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PRESIDENT'S OFFICE
REGIONAL ADMINISTRATION AND LOCAL
GOVERNMENT



MPIMBWE DISTRICT COUNCIL
VOTE: 36-3150



STRATEGIC PLAN FOR FIVE YEARS DEVELOPMENT PLAN
(2016/2017 - 2020/2021)

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EXECUTIVE SUMMARY

The government established Mpimbwe District Council with the obligation of fulfilling its functions as stated per Government Notice No. 433B on 25th September 2015, based to Sec 8 and 9 of Local Government Act No.7 Cap 287 R.E 2002. Commencement of her operation was on 1st July 2016. In fulfilling the stated obligations, the council requires to trigger sustainable local economic development through effective implementation of this strategic plan. The District Council is influenced by the external and internal changes that have a bearing in efficient operationalization of the council's deliverables.

This plan is prepared to enhance the council to respond community's demand and effectively carry out its core functions. Participatory approach was used during preparation of strategic plan whereby a wide range of stakeholders from the council were involved in the process and a systematic decision making was made. For capacity building the process commenced by three days training to capacitate the District Council's Technical team on strategic planning process.

This was necessary to enhance ownership and acceptability to stakeholders so as to have smooth implementation of the plan. However, in promoting sustainable livelihood of its people Mpimbwe District Council has developed the Vision, Mission, Core values, strategic objectives and targets which will be implemented to provide a framework in actualization of the (2016/2017-2020/2021) strategic plan. The Vision of Mpimbwe District Council To become among Local Government Authority that will provide good and quality socio-economic services to his residents that will improve standard of living and eradicate poverty by the year 2025. The Mission: Mpimbwe District Council in collaboration with other stakeholders strives to facilitate effective and efficiency use of available economic resources, ensure public - private partnership and existence of transparency to the community in working place. In achieving its Vision and Mission, Mpimbwe District Council has nine (9) strategic Objectives which are: Improved services and reduced HIV/AIDS infections, Increased quantity and quality of social services and infrastructure, Improved access, quality and equitable social services delivery. Enhanced, sustained and effective implementation of the National Anti-corruption strategy, Enhanced good governance and administrative services, Improved emergence preparedness and disaster management, Improved social welfare, gender and community empowerment, Quality and quantity of economic services and infrastructure improved as well as natural resource and environment improved. For effective and efficient implementation of the strategic plan the District Council has developed core *values* which provide the long-term beliefs during implementation of the plan, the core values are: Confidentiality of classified information, Team work spirit, Commitment, accountability and transparency; High quality service delivery and Integrity; and Professionalism

With respect to implementation, Monitoring, Evaluation and review framework; The District Executive Director (DED), who is the Chief Executive Officer of the Council, shall be responsible and accountable for the implementation of the Mpimbwe District Council's 2016/2017 – 2020/2021 Strategic Plan. The DED, with the support of the Council Management team, shall regularly report to the Full Council with regards to the plan implementation and its overall performance.

LIST OF ABBREVIATIONS AND ACRONYMY

DED	District Executive Director
LGRP	Local Government Reform Programmes
GDP	Gross Domestic Product
HCMIS	Management of Human Capital Information System
WEO	Ward Executive Officer
VEO	Village Executive Officer
SACCOS	Savings and Credit Cooperative Society
AMCOS	Agricultural Marketing Co-operative Societies
HIV	Human Immunodeficiency Virus Infection
AIDS	Acquired Immune Deficiency Syndrome
TAD	Trans boundary Diseases
CWT	Chama cha Walimu Tanzania
NGOs	Non-Governmental Organizations
FGM	Female Genital Mutilation
RAS	Regional Administrative Secretary
PMO-RALG	Prime Minister's Office Regional Administration and Local Government
NECTA	National Education Council of Tanzania
MOEVT	Ministry of Education and Vocational Training
DEO	District Education Officer
COBET	Community Based Educational Training
ICBAE	Integrated Community Based Adult Education
UNITASHUMTA	Mashindano ya Umoja wa Michezo na Taaluma kwa Shule za Msingi Tanzania
SHIMISEMITA	Shirikisho la Michezo la Serikali za Mitaa Tanzania
MVC	Most Vulnerable Children
PLHIV	People Living with Human Immunodeficiency Virus Infection
DCDO	District Community Development Officer
SWO	Social Welfare Officer
LAAM	Local Authorities Accounting Manual
LAFM	Local Authorities Financial Memorandum
LLG	Lower Level Grants
WTO	World Trade Organization
TRA	Tanzania Revenue Authority
ICTR	Information Communication Technologies and Relation

TTCL	Tanzania Telecommunication Company Limited
SENAPA	Serengeti National Park
TANAPA	Tanzania National Park
KANAPA	Katavi National Park
WMA	Wildlife Management Area
HF	Health Facilities
FBO	Faith Based Organizations
PPP	Private Public Partnership
FDI	Foreign Direct Investment
SEZ	Special Economic Zone
FYDP	First Five Years Development Plan
BRN	Big Result Now
LDDC	Least Developed Developing Country
NSGRP	Growth and Reduction of Poverty
MDA	Ministry, Departments and Agencies
SME	Small and Medium Enterprise
MDG	Millennium Development Goals
UN	United Nations
SDGs	Sustainable Developments Goals
FYDP II	Five Years Development Plan Phase II
MTEF	Medium Term Expenditure Framework
SP	Strategic Plan

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STATEMENT OF THE DISTRICT COUNCIL CHAIRMAN

Mpimbwe District Council is blessed with an endowment of heterogeneous natural resources of fertile land and national park reserves of Katavi National Park. This has earmarked Mpimbwe as the most potential area for investment. Through using its potentials, strength and opportunities the council is striving to achieve the Five Years Development Plan Phase II (FYDP II) whose “Nurturing Industrialization for Economic Transformation and Human Development”, Achieving **17** goals and **169** targets of Sustainable Development Goals (SDGs), Attaining Tanzania Development Vision (TDV) 2025 whose role is transforming its community members to become middle-income economy by the year 2025 and rid herself of abject poverty. In achieving better livelihood of its people the District council emphasizes on the principles of good governance in service delivery while community empowerment is given priority. The Government has embraced this with a clear policy of decentralization by devolution (D by D). This involves empowering community members through strengthened local government authorities, which is better placed by virtue of their proximity to the people, to reflect local priorities and needs in their programmes in improving services and contribute to the reduction of poverty. In this case Mpimbwe District Council is committed to empower its people for better and sustainable livelihood.

The council's strategic plan will be implemented in line with specific National sectoral policies, the Tanzania Five Years Development Plan Phase II, Sustainable Development Goals (SDGs) and Ruling Party Manifesto. I would like to call upon all community members to participate fully and become highly committed in the implementation this strategic plan. I personally, highly indebted to be an overseer for the strategic plan implementation, monitoring and evaluation it's my believe that the successful implementation of this five years strategic plan, will result to achievement of the District's Vision hence contributing to the overall National objectives.

Nyasongo M. Serengeti
COUNCIL CHAIRMAN
MPIMBWE DISTRICT COUNCIL

STATEMENT OF THE DISTRICT COUNCIL DIRECTOR

The Council five years Strategic Plan is an institution's broad direction forward which helps the council choose what it wishes to achieve and the main actions to undertake in future. In the preparation of this document, the council has involved management and consultations with a wide range of stakeholders. It is believed that this strategy will provide an opportunity to address fundamental questions, to focus away from day to day operations and take initiatives to improve performance.

This strategy plan has outlined why Mpimbwe District Council exists, in the set objectives, the client expectations from the council services delivery and how the council will measure its performance. This strategic plan is a living document and will be updated and improved from time to time. What is being presented here represents the results of consultations, review and discussions. While it does not represent an enormous departure from what was already in place, but it reflects the changed policy and environment in Mpimbwe District Council, as well as the clearly laid out strategies of the Fifth Phase Government. After the government has established the decentralization by devolution (D by D) it has made the council with full autonomy to run its obligations and bring efficiency during implementation. We expect the Central Government will remain with policy formulation and the council will be delivering services to the community acting as the implementing agency of central government policies.

In order to implement this strategic plan, close teamwork is required. Many objectives, targets, activities and strategies are expected to be achieved in five years to come. With the capacity of staff we have in the District council, we believe that all strategic objectives set, will be achieved hence poverty reduction to the community will be enhanced. Therefore, I beg and invite all stakeholders and other development partners to join hands in the implementation of this strategic plan for the improved livelihood of our community.

