



THE 2025 PERFORMANCE INDEX

INTRODUCTION:



In the wake of Kenya's increasingly charged and polarized political landscape, public trust in leadership and governance has come under intensified scrutiny. Citizens are demanding not just promises, but measurable performance, accountability, and tangible development outcomes. It is against this backdrop that Swiss Poll International in collaboration with Politrack Africa Ltd presents the 2025 Leadership Performance Index Report a data-driven assessment of the country's best-performing public officials.

This report is not merely a celebration of excellence it is a necessary intervention. As rhetoric often overshadows results in public discourse, this initiative re-centers the national conversation on facts, performance metrics, and citizen satisfaction answering questions such as:

- 1) Are our leaders doing a good job serving the people?
- 2) Do citizens feel that their voices are being heard by those in power?
- 3) Which leaders are making the biggest difference in people's daily lives?
- 4) Is government performance improving or getting worse?
- 5) Do people trust their leaders to use public money well?

Grounded in evidence and extensive polling across all 47 counties, the index evaluates leaders based on key criteria such as service delivery, transparency, innovation, community engagement, and legislative or executive impact.

In an era where political loyalty and popularity frequently eclipse competence and integrity, this report seeks to disrupt that narrative by highlighting individuals whose work is transformational, verifiable, and rooted in service to the people. It offers both government and citizens a mirror to reflect, challenge, and benchmark public leadership, thereby fostering a culture of merit, responsibility, and continuous improvement in governance.

METHODOLOGY OF THE STUDY:

The 2025 Leadership Performance Index is an empirical, perception-based assessment developed and implemented by Swiss Poll International (GFS.bern) in partnership with Politrack Africa Ltd, aimed at evaluating the performance of key public leaders in Kenya across both national and county levels.

This study employed a mixed-methods approach, integrating quantitative polling with qualitative perception indicators to ensure a comprehensive and nuanced performance assessment.

1. Sampling Design

- Geographic Coverage: All 47 counties of Kenya.
- Sampling Frame: Stratified by region, constituency, gender, age, and urban-rural split to ensure demographic and spatial representation.
- Sample Size: 17,800+ respondents across the national territory.
- Sampling Technique: Multi-stage cluster sampling, with random digit dialing (RDD) and structured CATI (Computer Assisted Telephone Interviewing) methods.
- Margin of Error: $\pm 2.5\%$ at 95% confidence level nationally; $\pm 4-5\%$ at category level.



2. Evaluation Framework

Each leadership category—MPs, Senators, Governors, Principal Secretaries, Cabinet Secretaries, and Women Representatives was evaluated using distinct Key Performance Indicators (KPIs) tailored to the scope of their constitutional mandates. The KPIs were developed from:



3. Key Dimensions of Evaluation

Each leader was assessed across a combination of the following weighted dimensions:

| Dimension | Key Focus |
|-------------------------------|---|
| Leadership & Initiative | Innovation, stakeholder collaboration, strategic foresight |
| Service Delivery | Tangible projects, programs, and effectiveness of execution |
| Representation & Advocacy | Constituent engagement, visibility, responsiveness |
| Legislative/Policy Work | Bills, motions, or policy actions and outcomes |
| Transparency & Accountability | Financial integrity, reporting, and ethical conduct |
| Economic Development | Job creation initiatives, Investment attraction, County revenue growth |
| Public Perception & Impact | Direct citizen experience and satisfaction with service or representation |

4. Data Collection

Tools Used:
Standardized survey
instrument with
Likert scale (1–10)

Data Type:
Perception-based ratings
calibrated against service
visibility, accessibility
and quality

Interview Mode:
100% CATI, using vetted
enumerators and real-time
digital dashboards to
monitor data
collection

Data Integrity
Measures:
15% call-backs
for verification.

5. Data Analysis

- Data was cleaned, weighted, and analyzed using SPSS.
- Mean scores were computed per dimension and aggregated to form composite performance indices per leader.
- Top performers in each category were identified based on highest mean scores across all evaluation dimensions.

6. Limitations

1.

