



## NATIONAL COUNCIL FOR PERSONS WITH DISABILITIES

### DISABILITY MAINSTREAMING PERFORMANCE INDICATOR

- i) Appoint a Disability Mainstreaming champion in your organization - 5%
- ii) Facilitate sensitization and training on disability mainstreaming in your organization by 31<sup>st</sup> December. 10%
- iii) Register with the NCPWD Career Portal that is dedicated to the employment of persons with disabilities by requesting the same through [ncpwd@fuzu.com](mailto:ncpwd@fuzu.com) by 30<sup>th</sup> September -10%
- iv) Ensure 5% of the total staff recruited/placed comprise persons with disabilities– 25%
- v) Increase equal and easy access of products and services/programmes to PWDS - 25%
- vi) Conduct accessibility and usability audit and implement the recommendations on the report - 20%
- vii) Submission of Quarterly Reports <https://www.ncpwd.go.ke/mainstreaming/login> by 15<sup>th</sup> day after the end of the quarter– 5%

### DISABILITY MAINSTREAMING SUB-INDICATORS EXPLAINED

- i) **Appoint a Disability Mainstreaming champion in your organization - 5%**
  - ❖ Appoint a Disability Mainstreaming committee focal person to be a liaison person with the Council.
  - ❖ Evidence: A letter to the NCPWD with the liaison person indicated. The person will be liaising with the NCPWD in all matters disability.
- ii) **Facilitate training and sensitization on disability mainstreaming in your organization - 10%**
  - ❖ Facilitate annual training and sensitization of staff on disability mainstreaming; The committee to be trained physically, the senior management and the other staff to be trained virtually by NCPWD
  - ❖ Certification by the NCPWD at the end of the training and sensitization.
  - ❖ Evidence: Certificate for training and sensitization. Note the certificate will be issued to the organization and not individual.
- iii) **Register with the NCPWD Career Portal that is dedicated to the employment of persons with disabilities by requesting the same through [ncpwd@fuzu.com](mailto:ncpwd@fuzu.com) by 30<sup>th</sup> September -10%**
  - ❖ MDAs should register at the NCPWD Career Portal that is dedicated to the employment of persons with disabilities by requesting the same

through [ncpwd@fuzu.com](mailto:ncpwd@fuzu.com) with a view to getting the right candidates for an advertised job.

- ❖ Evidence: Request for the registration and a screenshot of the onboarding sessions.

iv) **Ensure 5% of the total staff recruited/placed comprise persons with disabilities– 20%**

- ❖ Establish the current status of employees with Disabilities as a Percentage – A disaggregated data showing the number of PWDs in all cadres employed – 5%
- ❖ Project the growth you expect to achieve Quarterly and at the end of the Financial Year – A plan showing how many PWDs you will appoint or place in every quarter. 5%
- ❖ Provide the advertisements uploaded on the job portal, shortlisted candidates for the job advertised and the recruited PWDs through the NCPWD Career Portal 10%

v) **Increase equal and easy access of products and services/programmes to PWDS - 25%**

- ❖ Train two officers in sign language – 5%
- ❖ Publications availed in alternative accessible formats for persons with disabilities – 8%
- ❖ Adaptive Technology for all staff with disabilities – 4%
- ❖ List of attendants in public participation forums showing inclusion of PWDs- 4%
- ❖ Clips of public forums/advertisements showing sign language interpretation – 4%

vi) **Conduct accessibility and usability audit and submit the report to NCPWD – 20%**

- ❖ During the contract period, MDAs will be required to conduct Accessibility and Usability Audits through the National Council for Persons with Disabilities in their organizations.
- ❖ Develop an Implementation Plan on the Recommendations in form of Quick Wins, short and long-term plans.
- ❖ Where Audits and Implementation Plan is already in place, Tracking of the Implementation Plans bi-annually (mid-Year) with a view of Planning for another Audit in the 2<sup>nd</sup> or 3<sup>rd</sup> Year after the first Audit.
- ❖ Evidence: Accessibility Audit report, implementation plan of the recommendations and/or Tracking of the implementation plan.

viii) **Submission of Quarterly Reports in their prescribed format to NCPWD - 5%**

- ❖ Submission of Quarterly Reports <https://www.ncpwd.go.ke/mainstreaming/login> by 15th day after the end of the quarter– 5%