Erasto N. Kiwale
DISTRICT EXECUTIVE DIRECTOR
MPIMBWE DISTRICT COUNCIL

CHAPTER ONE

BACKGROUND INFORMATION AND STRATEGIC PLANNING PROCESS

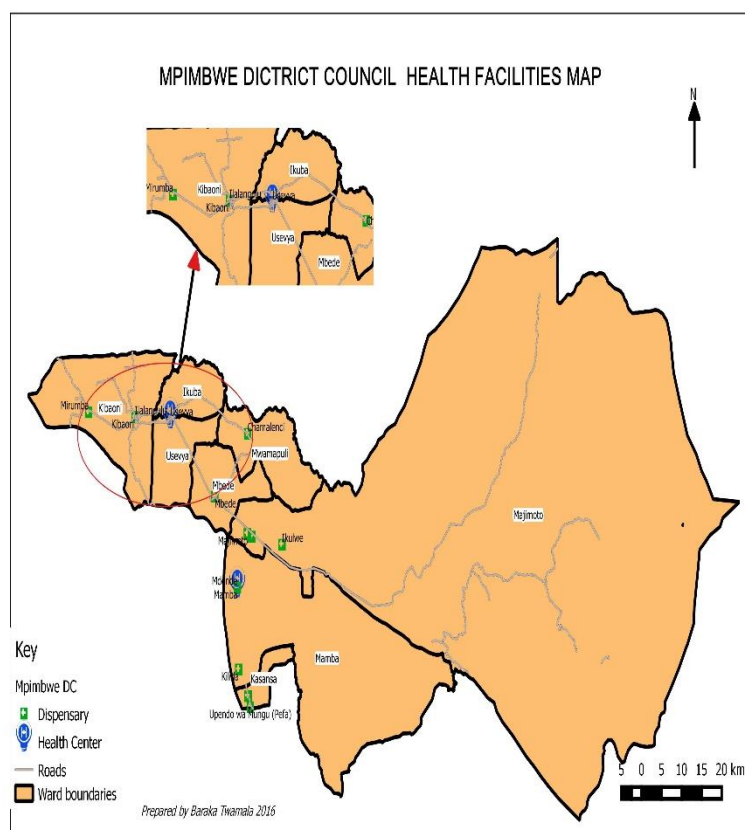
1.0 Background Information

Mpimbwe District Council is newly established council among five District Councils forming Katavi Region. The council established after the division of former Mlele District Council in 2016/2017 fiscal year aiming at improving social services provision closely to the people. The district lies between longitude 33° and 31' east of the Greenwich and 5° and 7' to 15° and 30' south of the Equator. It lies between 1000 to 1250 meters above sea level. It borders Mlele District Council to the East, Nsimbo District Council and Katavi National Park to the North, Sumbawanga District Council to the West and south borders with Nkasi District Council. Mpimbwe District Council which is the administrative center of the District situates 130 Km east of Mpanda Municipal Council and approximately 964 Km from capital centre of Dodoma via Sumbawanga – Mbeya – Iringa – Dodoma and Km 976 via Mpanda – Tabora – Itigi - Dodoma.

1.2 Area

Mpimbwe District Council has a total land area of 7,704.84 square kilometers out of which 39.44 are covered with water bodies while land area is 1,992.68 square kilometers of these, 3,038.22 is for arable land, 1,525.50 square kilometers are forest reserve 1,109.00 is for residence.

MAP 1: LOCATION OF MPIMBWE DISTRICT



1.4 Climate (Rainfall Pattern and Temperature)

Mpimbwe forms part of the dry Eastern zone of Katavi region. It is characterized by annual rainfalls less than 1000mm on average per annum with rain season, It has a moderate type of climate with temperatures ranging from 180 – 300 centigrade with the highest temperatures from August to January and lowest between May and July. There are two seasonal variations namely dry season between mid-May to Mid-November while the remaining months are rainy season.

Source: Mpimbwe District Council 2016

1.5 Administrative Structure.

1.5.1 Administration

Administratively the District is divided into Two (2) Divisions, Nine (9) Wards, 31 Villages, 168 hamlets and 57,162 households. The Council has 13 Councilors of whom nine (9) are elected four (4) from special seats. The District has one constituencies that is Kavuu constituencies. It has one (1) members of parliament.

Table I: Administrative units of Mpimbwe District Council

REGION	DISTRICT	WARD	NUMBER VILLAGES	VILLAGES
KATAVI	MPIMBWE DC			
	1	Mamba	1	Mamba
			2	Kanindi
			3	Kabunde
			4	Kilida
			5	Mamba B
	2	Kasansa	6	Ntibili
			7	Igalukilo
			8	Kikonko

			9	Iziwasungu
	3	Majimoto	10	Majimoto
			11	Ikulwe
			12	Luchima
			13	Kitupa
			14	Mkuyuni
			15	Migunga
	4	Mwamapuli	16	Mwamapuli
			17	Ukingwaminzi
			18	Lunguya
	5	Chamalendi	19	Mkwajuni
			20	Chamalendi
	6	Kibaoni	21	Mirumba
			22	Ilalangulu
			23	Kibaoni
	7	Usevya	24	Msadya
			25	Nyambwe
			26	Usevya
	8	Ikuba	27	Ikuba
			28	Kashishi
	9	Mbede	29	Minyoso
			30	Mbede
			31	Mwamatiga

Source: Mpimbwe District Council, 2016

1.6 Ethnic Groups

The dominant ethnic groups in the District are Sukuma 60%, Wapimbwe 20%, Wafipa 6%. Other small ethnic groups are Wabende, Ngoni and Chagga, which account for 12% of the District's population.

1.7 Population

According to the 2012 National population census, the District had a total population of 103,165 whereby males are 57,828 and female are 52,642. Population growth rate of 2.7 percent per annum. Population projection for 2016 is 117,539 whereby Male were 57,830 and female were 59,709.

Mpimbwe District Council has a total land area of 7,704.84 square kilometers out of which 39.44 are covered with water bodies while land area is 1,992.68 square kilometers of these, 3,038.22 is for arable land, 1,525.50 square kilometers are forest reserve, 1,109.00 is for residence.

1.8 Major Occupation and Economic Activities

Most of the people in Mpimbwe District Council live on small-scale farming. Agriculture employs about 95 percent of the Community having 10-20 acres on average. Small number of the remaining population is businesspersons and some practice small-scale mining. Among the 3,038.22 sq. km of arable land, Major food crops grown are Cassava, Paddy and Maize. Main cash crops grown are Groundnuts, although Paddy and Maize are now both Cash and Food crops. Livestock keeping is another economic activities taking place in Mpimbwe District. There are about 369,749 domesticated animals. Out of these 132,293 are Cattle, 72,478 are Goats, 18,620 Sheep, 126,858 Chickens and 4,676 Pigs, 5,493 are ducks, 1,523 are cat, 7,439 are dogs and 369 are donkey.

It is estimated that about 95 percent of people in Mpimbwe engage in Agricultural activities, which is the main source of income with very little animal husbandry activities. The type of agriculture is still traditional (Shifting cultivation) with low yields per hectare. Individual peasants undertake farming on cash and food crops production. Cash crops are Sunflower, Simsim, Coconuts and Groundnuts. Whereas; Maize, Cassava, Beans, Finger millets, Rice, Potatoes are food crops. However; nowadays Maize, Rice and Beans are becoming both food and cash crops. According to the Regional statistics of 2005/2006, the per capita income of people in Mpimbwe District is Tshs 150,000.00 per annum. The communities of Mpimbwe District council are also involved in business activities.

1.9 Community and Gender

Good Governance, effective and efficient provision of services and existence of peace and security in the District is promoted. All development initiatives are gender mainstreamed. There is improvement in community access, participation and control of socio- economic activities by awareness rising. Youths and women economic groups are involved in economic activities by being provided small loans from 10% of the council own source estimate collection.

District Development Plans are developed on the basis of community participation by using Improved system of Opportunity and Obstacles to Development Approach (Improved system of O & OD) in which all development plans originate at village level where community members prioritize problems by solving them first at community, hence rationalized at Ward level through Ward Development Committees and forwarded to District level for coordination. District Council scrutinizes and incorporates village and ward plans in the District Comprehensive Development Plan. District's Comprehensive Plan is the product of participatory planning and budgeting process that involves the communities, the Council Standing Committees, Full Council and other key stakeholders including the private sector.

1.10 The strategic Planning Process

Preparation of strategic plan for Mpimbwe District council involved participatory approach with maximum inclusive methodologies. Collaborative and communicative planning process were involved, the process started by capacity building to District council's Heads of departments and units. A three days workshop was organized where by action oriented training on strategic planning process was conducted from 18th to 20th February, 2017, where 21 Council technical team members were involved. The objective of the training was to impart knowledge and skills on strategic planning process to Mpimbwe District Council officials so that they can become more inclusive in applying the strategic planning knowledge in preparing strategic plan for the District Council.

The process of preparing strategic plan also involved collection of both primary and secondary data, which were used as a base for situational analysis of the district. The empirical secondary data were

collected from various sectoral performance reports and relevant policies were reviewed for establishing discrepancies for strategic interventions. Primary data were collected from respective villages and wards to supplement secondary information where a checklist was developed and distributed to Ward Executive Officers (WEO) who were the custodian of the village under their areas of jurisdiction and responsible in providing necessary information required for planning process.

The data collected from secondary and primary sources assisted the facilitators in collaboration of the District council's technical team to prepare the first draft of strategic plan, which was presented to heterogeneous stakeholders of the district council hence submitted before the District's full council meeting for official inauguration for public use.

CHAPTER TWO

THE INTERNAL AND EXTERNAL ENVIRONMENTAL SCAN

2.0 Introduction

This chapter presents the situational analysis report of the internal and external environment. The analysis of internal environment for Mpimbwe District council, involved the comprehensive diagnosis of the district's service delivery areas in terms of their roles, capacity and issues of major concern affecting specific departments and units/sections. The process involved a hard look at a district itself where it came from, where is it now; where it is going and what are its choices for the future development of the community members in the next five years. Analysis of external environment involved an overview of National policies, National Visions and strategies that have a bearing on operations of the Mpimbwe District council. In assessing the current situation, a wide range of information was collected to determine the external and internal environment. The chapter winds up with the analysis report of strengths, weaknesses, opportunities and challenges based on the analysis of the internal and external environments.