Perception-based methodology may not fully account for invisible or technical work by some leaders: While public perception is a powerful tool in democratic evaluation, it has blind spots especially when it comes to technical or less visible aspects of leadership. Such as a Principal Secretary improving internal procurement processes may reduce corruption but citizens might not notice this directly.

2.

Media exposure may influence visibility scores: While media exposure is an important part of modern leadership—especially for communication and transparency—it can skew public perception in performance rankings. That is why it's important to interpret visibility scores with caution and complement perception data with objective indicators of service delivery and impact.

3.

Delineation of personal versus institutional performance is complex, especially for shared offices (e.g., ministries): to recognize that the lines between personal leadership and institutional output are often blurred. Therefore, performance scores should be seen as a reflection of leadership influence within a wider operational context, not solely personal achievements.

CABINET SECRETARIES PERFORMANCE INDEX TOP 10

| RANK | NAME | MINISTRY | PERCE- NTAGES |
|------|---------------------------|---|------------------|
| 1 | H.E. Opiyo Wandayi | Cabinet Secretary for Energy and Petroleum | 65.3% |
| 2 | H.E. Adan Duale | Cabinet Secretary for Health | 63.1% |
| 3 | H.E Geoffrey Kiringa Ruku | Cabinet Secretary Public Service and Human Capital Development | 61.0% |
| 3 | H.E Murkomen Kipchumba | Cabinet Secretary for Interior and National Administration | 61.0% |
| 4 | H.E Lee Kinyanjui | Cabinet Secretary for Investments, Trade and Industry | 57.5% |
| 5 | H.E Eric Muuga | Cabinet Secretary for Water, Sanitation and Irrigation | 56.8% |
| 6 | H.E. William Kabogo Gitau | Cabinet Secretary for Information, Communications and the Digital Economy | 55.2% |
| 7 | H.E Alice Wahome | Cabinet Secretary for Lands, Public Works, Housing and Urban Development | 53.4% |
| 8 | H.E Rebecca Miano | Cabinet Secretary for Tourism and wildlife | 52.7% |
| 9 | H.E Salim Mvurya | Cabinet Secretary for Youth Affairs, Creative Economy and Sports | 52.1% |
| 10 | H.E John Mbadi | Cabinet Secretary for National Treasury and Economic Planning | 51.6% |

PRINCIPAL SECRETARIES PERFORMANCE INDEX TOP 10

| RANK | NAME | STATE DEPARTMENT | PERCENTAGES |
|------|------------------------|---|-------------|
| 1 | PS. Prof. Julius Bitok | State Department for Basic Education | 64.2% |
| 1 | PS. Elijah Mwangi | State Department for Sports | 64.2% |
| 1 | PS. Alex Wachira | State Department for Energy & Petroleum | 64.2% |
| 2 | PS. Eng. Joseph Mbugua | State Department of Roads | 63.9% |
| 3 | PS. Ephantus Kimotho | State Department for Irrigation, Ministry of Water, Sanitation & Irrigation | 63.1% |
| 4 | PS. Raymond Omollo | State Department for Internal Security and National Administration | 62.3% |
| 5 | PS. Belio Kipsang | State Department for Immigration and Citizen Services | 59.5% |
| 5 | PS. Anne Wang'ombe | State Department for Gender & Affirmative Action | 59.5% |
| 6 | PS. Charles Hinga | State Department Of Housing And Urban Development | 57.4% |
| 7 | PS. Nixon Korir | State Department for Lands and Physical Planning | 56.2% |
| 8 | PS. Mary Muthoni | State Department for Public Health and Professional Standards | 55.5% |
| 9 | PS. Chris Kiptoo | The National Treasury | 54.9% |
| 10 | PS. Aurelia Rono | State Department for Parliamentary Affairs | 54.0% |

