### COMMUNITY ENGAGEMENTS, PRE-ELECTRIFICATION MAPPING, TREE PLANTING AND PROJECT COMMISSIONING

The Rural Electrification and Renewable Energy Corporation (REREC) intensified its on-the-ground engagements as regional teams advanced community sensitizations, pre-electrification surveys, environmental conservation, and project handovers across multiple counties.

In Kirinyaga County, the Mt. Kenya Regional Office, led by Regional Manager Eng. Fredrick Nyamai, convened a series of public sensitization forums (barazas) across project sites to address residents' concerns and strengthen local collaboration. Forums were held in Ngoka village (Ndia constituency), Mugwandi village (Kirinyaga Central), Mbambaini to Kianugu (Mwea constituency) and Kitharaini (Gichugu constituency). Communities were briefed on REREC's mandate, the importance of granting wayleaves, and the complaint resolution mechanisms in place fostering transparency and smoothing the path for timely project implementation



Meanwhile, pre-electrification surveys and mapping were conducted in Kapsabet Ward for the Kapkures (Kapkures Village, Mosobecho) and Kapsoen (Kapsoen Village, Kiropket) electrification projects. A total of 228 households were mapped, marking a significant step toward extending reliable electricity access and improving livelihoods in the area.

In Wajir County, the Wajir Energy Centre supported the Presidential directive on national tree growing by organizing a tree-planting exercise in Eldas Sub-County. The activity took place across three learning institutions Eldas Teachers College, Eldas Girls Secondary School and Eldas Primary School demonstrating REREC's integrated approach to environmental stewardship alongside infrastructure development.



From the Central Rift Region, a joint team from Survey, Wayleave, Design and Construction carried out public sensitisation, pegging, wayleave acquisition and site handover for the Nyakinyua Borehole Rural Electrification Project in Gilgil Constituency, Nakuru County. The project is expected to serve approximately 60 households on completion, furthering access in underserved rural settlements.

### MINISTRY OF ENERGY CABINET SECRETARY COMMISSIONS AND LAUNCHES PROJECTS IN WEST KENYA

In Migori County, the Kagito Village rural electrification maximisation project was officially commissioned during a ceremony in Uriri Constituency attended by Cabinet Secretary for Energy and Petroleum, Hon. Opiyo Wandayi, and other national and county leaders. The project has benefited over 70 homes, with officials highlighting its potential to stimulate micro-enterprise growth under the Bottom-Up Economic Transformation agenda. The CS announced enhanced resource allocation for the county including Ksh 2.7 billion for projects and plans to upgrade Gogo Power Plant from 2MW to 8MW and pledged continued collaboration with county authorities to close remaining gaps.



Cabinet Secretary for Energy and Petroleum Hon. Opiyo Wandayi hastoured Kisumu County in a bid to promote electrification in Kisumu West and Nyakach constituencies. The Energy CS began his tour with a symbolic pole erection at Rae Church with 50 beneficiaries expected to gain in Nyakach constituency and later erected a pole and flagged off materials for Pundo Village in Kisumu West constituency targeting over one hundred and thirty homesteads. The CS was accompanied by area MPs, Hon. Joshua Aduma Owuor of Nyakach and Hon. Rosa Buyu of Kisumu West. While addressing the local residents in Pundo, the CS called on the people to embrace development and protect electricity infrastructure. He emphasised the efforts of Kenya Kwanza administration of uplifting the lives of Kenyans, connecting all citizens to power to enable entrepreneurship, agriculture, quality health, and education. West Kenya Regional Manager Eng. Michael Apudo led the REREC team from the region.

REREC held a constructive meeting led by Eng. Jonathan Mbutu, REREC's CSR Chair, together with Dr. Veronicah Okello, Patron and Founder of the Go Green Club, Machakos University. The session focused on exploring a partnership to incorporate the mobile science laboratories in rural schools, strengthening REREC's CSR Education Pillar, and bringing hands-on STEM learning closer to underserved learners. The discussion marked a promising step toward transforming classroom experiences and nurturing young innovators across Kenya"