2.1 Internal Environment Scan

This part covers the current mandate, capacity and strengths of Mpimbwe DC Departments and Units. These are the center of service provision and management support in the Council. Departments include Human Resource and Administration, Planning, Statistics and Monitoring, Health, Finance and commerce, Primary Education, Secondary Education, Water, Agriculture, Irrigation and Cooperatives, Livestock and Fisheries, Land and Natural Resources, Community Development, Social Welfare and Youth, Works and Fire and Sanitation and Environment. The units include Legal, Internal Audit, Information Communication Technology and Public relations, Procurement, Election and Bee Keeping.

2.1.1 Human Resource and Administration

Human resource and Administration is a department, which is an overseer for all human resources in the district. It lays down basic principles of the organization and provides guidance, leadership and control of the efforts of the all organization's groups towards achieving common goals. The department also deals with management issues that involve conceiving, initiating and bringing together the various elements; coordinating, actuating, integrating the diverse organizational components while sustaining the viability of the organization towards some pre-determined goals. It has the role of practicing an art of getting things done through and with the people in formally organized groups in the District council. In smoothening service delivery to its client the department is divided into three sections: Administrative, Human resource and clerical work

(i) Administrative section

This section comprises the District Executive Director (DED) office. The major roles of the section include:

Implements operating procedures consistent with best practices in organizational structure and services and to achieve the goals set by council. Oversees the supervision of personnel, which includes work allocation, training, and problem resolution; evaluates performance and makes recommendations for personnel actions; motivates employees to achieve peak productivity and performance. Develops annual operating budget and provides direction to its purposes and uses. Manages all aspects of District finances including budgets, investments, audits, taxes and cash

management. Oversees District marketing and community relations programs. Participates in community activities throughout the District. Establishes a working relationship with other governmental entities, elected officials and community organizations.

(ii) Human resources section

This comprises with DHRO and other human resource officers which together has the following roles:

Provide support to supervisors and staff to develop the skills and capabilities of staff. Monitor staff performance and attendance activities. Coordinate staff recruitment and selection process in order to ensure a timely organized and comprehensive procedure is used to hire staff. Administering payroll and maintaining employee records. Interpreting and advising on employment law. Dealing with grievances and implementing disciplinary procedures. Developing with line managers HR planning strategies which consider immediate and long-term staff requirements. Planning, and sometimes delivering, training - including inductions for new staff.

(iii) Transportation section

This comprises transport officer and drivers of the District council they have the following roles: To distribution, maintenance, repair and utilization of all the vehicles. To ensure proper utilization and efficient use of the funds being granted to the transport office. Allocation and proper rotation of appropriate work and assignments to the employees or junior officers. To carry out the tasks such as attending and heading meetings which are to decide the welfare of the transportation facilities of that particular area or district. Coordination of training courses and workshops which are held to raise the issues related to transportation.

(iv) Clerical works section

This involves all committee clerks and they have the following roles: Discussing the committee meeting agenda with the committee Chair, Producing the agenda and circulating to committee members at least 1 week ahead of the meeting, accurately recording key discussions and decisions, drafting meeting minutes within a week of the meeting, providing them to the committee and ensuring appropriate confidentiality is maintained.

The general performance of any organization depends much on the existence of the supporting facilities such as man power, computers, office furniture, and government document for guiding general works of the department such as standing orders, staff regulations, financial aid and good working environment. With reference to Mpimbwe District council and specifically on Administration department there are enough facilities which help the employees to achieve the determined goals. In terms of man power and other working facilities things like computers and official documents mostly are available to support the performance of the department. However, generally the department is facing some factors affecting efficiency and effectiveness of the department which include: Financial problems this based on the budget sometimes money are not available at required time. Infrastructure problems in terms of roads do not support to reach remote areas so this also hinders the performance. Political involvement, the involvement of politics in implementation of strategies results to the failure of achieving intended objectives. Lack of regular on job training, this also reduces performance level of employees.

2.1.2 Policy, Planning, Monitoring and Statistics

Policy, Planning, Monitoring and Statistics is among of departments that formulate Mpimbwe District Council with the core functions of ensuring proper and timely preparation of council plans and budget and its implementation. Policy, Planning, Monitoring and Statistics is the **‘Think Tank’** of the council responsible in coordinating, preparation and implementation of various activities, collection, analysis and interpretation of socio-economical data and information for proper planning and budgeting and advice on policy matters for implementation of various cross cutting issues. The department has divided into three sections: policy and planning, which has the role of ensuring proper and timely preparation of council plans and budget. Monitoring and statistics with responsibility of maintaining up to date statistical data based on requirements for proper planning also ensure council project are conducted with adhered nation or council rules and regulations and Information Technology with responsibility of introducing and maintaining information technology in the Council

(i) Policy and Planning section

The main duties of policy and planning section are:

- Coordination of preparation of council Development Plans and Budget.
- Follow up and monitoring implementation of Development Projects and programmes.
- Preparation and timely submission of quarterly implementation reports.
- Follow up implementation of various sectoral /policies and advise.
- Collect, analyse and maintain statistical Data for planning purpose
- To identify potential area for investment in collaboration with various stakeholders.
- To prepare medium and long – term strategies and development plans.
- To build planning capacity of HODs/Units, WEO’s and VEO’s.
- To conduct research and identify opportunities available in the sector.
- To prepare and disseminate economic data and information to stakeholders.
- To analyse and interpret data and various information.

(ii) Statistics and Monitoring section.

The main duties of this section are:

- To maintain and operate relevant statistical/database including PLANREP, Census data etc.
- To design and distribute relevant formats for data collection at Council, ward and village levels.
- To analyse, translate and disseminate information to Heads of Department, wards, villages and other stakeholders for planning purposes.
- Ensure council projects are conducted with adhered nation or council rules and regulations.

On manpower and working facilities the department has 4 existing staff (Three (3) Economists, One (1) District Planning Officer (DPLO) this is out of five (5) required staff and making the deficit of two (2) staff (1 ICTO and 1 Statistician), in terms of working facilities the department has 1 motorcycle, 1 printers, and 1 office rooms) as shown in the table 2 below.

Table 2: Existing staff in the Policy Monitoring and Statistics department

No.	Section/Unit	Title	Required staff	Existing staff	Deficit
1.	Policy and Planning	DPLO	1	1	0
		Economist	3	3	0
2.	Statistics	Statistician	1	0	1
3.	Information Technology	ICT	1	0	1
TOTAL			6	4	2

Source: Mpimbwe District Council, 2016

The department is hampered by various factors which affect its performance: Lack of resources to meet all planned targets (Financial, working tools and equipment's like Laptop, Desktop, Vehicle, Motorcycle, Photocopy Machine, Human resources – especially in Statistics and Information Technology). Heavy rainfall, which hinders and sometimes destroys completed projects especially roads. Escalating prices of building materials, which affects proper implementation of Plans and Budget. Low community participation in implementing their projects. Late receipt of Development funds for timely implementation of Development projects in Villages and Wards. Geographical location and remoteness of the district hinder effective monitoring and supervision of implemented projects in Villages/Wards, Lack of Local Area Network for accessing internet and District website for advertising and publication, Escalating prices of building materials, which affects proper implementation of Plans and Budget. Low community participation in implementing their projects and Bank services located far away from District Office where it need to go 130 Km to get services at Mpanda Municipal Council.

2.1.3 Primary Education

Education is the process of systematic development and cultivation of the normal powers of intellect, feelings and conduct to render them efficient in some particular form of living or for life in general. Furthermore, the government of Tanzania recognizes the central role of the education in achieving the overall development goals of improving the quality of life of Tanzanians. Thus, Policies, Regulations, Acts and structural reforms have been initiated by the government to meet the central goals of education, such as improvement of the quality of education, universal primary education, education for all, girl's education and pre-primary education.

The department of Primary education is a service-based institution, which has given a role to serve out Pre - primary, Primary and Adult education. Furthermore, primary education department works in collaboration with Teachers Service and School Inspectorate Departments. The primary education department in Mpimbwe district has 29 primary schools 20,308 pupils have enrolled in government schools, 10,049 are girls and 10,259 are boys 49.5% of them are girls and 50.5% are boys. Likewise, 3,072 children are in pre – primary classes where 1,547 are girls and 1,525 are boys.

The major role of primary education is to achieve the primary education vision 2020/2025 and the National policy goals.

The Primary Education vision 2020/2025 is to have an educated Tanzanian with competence skills, profession and positive perception to contribute to the National development. Also, the stated objective by the Policy for primary education is to providing quality education, competent human resources, Ensure access and equity to education in consideration to gender sensitivity and special needs education.

The specific roles of the department include the following:

- To make sure that every primary school has pre – primary classes and therefore, all children with eligible age of 3 – 6 years to pre- primary education are enrolled, read and complete the circle.
- To ensure that primary schools enroll all eligible age of 6–13 years to primary school enrolled, read and complete the circle.
- To establish a center for Adult education in every primary school.
- To identify children with special need and ensure they are enrolled appropriately in schools.
- To enforce the implementation of all circular issues and coordinate the development of extra curricula in the District.
- To safeguard the welfare of teachers and pupils.
- To advice on the progress and expansion of Pre-primary, Primary and Adult Education
- To administer and supervise examinations in primary schools and Teachers education colleges
- To collect, analyze, coordinate and disseminate education statistics regularly as required by within the District
- To advise and coordinate the constructions and rehabilitation of school buildings including (teachers houses, classrooms, pit holes) and ensure the availability of school furniture.
- To clarify educational policy and regulations unknown to subordinates/stakeholders who are interested to education issues.
- To ensure the availability of funds for procurement of school buildings materials.
- To ensure the availability and equitable distribution of teachers teaching/learning materials and equipment's.
- To prepare action plans, implement the mission and objectives of the department in accordance to national and council as a whole.
- To monitor and implement the school inspectorate reports as revealed in government schools.
- To ensure that employees in the department abide with Code of Profession Conduct, performance principles and adhere to security measures at work place.