GOVERNORS PERFORMANCE INDEX TOP 10

| RANK | NAME | COUNTY | PERCENTAGES |
|------|----------------------------------|-------------|-------------|
| 1 | H.E. Kimani Wamatangi | Kiambu | 66.6% |
| 2 | H.E. Patrick Ole Ntutu | Narok | 64.3% |
| 3 | H.E. Gladys Wanga | Homabay | 63.7% |
| 3 | H.E. Ahmed Abdullahi | Wajir | 63.7% |
| 4 | H.E. Abdullswamad Sheriff Nassir | Mombasa | 61.5% |
| 5 | H.E. Mohamed Adan Khalif | Mandera | 59.6% |
| 5 | H.E. Irungu Kang'ata | Murang'a | 59.6% |
| 6 | H.E. Simba Arati | Kisii | 58.9% |
| 7 | H.E. FCPA Fernandes Barasa | Kakamega | 57.4% |
| 8 | H.E Jonathan Bii | Uasin Gishu | 55.1% |
| 9 | H.E. Wavinya Ndeti | Machakos | 54.9% |
| 10 | H.E. Amos Nyaribo | Nyamira | 53.5% |



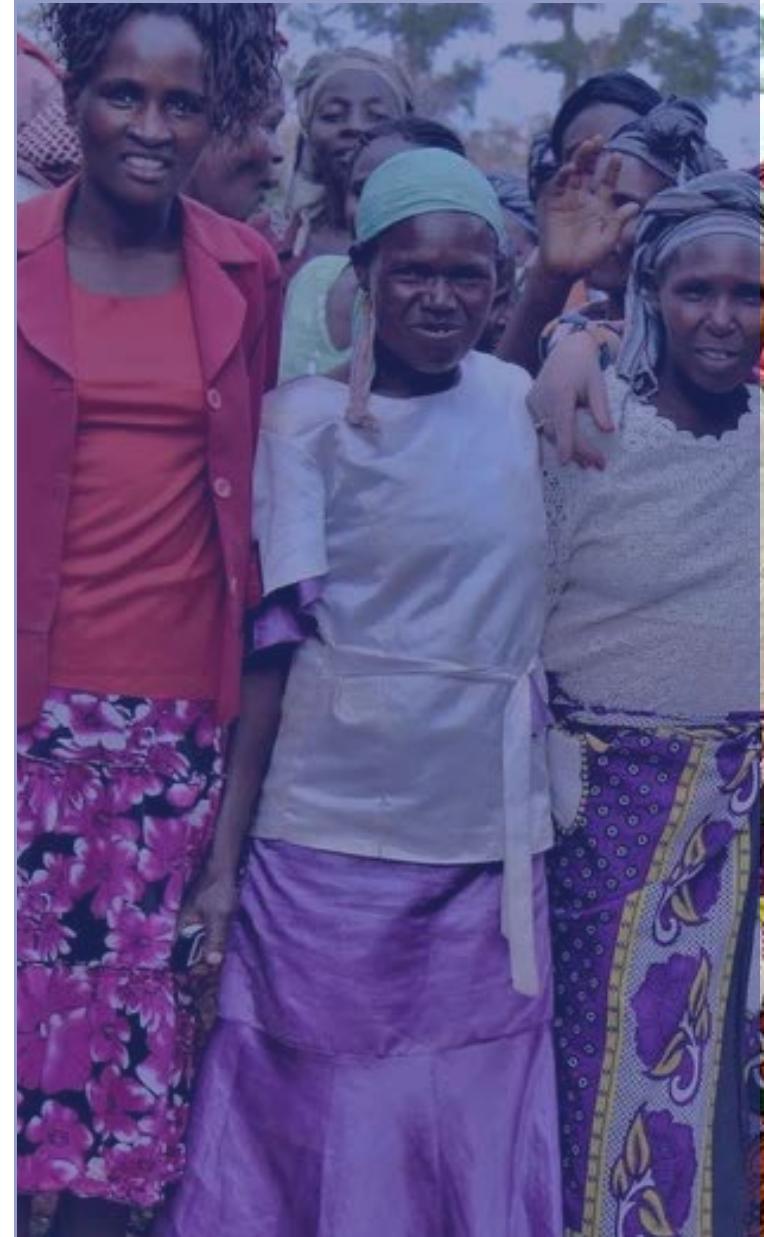
SENATORS PERFORMANCE INDEX TOP 10

| RANK | NAME | COUNTY | PERCENTAGES |
|------|----------------------------|-----------|-------------|
| 1 | Sen. Prof. Tom Ojienda | Kisumu | 67.4% |
| 2 | Sen. Kathuri Murungi | Meru | 65.1% |
| 3 | Sen. Edwin Sifuna | Nairobi | 64.7% |
| 4 | Sen. John Methu | Nyandarua | 62.0% |
| 5 | Sen. Daniel Kitonga Maanzo | Makueni | 59.7% |
| 5 | Sen. Wahome Wamatinga | Nyeri | 59.7% |
| 6 | Sen. Eddy Oketch | Migori | 57.3% |
| 7 | Sen. Aaron Cheruiyot | Kericho | 55.4% |
| 8 | Sen. Joe Nyutu | Murang'a | 54.7% |
| 9 | Sen. Moses Kajwang' | Homabay | 53.2% |
| 10 | Sen. Richard Onyonka | Kisii | 52.7% |



WOMEN REPRESENTATIVES PERFORMANCE INDEX TOP 10

| RANK | NAME | COUNTY | PERCENTAGES |
|------|-------------------------|---------------|-------------|
