

**Country Office Performance Management and Accountability: Country Office KPIs**

#	Proposed KPIs	Green	Yellow	Red
	<b>BOS proposed KPIs</b>			
1	Achievement of 50/50 gender parity for IPs at all levels	47-53% women	35-46% women	< 35% women
2	Mandatory training activities are completed by all members of the workforce	90-100% complete	80-89% complete	< 80% complete
3	Timely award closeout and donor report	i) 70-100% of reports due in period submitted on time. ii) 70-100% awards closed < 6 months.	i) 70-100% of reports submitted on time or late. ii) 50-70 awards closed < 6 months.	i) > 30% overdue (i.e. not submitted). ii) < 50% awards closed < 6 months.
4	Percent of compliance with Security Risk Management Measures (SRMM) and applicable security protocols and policies.	> 90%	80% to 90%	< 80%
5	Post facto cases	0 cases	n.a.	>0 cases
6	Percentage of audit recommendations still open and unsatisfactory audit observations	0%-10% overdue audit recommendations	between 11 and 30% overdue audit recommendations	more than 30% overdue recommendations and/or at least one unsatisfactory overall audit rating
7	At all times, country workplans are well managed with no mismatches between PC, award budget and expenditures	up to 15% cases of mismatch	from 16% to 30% cases of mismatch	more than 30% cases of mismatch
8	Ensuring grants are fully aligned to programmatic objectives; grantees capacity has been assessed, and assurance activities established; procedures are followed to ensure accountability of grantees	> 80 %	60-79%	< 60%