(i) Pre – primary Education

According to education policy 2014 of Tanzania, Pre-primary education is the first formal level of education system in catering for the children aged 3-6 years old. Pre - primary education cycle lasts for one year with no examination for promotion purposes. According to Education and Training Policy (ETP) 2014, pre-primary education is intended to promote the overall personality development of the child, his or her physical, mental, moral and social characteristics and capabilities. Therefore, this level is important in molding behavior of the child and enables him/her to acquire acceptable school culture before joining the world of education. In this level of education, Teacher Pupil Ratio (TPR) for pre primary is recommended to be 1:25 for effectiveness and efficiency to achieve the intended goals. Moreover, Mpimbwe district has One 29 pre-primary classes, which operate within primary schools with the total number of 3,072 students where 1,547 are girls and 1,525 are boys. In relation to the enrolment, still these children have no teachers and therefore, the TPR is 1:106.

(ii) Primary Education

According to Education Policy 2014, the structure of education is 1:6:4:2:3+, so Primary education is a second formal level of education in education system of Tanzania, which accommodate children aged 7-13 years old. Besides, it is compulsory for every child with eligible age to be enrolled for primary education. In 2016, Mpimbwe district enrolled 17,272 pupils for primary education, where 8,582 are girls 8,790 are boys.

(iii) Adult Education

Adult education aims to eradicate illiteracy in Tanzania. The objective of adult education is not merely to teach literacy but to help adult learners to find solutions of other problems such as hunger, ignorance, diseases, production and strive for better life. In Mpimbwe district council, adult education is implemented by considering 3Rs, Complementary Basic Education for Tanzania (CoBET), Open and Distance Learning (ODL) and Integrated Community Based Adult Education (ICBAE).

Therefore, Mpimbwe district council has 33 adult education centers regarding that every primary school is a center for Adult education. However, there are only 16 operating centers with 244 adult learners. Besides that, there are six (6) COBET classes with 217 learners under Literacy and Numeracy Education Support Program (LANES). Additionally, there are challenges and weaknesses over implementation of adult education in the district. The challenges include some political leaders do not support implementation of Adult education programmes, lack of funds from central government for supply of learning materials and payments of Honoraria to facilitators. Likewise, there is a weakness of poor attendance of adult learners since they lack motivation.

2.1.3.1 Teacher Pupil Ratio (TPR)

Teachers are the most important educational personnel, since are the ones who implement the curriculum. Furthermore, they are effective if the teacher pupil ratio is 1:40 as stated by the Policy of Ministry of Education of 2014. Mpimbwe district has 363 teachers, out of them Eight (8) are degree holders, 10 are diploma, 345 grade IIIA and zero for IIIB/C certificate holders. In relation to that the teacher pupil ratio then is 1:43 since there are 508 Streams for primary education. On the other hand there are no children enrolled for pre - primary school who have no teachers. Likewise, teachers who teach primary education are the ones who teach pre-primary education.

2.1.3.2 Book Pupil Ratio

The ministry of education and training state the Book Pupil Ratio (BPR) to be 1:1. This ratio enables every pupil to have a single book for every subject for efficiency and effective teaching and learning in schools. Mpimbwe district also requires books for efficiency and effective teaching and learning.

2.1.3.3 Pit-hole Latrine for Pupil and Staffs Ratio

Pit holes latrine is one of important infrastructure in every institution regarding that it is necessary for controlling and maintaining human hygiene and sanitation. Latrine is also one of the criteria set by the ministry of education and training for the school permit to be established. Mpimbwe district the situation is worse because require **955** pit hole for pupils but **277** pit holes available which make deficit of **680** Pit-hole, Staffs require **58** toilets, but **16** toilets are available which make deficit of **42** toilets.

Table 4: Pit-hole Latrine Pupil Ratio

Beneficiary	Required	Available	Deficit	% of deficit
Pupils (for Pit-hole latrines)	1,327	388	939	70.76
Teachers (for Toilets)	58	16	42	72.41

Source: DEOp, 2016

2.1.3.4 Pupils' Dropout Rate

Dropout rate in schools is the frequency of leaving the school without completing the intended circle, such as pre-primary and primary education circles. According to the policy of education and training, 2014 state that every child with eligible age for school should be enrolled, read and complete primary education circle.

Mpimbwe district, the dropout in schools is another problem, which is caused by truancy, disciplinary acts, and lack of basic needs, deaths, pregnancies and sickness.

2.1.3.5 Existing Facilities

Facilities in education are important area in the implementation of the National curriculum of education. The facilities in usually are divided into human resources, financial and infrastructure. These are tools, which are used to facilitate implementation of the processes of teaching and learning in primary schools. Furthermore, in the efficiency in performance of the processes of teaching and learning depend on the availability of tool. In Mpimbwe district, primary education department faces shortage of facilities to facilitate effective implement of teaching and learning processes. Facilities include personnel, infrastructure, funds and vehicles.

In primary education, personnel are the manpower which the core part in implementation of pre-primary and primary school curriculum. They are divided into teaching staff, ward education officers and district education officers. Currently, primary education department has 365 teaching staff, eight (8) ward education officers and one (1) acting district officers (Table 5).

Table 5: Existing work force in primary Education

No.	Personnel	Required	Available	Deficit
1.	District Education officer	1	0	1
2.	District Academic Officer	1	0	1
3.	Statistics and Logistics Officer	1	0	1
4.	Adult Education Officer	1	1	0
5.	Audio Visual Officer	1	0	1
6.	Domestic Science Education Officer	1	0	1
7.	Technical Education Officer	1	0	1
8.	Special Education Officer	1	1	0

9.	Ward Education Officer	9	8	1
10.	Teaching Staff	4	0	4
TOTAL		21	10	11

Source: DEOp, 2016

For working infrastructure, primary school department in Mpimbwe district available infrastructure are used for activities of implementation, supervision and monitoring the teaching/learning processes.

Table 6: Working facilities in primary education

No.	Item	Required	Available	Deficit
1.	Teacher house	547	96	451
2.	Classroom	542	189	353
3.	Pit hole latrine	886	267	619
4.	Office for H/T	31	23	8
5.	Office for teachers	74	27	47
6.	Office for counseling	30	0	30
7.	Stores	64	4	60
8.	Desks	6,299	4,393	1,906
9.	Tables	1,180	254	926
10.	Chairs	1,001	285	716
11.	Cupboards	341	36	305
12.	Shelves	75	15	60
13.	Car	2	0	2
14.	Lorry	1	0	1
TOTAL		11,073	5,589	5,484

Source: DEO's office, 2016

Despite the implementation of various activities in primary school department, there are issues of major concern, which affect the processes of teaching, learning, supervision, monitoring and evaluation of primary education curriculum in schools. In relation to that, primary education department in Mpimbwe district face various issues of major concern: deficit of personnel, infrastructure and funds. Additionally, there is poor discipline and truancy of teachers, which may be, is a result of unpaid claims on transfer, leave, upgrading costs and salary arrears.

2.1.4 Secondary Education

Education is the process of initiating and preparing man through training, in his /her environment, to play active roles in society. It provides desirable and worthwhile broad and in depth modes of thought, skills, attitudes and understanding needed for the full development of the human thinking and actions. Education makes man aware of his own potentials and responsibility to change and improve his own condition and that of his Society. It is a strategic agent for mindset transformation and for the creation of a well-educated society sufficiently equipped with the knowledge needed to competently and competitively solve the development challenges, which face the society. Secondary education department is among of the department of Mpimbwe District Council whose roles are:

- To facilitate and manage the implementation of the National Curriculum at the District level.
- To mobilize, manage and prioritize the use of available resources effectively and efficiently for performance improvement of the secondary schools.

- To collect, analyze and disseminate correct educational information to all stakeholders.
- To coordinate in-service training of teaching and non-teaching staffs in order to promote competence and performance.
- To prepare and implement the educational development plans
- To prepare educational development meetings quarterly in a year by involving stakeholders.
- Management of good governance in secondary schools.
- To provide correct instructions in the implementation of the educational policy at ward, school boards and other stakeholders.
- To involve the community and other educational stakeholders in planning, implementation, follow up and evaluation of educational plans in the district council.
- To involve and influence the community to contribute in the construction of schools.
- To provide recommendations on the appointments of heads of schools.
- To prepare estimates on the number and budgets of teaching and non-teaching staffs.
- To deal with transfer of staffs and students within the district council.
- To conduct performance evaluation of the serving staffs.

The department has two (2) working staff includes: The District Secondary Education Officer (Acting as Head of Department), One (1) as Statistics and Logistics Officer (SLO). Generally, Mpimbwe District council has four (4) Secondary Schools, All are Government owned schools. Secondary Schools have total number of 1,612 students, Where 974 are boys and 638 are girls. In addition, we have one (1) secondary school, which enrolled, up to advance level, which is Usevya Secondary School, where total number of 216 students have, and all are boys

Table 7: Existing manpower in Secondary Education

No.	Personnel	Required	Available	Deficit
1.	District Secondary Education Officer (Head of Department),	1	0	1
2.	District Academic Officers(DAOs)	1	1	0
3.	Statistics and Logistics Officer(SLO)	1	1	0
4.	Personal secretary (PS	5	0	5
TOTAL		8	2	6

Table 7: Number of students registered in secondary schools by 2016.