| 1 | Hon. Jane Kagiri | Laikipia | 67.8% |
| 2 | Hon. Rahab Mukami | Nyeri | 66.3% |
| 3 | Hon. Umulkheir Kassim | Mandera | 64.0% |
| 4 | Hon. Beatrice Adagala | Vihiga | 63.8% |
| 5 | Hon. Susan Ngugi Mwindu | Tharaka Nithi | 62.4% |
| 6 | Hon. Rebecca Tonkei | Narok | 61.7% |
| 7 | Hon. Ruth Odinga | Kisumu | 59.7% |
| 8 | Hon. Cynthia Munge | Nandi | 57.7% |
| 9 | Hon. Betty Maina | Murang'a | 56.1% |
| 10 | Hon. Njeri Maina | Kirinyaga | 55.9% |



MEMBERS OF PARLIAMENT PERFORMANCE INDEX

CENTRAL

| RANK | NAME | CONSTITUENCY | COUNTY | PERCENTAGES |
|------|------------------------------|-------------------|-----------|-------------|
| 1 | Hon. Samson Ndindi Nyoro | Kiharu | Murang'a | 69.7% |
| 2 | Hon. James Githua Wamacukuru | Kabete | Kiambu | 64.2% |
| 3 | Hon. Alice Ng'ang'a | Thika | Kiambu | 62.7% |
| 4 | Hon. Edwin Mugo | Mathioya | Murang'a | 56.2% |
| 5 | Hon. Gathoni Wamucomba | Githunguri | Kiambu | 53.9% |
| 6 | Hon. John Kagucia | Mukurwe-ini | Nyeri | 53.5% |
| 6 | Hon. Njuguna Kawanjiku | Kiambaa | Kiambu | 53.5% |
| 7 | Hon. Wakili Edward Muriiu | Gatanga | Murang'a | 53.0% |
| 8 | Hon. Erick Wamumbi | Mathira | Nyeri | 52.7% |
| 9 | Hon. Mburu Kahangara | Lari | Kiambu | 52.3% |
| 10 | Hon. George Koimburi Ndung'u | Juja | Kiambu | 51.8% |
| 11 | Hon. Eng. Kiragu Chege | Limuru | Kiambu | 51.2% |
| 12 | Hon. Munyoro Joseph Kamau | Kigumo | Murang'a | 50.8% |
| 13 | Hon. David Kiaraho | OI Kalou | Nyandarua | 50.5% |
| 14 | Hon. GG Kagombe | Gatundu South | Kiambu | 50.3% |
| 15 | Hon. Gachoki Gitari | Kirinyaga Central | Kirinyaga | 50.0% |

