

THE KENYA SCOUTS ASSOCIATION

HUMAN RESOURCE STRATEGIC PLAN PROGRESS

Goals	Measures	5 year Targets	Achievements (Dec 2015)
Goal 1 Enhance recruitment and retention of staff.	Revised and implement an effective HR Policy	100% adherence to H.R Policy	Draft HR Policy drawn.
	Staff Retention	80% staff retention	75% retention
	Staff Motivation efficiency 95%	Improve working conditions	50% achievement on staff motivation
	Performance 99%	Introduce performance contracts	Performance contracts in place. Annual performance appraisals being done.
	Satisfaction 80%	Develop survey tools for satisfaction	Tool developed and administered. To be analysed.
	Salary increment	Increased salaries to 100%	Average increment of 15% on salaries achieved.
	Goal 2 Improve welfare of staff	Have a running KSA Sacco.	-Have a Sacco, with all members
Register RBA		Register RBA	Not Yet done
Medical Insurance cover		Annual medical insurance cover.	In place with APA. Both in and out-patient
improve Terms & conditions of service		Access to loans and other financial advancement	In progress

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Goal 3 Volunteer HR policy	Putting a volunteer policy in place	Improved working relationship & staff with clear distinction of roles and responsibilities.	Achievement up to 50%
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