Ownership	Male	Female	Total
Government(O-Level)	758	638	1,396
Government (A-Level)	216	0	216
Total	974	638	1,612

Source: Mpimbwe District Council, 2016

The identified schools are serviced by a total of 100 Secondary school teachers existing in the district, out of whom 83 are males and 17 are female. The district has a deficit of 27 secondary teachers in the whole district. The shortage is commonly noticed in the subject of mathematics, Physics, Chemistry and Biology. However, the dominant deficit is noticed in mathematics subject (Table 8)

Table 8: Shortage of teachers according to subjects

S/N	Subject	Requirement	Available	Shortage
1.	Mathematics	12	4	8
2.	Physics	9	2	7
3.	Chemistry	8	2	6
4.	Biology	9	3	6
Total		38	11	27

Source: Mpimbwe District Council, 2016

On working infrastructure in secondary school, it is clearly stated that quantity and quality of Secondary Schools physical infrastructure is very important for effective teaching and learning process. The government has to ensure that schools have enough and good infrastructure so as to improve teaching and learning environment which also increase the quality of education offered. In the district there are four (4) administration blocks, 49 classrooms, 11 Laboratories, 28 teacher houses, one (1) Library, one (1) school kitchens, one (1) dining halls, four (4) hostels, one (1) stores, 68 students' pit holes, and six (6) staff toilets.

Table 9: Working Infrastructure in Secondary schools

S/No.	Type of Infrastructure	Requirement	Available	Shortage
1.	Administration block	4	4	0
2.	Classrooms	65	49	16
3.	Laboratory for: Chemistry	4	4	0
	Physics	4	4	0
	Biology	4	3	1
4.	Teachers houses	100	28	72
5.	Library	4	1	3
6.	Kitchen	4	1	3
7.	Dining hall	4	1	3
8.	Hostels for: Girls	19	2	17
	Boys	20	2	18
9.	Store	4	1	3
10.	Students toilets Girls	42	28	14
	Boys	55	40	15
11.	Staff toilets Female	4	2	2
	Male	4	4	0
TOTAL		341	174	167

Source: Mpimbwe District Council, 2016

Although the department is doing well, its performance is faced by numeral hindrances which include: Unequal allocation of Funds for free Education program for primary and secondary schools, where does not corresponding with the number of students, Delay of release of Development funds for development activities from the Central Government to the Council, which affects the implementation of curricular activities. Un-proportional pupil book-ratio especially in Art Subjects in the schools, therefore more fund is needed to curb the problem. The shortage of 27 science teachers in the

District, which hinder the provision of quality education. The problem of shortage of desks/tables still exists in many secondary schools within the district council. Absence of transport facilities for Educational Officers, Headmasters/Mistresses, this affects smooth implementation of activities at district and school level with regard to unfriendly geographic situation of the District. Shortage of Staff houses. Most of Teachers and non-teaching staffs in these schools are living far from schools, which hinder their performance. Shortages of classrooms make congestions of students which results to poor teaching and learning. Poor family living standards. Some of the parents fail to pay other education requirements for education of their children hence an increase in students drop out. Lack of strong rooms for the National examinations storage. Shortage of students hostels in wards secondary schools. Shortage of fund for in service training for teaching and non-teaching staffs. Shortage of office working facilities.

2.1.5 Agriculture, Irrigation and Cooperative

Mpimbwe District Council has a total land area of 7,704.84 km². out of which 3,038.22 km² is potential for Agriculture and the remaining part is Forestry and Game reserve. About 90% of the labour force in the District is smallholder farmers relying on crop production and currently agriculture contribute about 90% of GDP in the District.

2.1.5.1 Agriculture

The role of Agriculture Section is to facilitate farmers to increase their production per unit area through disseminating new Technology and principles of agriculture. Specifically the agriculture section is responsible to:

- Strengthening field extension services to enhance its effectiveness in direction and management, improve linkages, and put in place an effective monitoring and evaluation system.
- Assure basic food security for the District and National as a whole.
- Facilitate food crops production through productivity and area expansion.
- Create an enabling conducive environment for improving profitability of the sector as the basis for improving farm incomes and rural poverty reduction in the medium and long-term.

Currently, agriculture subsector has 12 personnel among of these two (2) have been allocated at the head office, 12 at ward level and Nil at village level, there is a shortage of 41 personnel. The sector has four (4) subsections: Inputs, Crops Food and Nutrition, and Farm machinery.

Table 10: Agriculture Personnel status

S/No.	Level	Requirement	Present	Shortage
1.	District	9	2	7
2.	Extension officers	39	10	29
3.	Drivers	1	0	1
4.	Personal secretary	1	0	1
5.	Registry assistant	1	0	1
6.	Office attendant	2	0	2
Total		53	12	41

Source: District Agricultural Office, 2016

For working facilities, the sub sector has motor cycle, Lap top computer, Desktop computer, Printer, Photocopier machine, motor vehicles and Refrigerator

Table.11: Agriculture working facilities

S/NO.	ITEM	REQUIRED	AVAILABLE	SHORTAGE	CONDITION
1.	Motor cycle	31	4	27	All four (4) are working
2.	Motor vehicle	1	0	1	N/A
3.	Lap top computer	4	0	4	N/A
4.	Desk top computer	2	0	2	N/A
5.	Printer	4	0	4	N/A
6.	Photocopier	1	0	1	N/A
7.	Refrigerator	1	0	1	N/A
8.	Chairs	16	0	16	N/A
9.	Tables	6	0	6	N/A
TOTAL		66	4	62	

Source: District Agricultural Office, 2016

(i) Input Subsector

The role of this subsector is to ensure quality of inputs from the point of origin to the consumers is maintained and farmers are trained on proper use of Agricultural inputs. The subsector deals with supervision of subsidized agricultural inputs distributed to farmers through Stockiest. Inputs supplied are Herbicides, fungicides, pesticides, seeds, seedlings and fertilizers. Actual demand and current availability is indicated in the table 12.

Table 12: Inputs requirement

S/No.	Type of input	Requirement(kg/lt)	Available(kg/lt)	Shortage(kg/lt)
1	Herbicides	536.3L	112L	424.3L
2	Fungicides	433.5L	67L	266.5L
3	Insecticides	637.9L	134L	503.9L
4	Seeds	526,300KG	1,190KG	525,110KG
5	Fertilizers	267,000KG	13,200KG	135,000KG

Source: District Agricultural Office, 2016

(ii) Farm Machinery Subsector

The role of this subsector is reducing workload and time taken to perform agricultural activities, hence increase production. District has favorable area for machinery work although out of 143,247 Hectares cultivated only 4.5% are cultivated by this subsection where: 4,852.7ha tractors , 1,427.3ha Power tillers and 142.7ha Drought animals. The District has 43 tractors out of which 7 are not working, 126 power tillers out of which 80 are not working and 34 drought animals.

(iii) Crop Subsector

The role of this subsector is to facilitate food and cash crops production through increased productivity and area expansion. Mpimbwe District has favorable condition which allows growing different varieties of crops; Maize, Rice, Cassava, Sorghum, Sweet potatoes as a food crops and Ground nuts, , Simsim, Cashew nuts, Cow peas as Cash crop. This is due to presence of arable fertile land and reliable rainfall, which favor such types of crops. The table 13 shows the average yield per hectare.

Table 13: Yield per hectare

S/No.	Crop	Average yield (ton/ha)	Recommended yield(ton/ha)
1.	Maize	2.0	3-5
2.	Rice	3.0	5
3.	Cassava	3.5	7.10
4.	Sorghum	0.8	1.5
5.	Sweet potatoes	3.0	5-6
6.	Groundnut	1.0	1.5
7.	Bambaranut	1.0	1.5
8.	Pigeon peas	1.0	1.5
9.	Simsim	0.7	1.5
10.	Cashew nut	3-4KG/TREE	10KG/TREE
11.	Cowpeas	0.8	1.5-2

S/No.	Crop	Average yield (ton/ha)	Recommended yield(ton/ha)
12.	Beans	0.8	1.5-2
13.	Tobacco	0.8	2-3
14.	Green gram	0.7	1.5-2
15.	Sunflower	0.8	2-3
16.	Finger millet	0.7	1.5-2

Source: District Agricultural Office, 2016

Generally the department is affected by shortage of staff, high price of agriculture inputs, insect pests and disease infestation, Unreliable market for agricultural products, delayed disbursement of funds from central Government, lack of knowledge on rice wet seed bed and sunken bed preparation to extension staffs, Shortage of transport facilities to Extension officers, Shortage of houses to Ward extension officers, Lack training facilities at ward resource centers, lack of extension kits and protective gears to extension officers, Shortage of computer and Photocopy accessories ,low adoption rate of new technologies to farmers, shifting cultivation practiced by Farmers, Planting local varieties of Mango and Oranges ,lack of knowledge to farmers on how operate farm machinery and lack of spare parts.

2.1.6 Water

Freshwater is a basic natural resource, which sustains life and provides for various social and economic needs. In its natural state, water is an integral part of the environment whose quantity and quality determine how it can be used. Safe drinking water and good sanitation practices are basic considerations for human health. The use of contaminated sources poses health risks to the population as evidenced by the incidences of water borne diseases such as diarrhea and cholera. Despite its importance to our lives and development, water is unevenly distributed in time, space, quantity and with great variations in quality. Furthermore, water is a finite and a vulnerable resource. Water department is responsible to: Assist on all matters related to construction of water sources. Supervise all water projects which constructed in the District level, prepare reports on all matter related in construction of water project. Administer the technical aspect of project construction and equipment of the Council. Adhere on policies, vision, mission and objectives proposed.