MEMBERS OF PARLIAMENT PERFORMANCE INDEX

RIFT VALLEY

| RANK | NAME | CONSTITUENCY | COUNTY | PERCENTAGES |
|------|----------------------------|---------------|-----------------|-------------|
| 1 | Hon. Kuria Kimani | Molo | Nakuru | 69.7% |
| 2 | Hon. Nelson Koech | Belgut | Kericho | 64.2% |
| 3 | Hon. Paul Biego | Chesumei | Nandi | 62.7% |
| 4 | Hon. Abraham Kirwa | Mosop | Nandi | 56.2% |
| 5 | Hon. Marryane Kitany | Aldai | Nandi | 53.9% |
| 6 | Hon. David Kiplagat | Soy | Uasin-Gishu | 53.5% |
| 7 | Hon. Gideon Kimaiyu | Keiyo South | Elgeyo-Marakwet | 53.5% |
| 8 | Hon. Reuben Kiborek | Mogotio | Baringo | 53.0% |
| 9 | Hon. Amb. Francis Sigei | Sotik | Bomet | 52.7% |
| 10 | Hon. Letipila Eli | Samburu North | Samburu | 52.3% |
| 11 | Hon. Adams Kipsanai | Keiyo North | Elgeyo-Marakwet | 51.8% |
| 12 | Hon. Kitalai Ole Ntutu | Narok South | Narok | 51.2% |
| 13 | Hon. Julius Rutto | Kesses | Uasin Gishu | 50.8% |
| 14 | Hon. Irene Njoki | Bahati | Nakuru | 50.5% |
| 15 | Hon. Onesmus Ngogoyo Nguro | Kajiado North | Kajiado | 50.3% |

MEMBERS OF PARLIAMENT PERFORMANCE INDEX

NAIROBI

| RANK | NAME | CONSTITUENCY | COUNTY | PERCENTAGES |
|------|------------------------|-----------------|---------|-------------|
| 1 | Hon. Babu Owino Ongili | Embakasi East | Nairobi | 69.7% |
| 2 | Hon. James Gakuya | Embakasi North | Nairobi | 67.5% |
| 3 | Hon. Timothy Wanyonyi | Westlands | Nairobi | 66.1% |
| 4 | Hon. Felix Jalang'o | Lang'ata | Nairobi | 57.3% |
| 5 | Hon. Anthony Oluoch | Mathare | Nairobi | 51.8% |
| 6 | Hon. John Kiarie | Dagoretti South | Nairobi | 51.3% |

LOWER EASTERN

| RANK | NAME | CONSTITUENCY | COUNTY | PERCENTAGES |
|------|---------------------------------|----------------------|---------------|-------------|
| 1 | Hon. Gitonga Murugara | Tharaka | Tharaka Nithi | 63.0% |
| 2 | Hon. Shadrack Mwiti | South Imenti | Meru | 61.4% |
| 3 | Hon. Johhn Gitonga Mukunji | Manyatta | Embu | 52.5% |
| 4 | Hon. Dr. Kanyuthia John Mutunga | Tigania West | Meru | 52.8% |
| 5 | Hon. Patrick Munene | Chuka/Igamba Ng'ombe | Tharaka Nithi | 51.8% |

MEMBERS OF PARLIAMENT PERFORMANCE INDEX

COAST

| RANK | NAME | CONSTITUENCY | COUNTY | PERCENTAGES |
|------|---------------------------|--------------|---------|-------------|
| 1 | Hon. Mohamed Ali | Nyali | Mombasa | 59.2% |
| 2 | Hon. Paul Katana Kahindi | Kaloleni | Kilifi | 55.0% |
| 3 | Hon. Machele Mohamed Soud | Mvita | Mombasa | 52.6% |
| 4 | Hon. Stanely Muthama | Lamu West | Lamu | 51.9% |
| 5 | Hon. Owen Baya | Kilifi North | Kilifi | 51.4% |

NYANZA

| RANK | NAME | CONSTITUENCY | COUNTY | PERCENTAGES |
|------|-----------------------|---------------------|----------|-------------|
| 1 | Hon. Lilian Gogo | Rangwe | Homa Bay | 65.9% |
| 2 | Hon. Samuel Atandi | Alego Usonga | Siaya | 63.8% |
| 3 | Hon. Peter Masara | Suna West | Migori | 57.1% |
| 4 | Hon. Antony Kibagendi | Kitutu Chache South | Kisii | 54.2% |
| 5 | Hon. Rozaah Buyu | Kisumu West | Kisumu | 52.6% |