Based on 2012 National Population census, growth rate of Mpimbwe District is 2.7%, and the current population is 117,539. The population which gets clean and safe drinking water in the District is about 42% in rural areas. There are Nine (9) deep boreholes wells with water pump schemes, three (3) gravity schemes, 14 shallow wells in the District, Moreover, there are two (2) traditional sources of water which is Msadya and Mbede rivers. For the year 2016 department has succeeded to Construct Eight (8) new water projects at Kibaoni (2), Usevya (3), Kashishi (1) Chamalendi (1) and Mwamapuli (1) which covered total of Eight (8) villages of Ilalangulu, Kibaoni, Ntompola, Kaunyala, Nyambwe, Kashishi, Chamalendi and Mwamapuli.

Water department is divided into 4 sections: Administration section, Surveying section, Drilling section and Operation and Maintenance section. Administration unit is the core sector of the department, It deals with overall activities of the department, The main function of Administration section is to plan and supervise all water activities, The required staff in administration section is 15, the existing staff is three (3) and the section is facing the deficit of 12 staffs. The main function of surveying section is to survey water projects, design new water project, the required staff in surveying section is Two (2),

existing number of staff is Zero (0), and the deficit is Two (2) staff. The drilling sector play part to identify new water sources and drilling boreholes the required staff in drilling section is Two (2), existing number of staff is 0 and deficit is Two (2). The operation and maintenance section is responsible to inspect, protect and conserve water source, operating water pumps and constructing water network system. The required staff in Operation and maintenance section is Eight (8), existing number of staff is 0 and there is a deficit of Eight (8) staffs. Generally, in order to provide good water service to community, water department is supposed to have 15 staff but the current situation is three (3) staff. In water department there are a total deficiency of 12 staff required each section table 14.

The major role of Water department:

- To assist on all matters related to construction of water sources.
- To supervising all water projects which constructed in District level,
- To prepare reports on all matter related in construction of water project
- To supply clean/quality and quantity water to customers living in rural area
- To submit report or information on all major event effecting or likely to affect quality service delivery.
- To improve water revenue collection and service charge

Table 14: Existing staff in water department

No.	Section/Unit	Staff title	Required staff	Existing staff	Deficit
1	Administration	District Water Engineer (Head of department)	1	1	0
		Personal secretary	1	0	1
		Driver	1	0	1
2	Surveying	Surveyor	1	0	1
3	Drilling	Hydro geologist	1	0	1
		Hydrologist	1	0	1
4	Operation and maintenance	Engineer	2	1	1
		Technicians	4	1	3
		Asst. Technician	3	0	3
Total			15	3	12

Source: Mpimbwe District Council, 2016

For working facilities the department has two (2) motorcycles, One (1) printer

NO.	ITEM	REQUIRED	EXISTING	DEFICIT
1.	Motor Vehicle (Land cruiser Hard top)	2	0	2
2.	Tipper	1	0	1
3.	Motorcycles	6	2	4
4.	Laptop Computers	5	0	5
5.	Desktop Computers	2	0	2
6.	Printers	2	1	1
7.	Photocopy machines	1	0	1
8.	Rooms for office	3	0	3
TOTAL		22	3	19

Source: Mpimbwe District Council, 2016

2.1.7 Lands and Natural Resources

According to land act No. 4 1999 Land means anything above or below the earth surfaces excluding minerals, water, petroleum and gas while on the other hand natural resources means anything that people can use which comes from nature. A natural resource is often characterized by amounts of biodiversity and geo diversity existed in various eco systems. Natural resources are materials and components that can be found within the environment. Every man made product is composed of natural resources. A natural resource may exist as a separate entity such as water, air as well as living organisms such as a fish, or it may exist in alternate form, which must be processed to obtain a resource such as metal ores, oil, and most forms of energy. Overall functions of the department are: Allocation of plots and farms to different stakeholders within and outside the council. Keeping of land records of landowners. Collection of rent other charges relating with ownership of plots. Offer right of occupancy to land owners. Prepare assets valuation report for Mpimbwe District Council and valuation for compensation and submission to chief valuer. To pick detail survey in urban and sub towns for preparing town planning drawings. To survey plots in urban areas and farms in rural areas. To prepare town planning drawings. To prepare village land use plans. To receive and inspect planning consent for land developers and advise for granting building permit and change of use. Develop and prevent forest resources. Administer sustainable utilization of forest resources. Assist in developing and prevention of wildlife resources. Assist in Prevention of dangerous animals harming the villagers and the villagers who harm animals. Land and Natural resources department has five (5) staffs out of 44 required; this brings a shortage of 39 staff.

Table 16: Existing facilities in the Lands and Natural Resources department

No	Item	Total number	Working	Not working
1.	Vehicles	1	0	1
2.	Computer	2	0	2
3.	Motorcycle	2	0	2
4.	Printers	2	0	2
TOTAL		7	0	7

Source: Mpimbwe district council DLNR Office, 2016

Table 17: 9 Supply and Demand of Manpower in Land and Natural resource department

SNo	Title	Required	Existing staff	Deficit/Shortage
1.	Land officers	2	2	0
2.	Assistant L/O	2	0	2
3.	Game officers	2	0	2
4.	Game warden	9	0	9
5.	Forest Officer	3	1	2
6.	Assistant Forest Officers	2	0	2
7.	Forest Ass	9	1	8
8.	Town planners	2	1	1
9.	Surveyors	2	0	2

10.	Technicians	2	0	2
11.	Valuer	2	0	2
12.	Technical Valuer	1	0	1
13.	Cartographer	2	0	2
14.	Draftsman	1	0	1
15.	Document typist	1	0	1
16.	Office supervisor	1	0	1
17.	Office attendant	1	0	1
TOTAL		44	5	39

Source: Mpimbwe District Council DLNR Office, 2016

The department has succeeded to assist in granting certificate of village land to three (3) villages. To assist in granting 52 right of occupancy to plot owners and assist in granting 370 certificate of customary right of occupancy to farm owners. To prepare five (5) Town planning drawings with 760 plots; prepare village land use plans for three (3) villages and to ensure that land and land resources are utilized orderly and sustainably. Up to June, 2017 the section has surveyed 481 plots, 200 farms, three (3) village boundaries and 65 deed plans have been prepared. Lands and Natural Resources department has been divided into five (5) sections which deal with land administration and development of natural resources. Establishment of one (1) Wildlife Management Areas (WMAs) in Mirumba, Kibaoni, Ilalangulu and Ikuba for sustainable utilization of wildlife resources.

2.1.7.1 Lands Administration and valuation

Land administration means the way in which the rules of land tenure are applied and made operational whether formal or informal while valuation means the act of estimating or setting the value of something. The overall objectives of land administration are to facilitate an equitable distribution of and access to land by all citizens, to regulate amount of land that any one person or corporate body may occupy or use, to ensure that land is used productively and that any such use complies with the principles of sustainable development.

2.1.7.2 Surveys and Mapping

Land Surveying involves the measurement and mapping of the surrounding environment using mathematics, specialized technology and equipment's. The roles of Land Surveying and mapping in Mpimbwe District Council: To survey plots, farms, village boundaries, to keep records of surveys and preparing deed plans.

2.1.7.3 Forestry

Forestry is the science, art and crafts of creating, managing, using, conserving and repairing forests and associated resources in a sustainable manner. Forests are dominant terrestrial ecosystem on Earth and are distributed across the global. Importance of the forests includes: home for wildlife, facilitate rain, conservation of water sources, provide medicine, and provides building materials and furniture and influence bio diversity conservation. Mpimbwe district is endowed with many forests with various tree species of importance including Msawala, Myombo, Mtundu, Mgunga, Mubamunga, Mninga, Mpilipili, Amarula, Mkola, Mvule, Mpingo.

The roles of the section is: to administer development of forest resources by providing education on how to harvest and conserve forest resources, to conduct patrols, and to collect revenue by issuing harvesting permit so as to safeguard sustainable utilization of forest resources.

2.1.7.4 Wildlife

Wildlife traditionally refers to non-domesticated animal species but has come to include all plants, fungi and other organisms which grow or live wild without being introduced by humans. It can be found in all eco systems: deserts, forests, rainy forests, plains, grasslands and most developed urban sites or have distinct forms of wildlife. Wildlife species found in Mpimbwe district are elephants, lions, hippopotamus, hyena, buffalos, giraffe and wild pig to mention few. The importance of wildlife in Mpimbwe district includes: contribute income to the council by issuing hunting permits. The major role of the section is to administer the development of wildlife by assisting in safeguarding sustainable utilization of wildlife resources.

Despite the described achievements of the department, there are various issues of major concern that hamper its performance that include: Shortage of staffs in all sections and units, Shortage of fund and working facilities especially printers, motorcycles and vehicles, existence of poachers who use powerful guns, existence of conflict between wild animals and farmers, existence of extensive bush fires, illegal harvesting of forest resources, invasion of forest reserved areas by livestock keepers who migrated from central and western zones, Growth of informal settlements and land use conflicts.

2.1.8 Livestock and Fisheries Development

The Livestock and Fisheries Development department has a great importance in dissemination of new technology in livestock industry by linking between research institutions and the farmers. The department also train farmer on good animal husbandry. The department has the role of controlling disease through treatment and vaccination campaigns, improvement of production of livestock through different intervention such as pass on concept, construction of livestock infrastructure such as slaughter houses, dip/spray race, livestock auction, check points, Livestock disease surveillances and provision of livestock extension services and provision of livestock movement permit.

In terms of manpower, the department has three (5) staffs with two (2) veterinary officer, two (2) Assistant Livestock Field Officer and One (1) Livestock Officer. The department divided into 2 sector namely fisheries and livestock development sector and five (5) subsection namely zoo sanitary, veterinary service, dairy, meat, range land in livestock development sector and fisheries.

Table 19: Staff availability by type in Livestock and Fisheries Development

No.	Categories of staff	Required	Available	Deficit
1.	Veterinary officer	2	0	2
2.	Fisheries officer	2	0	2
3.	Livestock officer	3	1	2
4.	Livestock field officer	9	2	7
5.	Veterinary lab. Technician	2	0	2
6.	Assistant Livestock Field Officer	31	2	29
7.	Assistant Fisheries Officer	2	0	2
8.	Personal Secretaries	1	0	1

No.	Categories of staff	Required	Available	Deficit
Total		52	5	47

Source: Mpimbwe District Council, 2016

2.1.9.1 Livestock

Mpimbwe District's livestock resource consists of 39,883 cattle, 30,235 goats, 8,206 sheep, 2,650 pigs, 80,600 improved poultry and 236,232 indigenous poultry. Poultry are the dominant type accounting about 75% of population involved in poultry husbandry. Most of the cattle are raised for beef by pastoralists and agro-pastoralists in arid and semi-arid areas of the district.

Livestock contribute 4.5% to the district's GDP. Currently, there have been efforts to promote dairy cattle in order to increase milk productivity with the aim of enhancing dairy sector's contribution to household food security, and income as well as to the national economy. Dairy cattle has particularly gained prominence in some villages. Generally, livestock keeping has improved household income as well as utilization of livestock products like meat, eggs, milk and other by-products.

Table 20: Production Trend of livestock for the past 5 year

Year	Milk *litre Per year	Meat * kgs	Eggs Per year
2016/2017	238,681	189,756	182,639

Source: Mpimbwe District council, 2016

Despite the presence of reasonable number of cattle in our District, the contribution of the livestock sector to the economy still there is presence of obstacles, mainly due to lack of transport facilities such as motor-vehicle, shortage of staff, poor livestock breed with low growth rates and production, livestock diseases, lack of hide and skin market, poor livestock and livestock product market, conflict between farmer and pastoralists, uncontrolled influx /movement cattle into the district, high price of veterinary medicine and implement and shortage of veterinary service facility. The dominant diseases affecting livestock include: Tick born Diseases, Anaplasmosis, Babesiosis, Ephemeral Fever, Rabies, Trypanosmosis, Helminthosis, Contagious Bovine Pleuropneumia New Castle Disease, Fowl pox, Avian Leucosis, Lumpy Skin Disease, Corcyra, Traumatic wounds

2.1.9.2 Fisheries

Fisheries is the broad term which can be clarified in short as the all people who engage in fishing, fish resource and fishery products, areas of fishing, market for fish and fishery products, methods used in fishing activities, fishing industry, and the authority which coordinate the fisheries activities. The Fisheries sector is important to the society of Mpimbwe district through it help as an important source of animal protein for human consumption through improving aquaculture activities, management and supervision of proper harvest of fish and fishery product from water bodies existing in Mpimbwe district. It improves the life standard and economy of the society through encouraging Aquaculture, which in turn will be source of income and employment to the society. Fisheries sector deals with all fisheries activities in water bodies available the District such as Kavuu River and fishponds. Fishery in Mpimbwe is dominated by artisanal fishers (fisherman with low level fishing technology and fishing method) who use dugout canoes, The main type of gear used is gill nets with mesh size between 2.5 to 3 inch. The main role of fish sector is to implement fisheries policy of 1997, National Fisheries Policy requires to promote conservation, development and sustainable management of the fisheries resources for the benefit of the present and future generations.

The roles of the sector specifically include:

- To conserve fish, other aquatic animals and natural resources and their environment to be for present generation and for future generation.
- To improve the formality of providing fishing license and giving guideline in fisheries activities so as to raise the national economy
- To implement and to coordinate fisheries laws and regulation through conduct fishing patrol for the purpose of controlling illegal fishing in water bodies available in Mpimbwe District.
- To put into efficient use available resources in order to increase fish production so as to improve fish availability as well as contribute to the growth of the economy.
- To organize and conduct fisheries training and to fisherman.
- Promote and propagate aquaculture in order to increase fish production and provide income.
- Coordinate and supervise the environment conservation.
- To coordinate fisheries data collection and income.
- Promote sustainable yield in all water bodies.
- To conduct inspection on fish product if they met qualities graded by government
- To enhance knowledge of the fisheries resource base.
- Promote small scale, semi-intensive aquaculture systems with simple technologies and low capital investment,
- Incorporate gender perspective in the development of the Fisheries sector
- Encourage the use of available own farm resources rather than outside inputs

In Mpimbwe District fisheries, activities are conducted in natural dams such as Kavuu River and in areas with plentiful water sources where fish farming are practiced. Fishery activities in Mpimbwe District characterized with low level of technology where fisherman use poor fishing vessel like dig out canoe and poor fishing methods. Education about conservation of fish natural resource available in water bodies is not well presented, where some of fisherman destruct fishing environment by using illegal fishing methods like using of poisons and gill with less than 2.5 which is not recommended gill net size. In 2015 there are about 70 fish ponds in Mpimbwe District but many of them are not active (not stalked with fish seeds). This low number of fishponds is due to lack of fish farming education and importance of Aquaculture to the society. Production in Fisheries is mainly fish and fishery product from Aquaculture and Fishery activities.

On staff and working facilities fisheries sector has no any fisheries officer, the demand is to have (2) fisheries officer and 31 assistant fisheries. Fisheries sector has one (1) motorcycle, as shown in the table 21 below.

Table.21: Livestock and Fisheries working facilities

S/No.	Item	Required	Available	Shortage	Condition
1.	Motor cycle	34	1	33	Good
2.	Motor vehicle	1	0	1	N/A
3.	Lap top computer	4	1	3	Good
4.	Desk top computer	2	0	2	N/A
5.	Printer	4	1	3	Good
6.	Photocopier	1	0	1	N/A
7.	Refrigerator	1	0	1	N/A
8.	Chairs	16	0	16	N/A

S/No.	Item	Required	Available	Shortage	Condition
9.	Tables	6	0	6	N/A
TOTAL		69	3	66	

Source: District Livestock and Fisheries Office, 2016

Factors affecting performance of the sector are: Lack of fish seed hatchery, fish seed is very crucial problem facing the fish farmers . Insufficient budget to cover effectively the requirement of the staffs such as per diem to smooth our activities. Lack of transport facilities such as motorcycle and car which can enable us to visit fish farmers and conducting fishing patrol along River Kavuu. Lack of working facilities such Computers, which can improve efficiency of our works. Lack of loans credits to fisherman and fish farmers which can enable them to run their programs. Poor infrastructure such as road which make difficult to reach remote areas. Insufficient knowledge on the contribution of Aquaculture to the communities. Inaccessibility to relevant inputs including quality fingerlings, fish feed and funds for smooth running of aquaculture projects

2.1.9 Works and Fire Rescue

Community development is highly dependent on improved and quality of infrastructures; in other wards infrastructures are a measure of development of the community. The department is of significant importance in the Mpimbwe district council to ensure council's and individuals infrastructures are of high quality. The department has the role of conducting routine road maintenance, Periodic road maintenance, spot improvement and bridges construction; buildings construction and renovation/rehabilitation. For mechanical and electrical, its role is to maintain and repair of vehicles, Electrical Installation and repair of council buildings and motor vehicles. The department has three (3) staffs out of 20 who are required, which makes shortage of 17 staff as stipulated on the table 21.

Table 21: Availability of staff in Works and Fire Rescue

No	Title	Required	Available	Deficit
1.	Engineers	4	1	3
2.	Building Technician	5	0	5
3.	Building Valuer	3	0	3
4.	Technicians	6	1	5
5.	Drivers	2	1	1
TOTAL		20	3	17

Source: Mpimbwe District council, 2016

Using the limited available work force, the department has succeeded to: construct 3 bridges, 147km. of road, Six (6) buildings in Mechanical and electrical about four (4) vehicles has renovated and three (3) buildings installed and renovated. Despite such success the department is constrained with various constrains: inadequate budget, untimely release of fund and poor staff incentive to work.

2.1.10 Health and Social Welfare

The role of health and social welfare department is to provide basic and comprehensive health and social welfare services, which are of good quality, equitable, accessible, affordable, gender sensitive and sustainable. Strengthen referral system of pregnant mothers from Dispensaries; Mpimbwe District has no hospital currently. There are 2 Health centers and 10 dispensaries 1 private namely

Mdende and other owned by Faith based organization known as Upendo wa Mungu. There are health 47 health workers. According to staff disposition, 480 health workers are needed. Total Fertility rate is 7.0%, Birth rate is 4.1% Maternal mortality ratio is 58/100,000 Neonatal mortality ratio is 7/1,000 Infant mortality ratio is 3/1,000 and under five mortality ratio is 3/1,000 respectively.

2.1.11 Community Development, Gender and Children

Community Development, Gender and Children is among of 13 department, which work together with communities in solving their critical problems. It builds awareness and consciousness of the communities to know their surrounding resources and plan what and how to do for their development. The major functions of the department include to work together with community to solve their social and economic problems.