MEMBERS OF PARLIAMENT PERFORMANCE INDEX

WESTERN

| RANK | NAME | CONSTITUENCY | COUNTY | PERCENTAGES |
|------|------------------------|--------------|----------|-------------|
| 1 | Hon. Nabii Nabwera | Lugari | Kakamega | 65.9% |
| 2 | Hon. Peter Salasya | Mumias East | Kakamega | 60.6% |
| 3 | Hon. Didmus Barasa | Kimilili | Bungoma | 55.8% |
| 4 | Hon. Mary Oticho Emase | Teso South | Busia | 52.0% |
| 5 | Hon. Innocent Mugabe | Likuyani | Kakamega | 51.8% |

UPPER EASTERN

| RANK | NAME | CONSTITUENCY | COUNTY | PERCENTAGES |
|------|---------------------|--------------|----------|-------------|
| 1 | Hon. Patrick Makau | Mavoko | Machakos | 68.3% |
| 2 | Hon. Vincent Kawaya | Mwala | Machakos | 60.6% |
| 3 | Hon. Jessica Mbalu | Kibwezi East | Makueni | 52.5% |
| 4 | Hon. Robert Mbui | Kathiani | Machakos | 51.5% |
| 5 | Hon. Stephen Mule | Matungulu | Machakos | 50.9% |

MEMBERS OF PARLIAMENT PERFORMANCE INDEX

NORTH EASTERN

| RANK | NAME | CONSTITUENCY | COUNTY | PERCENTAGES |
|------|------------------------------|---------------|----------|-------------|
| 1 | Hon. Adan Keynan | Eldas | Wajir | 67.5% |
| 2 | Hon. Abdullahi Bashir Sheikh | Mandera North | Mandera | 52.3% |
| 3 | Hon. Farah Maalim | Dadaab | Garissa | 51.9% |
| 4 | Hon. Guyo Wako Jaldesa | MOYALE | Marsabit | 51.0% |
| 5 | Hon. Abdirahaman Abdi | Lafey | Marsabit | 50.4% |



MEMBERS OF PARLIAMENT PERFORMANCE INDEX TOP 20

| RANK | NAME | CONSTITUENCY | COUNTY | REGION | NATIONALLY | PERCENTAGE |
|------|---------------------------|---------------------|---------------|------------|------------|------------|
| 1 | Hon. Ndindi Nyoro | Kiharu | Murang'a | Central | 1 | 69.7% |
| 1 | Hon. Babu Owino | Embakasi East | Nairobi | Nairobi | 1 | 69.7% |
| 1 | Hon. Patrick Makau | Mavoko | Machakos | U. Eastern | 2 | 68.3% |
| 2 | Hon. James Gakuya | Embakasi North | Nairobi | Nairobi | 3 | 67.5% |
| 1 | Hon. Adan Keynan | Eldas | Wajir | N. Eastern | 3 | 67.5% |
| 3 | Hon. Tim Wanyonyi | Westlands | Nairobi | Nairobi | 4 | 66.1% |
| 1 | Hon. Nabii Nabwera | Lugari | Kakamega | Western | 5 | 65.9% |
| 1 | Hon. Lilian Gogo | Rangwe | Homa Bay | Nyanza | 5 | 65.9% |
| 1 | Hon. Githua Wamacukuru | Kabete | Kiambu | Central | 6 | 64.2% |
| 2 | Hon. Samuel Atandi | Alego Usonga | Siaya | Nyanza | 7 | 63.8% |
| 1 | Hon. Kuria Kimani | Molo | Nakuru | R. Valley | 7 | 63.8% |
| 1 | Hon. Gitonga Murugara | Tharaka | Tharaka Nithi | L. Eastern | 8 | 63.0% |
| 2 | Hon. Nelson Koech | Belgut | Kericho | R. Valley | 9 | 62.7% |
| 2 | Hon. Alice Ng'ang'a | Thika | Kiambu | Central | 9 | 62.7% |
| 2 | Hon. Shadrack Mwiti | South Imenti | Meru | L. Eastern | 10 | 61.4% |
| 2 | Hon. Peter Salasya | Mumias East | Kakamega | Western | 11 | 60.6% |
| 2 | Hon. Vincent Kawaya | Mwala | Machakos | U. Eastern | 11 | 60.6% |
| 1 | Hon. Mohamed Ali | Nyali | Mombasa | Coast | 12 | 59.2% |
| 4 | Hon. Felix Jalang'o | Lang'ata | Nairobi | Nairobi | 13 | 57.3% |
| 3 | Hon. Paul Biego | Chesumei | Nandi | R. Valley | 13 | 57.3% |
| 3 | Hon. Peter Masara | Suna West | Migori | Nyanza | 14 | 57.1% |
| 3 | Hon. Edwin Mugo | Mathioya | Murang'a | Central | 15 | 56.2% |
| 4 | Hon. Abraham Kirwa | Mosop | Nandi | R. Valley | 15 | 56.2% |
| 3 | Hon. Didmus Barasa | Kimilili | Bungoma | Western | 16 | 55.8% |
| 5 | Hon. Maryanne Kitany | Konoin | Nandi | R. Valley | 17 | 55.0% |
| 2 | Hon. Paul Katana Kahindi | Kaloleni | Kilifi | Coast | 17 | 55.0% |
| 4 | Hon. Antony Kibagendi | Kitutu Chache South | Kisii | Nyanza | 18 | 54.2% |
| 4 | Hon. Gathoni Wamucomba | Githunguri | Kiambu | Central | 19 | 53.9% |
| 5 | Hon. Rozaah Buyu | Kisumu West | Kisumu | Nyanza | 20 | 52.6% |
| 3 | Hon. Machele Mohamed Soud | Mvita | Mombasa | Coast | 20 | 52.6% |

County Executive Committee Members (CECMS)

| RANK | NAME | MINISTRY | COUNTY | PERCENTAGES |
|------|---------------------|-----------------------------------|---------|-------------|
| 1 | Hon. Solomon Obiero | CECM, Finance & Economic Planning | Homabay | 57.4% |
| 2 | Hon. David Muntet | CECM, Finance & Economic Planning | Narok | 54.9% |

County Chief Officers

| RANK | NAME | DEPARTMENT | COUNTY | PERCE- NTAGES |
|------|----------------------------------|---|----------|---------------|
| 1 | Hon. Geofrey Omatoke Mosiria | Environment | Nairobi | 57.4% |
| 2 | Hon. Adan Shakir Dahir | Lands, Housing, Urban Areas, Survey & Physical Planning | Kakamega | 55.3% |
| 3 | Hon. Paul Karbuali | Public Service Management | Narok | 53.9% |
| 4 | Hon. Hassan Abdullahi Abdirahman | Youth & Sports | Murang'a | 50.7% |

County Secretaries

| RANK | NAME | MINISTRY | COUNTY | PERCE- NTAGES |
|------|--------------------------------|--|-----------|---------------|
| 1 | Hon. Billow Issack Hassan, OGW | County Secretary & Head of County Public Service | Mandera | 60.2% |
| 2 | Hon. Frank Kanja Muchina | County Secretary & Head of County Public Service | Nyandarua | 57.7% |

Speakers of the County Assembly

| RANK | NAME | MINISTRY | COUNTY | PERCENTAGES |
|------|-----------------------------|--------------------------------|-----------|-------------|
| 1 | Hon. Douglas Mbilu | Speaker of the County Assembly | Makueni | 59.5% |
| 2 | Hon. Josiah Murithi Thiriku | Speaker of the County Assembly | Embu | 57.3% |
| 3 | Hon. Vincent Kemboi | Speaker of the County Assembly | Baringo | 56.0% |
| 4 | Hon. Wachira Waiganjo | Speaker of the County Assembly | Nyandarua | 53.6% |





**SWISS
POLL Int.**
gfs.bern



Polittrack
africa



Thank You.