Participation of community in project identification, analysis, implementation, monitoring and evaluation. To coordinate all CBOs and NGOs activities. To combat gender inequality in the community. Identified and registration of women and youth groups. Provision loans and follow-up for women and youth groups. Sensitization and involvement of community in self-help activities. To work cooperatively with others stakeholder and to advice community proper resource utilization. The department has three (3) staffs out of 48 required staff (Table 23). The department has no working facilities such as Car, Motor vehicle, Laptops, Local and few executive offices chairs and table (Table 24).

Table 23: Availability of staff in the Community Development, Gender and Children department

No.	Title	Required	Present	Shortage
1.	Principal Community Development Officer	2	0	2
2.	Senior Community Development Officers	3	0	3
3.	Community Development Officers	9	2	7
4.	Assistant Community Development Officers	31	0	31
5.	Community Development Technicians	3	1	2
Total		48	3	45

Source: Mpimbwe District Council, 2016

Table 23: Working facilities in the Community Development, Gender and Children department

NO.	Description	Required	Present	Shortage
1.	Car	1	0	1
2.	Motorcycle	40	0	40
3.	Laptop	5	0	5
4.	Executive Office Chairs	5	0	5
TOTAL		51	0	51

Source: Mpimbwe District council, 2016

The department is divided into Four (4) sub-sections namely: Community Development, Youth and Social Welfare, Community Development, Gender and Children, Social Welfare and Youth

(i) Youth Development Fund Section

Youth Development and section works with youths within groups and outside of the group. Among of the roles of the section includes: Loan's provision and Loans repayments; Youth group's formation and registration, Youth project assessment and evaluation, Training provision on group constitution formulation and action plan preparation. The section has succeeded to improve loans provision and loans repayments in 2016/2017. Most of youth groups understood the importance of loans Repayments. However, the loan is too minimal compared to the needs of individuals in groups. The department is facing shortcomings of inadequate loans to support majority youth and women groups, low registration of VICOBA groups, Availability of street children in Mpimbwe District. Gender inequality to some of Household. Shortage of working facilities in the office.

Table 24: Youth Development Fund Loan Beneficiaries

Year	Number of groups	Beneficiaries	Loan provision and interest	Time of Repayment	Loan Repayments	Loan existence
2016/2017	15	150	12,100,000.00	12 Months	1,500,000.00	10,600,000.00

Source: Mpimbwe District Council (DCDO Office), 2016

(iii) Women, Gender and Children

This is one of the community Development Gender and Children section, which is responsible to support women economic activities through loans provisions. Specifically, the section's roles are:

- Groups Formation and Registration.
- Community Participation and Mobilization on Community Development Projects.
- Sensitization on Gender Equality.
- Community Conflicts Resolutions.
- Family Conflicts Resolutions.
- To protect the Children Rights and nutrition status.
- Data collection, Monitoring & Evaluation on Gender & Children.
- Training entrepreneurship activities to Community Specifically Women.
- Collaboration with other Departments & Stakeholders on Community Development activities.
- Loans provision.

(iii) HIV/AIDS Section

This section aims to reduce the transmission of HIV to community members. The roles of this section include:

- Follow up and Evaluation of Community Development Programs.
- To coordinate and Implement HIV/AIDS Interventions.

- Community Mobilization on Voluntary Counseling and Testing.
- Mobilization of Formation of Village Orphan Funds.
- Making Conducive Environment for Orphans and Most Vulnerable Children.
- Awareness creation to the Community on protecting from New HIV/AIDS Infections.
- Provision of Education on Proper use of Male and Female Condoms.
- Mitigation to those who have infected and declared their Health Status by giving them Care and Support i.e. providing nutritional food supplements.
- Creation of Income Generating Activities to Infected Women so that they cannot involve themselves in Commercial Sex hence avoids new infections.
- To coordinate CBOs and NGOs activity.
- Due to the effort of section together with stakeholder, the HIV affection minimized from 5% in 2015 to 4% in 2016.

(iv) Community Health Fund (CHF) Section

This is one of the sections, which influence the community to contribute their money in improving and establishment of health services. The activities done within health center and dispensaries where by each household in the village/community contribute Tshs 10,000 for CHF card registration. One of the roles of CHF includes mobilizing community to contribute CHF Fund. To ensure proper utilization of CHF fund according to budget. To make contribution amendment to capture existence situation. There is improvement of enrolled CHF members, which has increased the amount collected. In the financial year 2016/2017 about 4,457 members were enrolled who contributed 20,700,000/= in 2013/2014 about 5,253 members were enrolled and contributed Tsh. 44,570,000.00. Some of youth and women groups fail to recover their loan in time. Minimal amount of CHF contribution, and shortage of staffs and low rate of households joining CHF.

2.1.12 Cleansing and Environment

This department was established under the Environmental Management Act No. 20. of 2004. Cleansing, describes something than cleans or used for cleaning; and the word environment encompasses the physical factors of the surroundings of human beings, including air, land, water, climate, sound, light, taste, micro-organism, the biological factors of animals and plants, cultural resources and the social economic; factor of aesthetics; and includes both the natural and the built environment and the way they interact. The department collaborates closely with the Health department in management of issues regarding cleanliness.

Livelihood of the people in Mpimbwe district relies solely on environmental resources of which some are renewable and others are nonrenewable resources. However, the nonrenewable resources are subject to pollution and eventually bring about health and environmental problems. Increase in population, greedy exploitation of environmental resources and land degradation exacerbates pressure on existing environmental resources. The department has the major role of ensuring sustainable management and utilization of environmental resources to ensure clean, safe and a healthy environment to communities in the district.

Specifically the department has the following roles:

- Ensure the enforcement of Environmental Management Act (EMA) No. 20 of 2004 in the district.
- Advise the district environment management committee on all matters relating to environment;

- Promote environmental awareness on the protection of the environment and the conservation of natural resources in the district
- Gather and manage information on the environment and utilization of natural resources in the district;
- Prepare periodic reports on state of the local environment.
- Monitor the preparation, review and approval of Environmental impact assessments for local investments.
- Review by-laws on environmental management and on sector specific activities related to the environment;
- Report to the Director of Environment and the Director General on the implementation of the Environmental Management Act; and
- Perform such other functions as assigned by the District Executive Director from time to time.
- The department has managed to conduct environmental conservation activities in 31 villages namely, Usevya, Nyambwe, Msadya, Kibaoni, Ilalangulu, Mirumba, Ikuba, Kashishi, Mbede, Minyoso, Mwamatiga, Mwamapuli, Ukingwaminzi, Lunguya, Chamalendi, Mkwajuni, Majimoto, Kitupa, Mkuyuni, Migunga, Luchima, Ikulwe, Mamba A, Mamba B, Kanindi, Kilida, Kabunde, and Igalukilo . The Village Development Committee of each village are responsible for the proper management of the environment in respect of the area in which it is established. On the working facilities, the department has neither a car nor motorcycle as transport facility; it has only one staff at the district level. According to EMA, each ward, village was supposed to have one environmental management officer.

Table 25: Human resources and working facilities in Cleansing and Environment

SNo	Description	Required	Available	Shortage
Human Resource				
1	Technical staff	5	1	4
2	Ward	9	-	9
3	Village	31	-	31
4	Office attendant	-	-	-
Working Facilities				
SNo	Description	Required	Available	Shortage
1	Vehicle	1	-	1
2	Motorcycle	2	-	2
3	Desk top computer	1	-	1
4	Laptop computers	2	-	2
5	Printer	1	-	1
6	Global Position System (GPS) equipment	1	-	1
7	Scanning machine	1	-	1
8	Overhead projector	2	-	2
9	Electric generator	1	-	1
10	Digital camera	3	-	3
11	Photocopier machine	1	-	1

Source: Mpimbwe district council, 2017

- Despite the achievements of the department there are, the department is facing: High shortage of staff, Lack of to support department activities. High shortage of refuse bays for temporal storage of collected solid waste, Low budget for department activities, river banks destruction by bricks making activities.

2.1.13 Culture and Sports Development

Culture comprises all activities performed by a particular society to meet the need of their instinct and its development. These include the vision of their activities, norms of conducting their life style which differentiate them with other societies. Culture regards as the identity of the nation which describes the existence and instinct of the people encountered of the particular society. Sports and games are essential component in the human progress and identity of the Nation. Culture and Sports development section was established under the Cultural Policy of 1999 of the Ministry of Education and Culture, and Sports Development policy of 1995. The section in Council level is located in Primary Education Department. The section comprises four sub-sections including art and language, sports, conservation of antiquity and archives.

The section emphasizes and promote cultural and sports activities, conservation of antiquities and archives in the District. To insist the entire society to participate in sports and arts activities for recreation, maintain health and refreshment of their bodies.

The role of the section is based on its sub sections, which include:

(i) Art and language

Its role includes: To coordinate all activities concerning arts and language, to coordinate culture activities ,to promote art and language, to establish culture groups, to conduct a research on culture, to coordinate culture competition and to coordinate Local and national festivals.

(ii) Sports

Its role includes: to promote sports and games, to supervise and coordinate sports clubs and other traditional games, to deal with all advertisements, to register sports clubs, to conduct training/coaching, to coordinate and supervise various completions.

(iii) Conservation of Antiquity

Its role includes Preservation of historical sites, to identify, promote and advertise cultural museums

(iv) Archives

Its role includes keeping records and documentation

On existing working facilities and manpower, the section has no staff at the district level; it has neither a car nor a motorcycle as transport facility. Also there is no computer set as well as good public address system and advertising van. According to Cultural Policy of 1999 of Ministry of Education and Culture, the human resources in Culture and Sports development section at the district level, should have 6 staffs managed under Cultural Officer as the Head of the Section.

Table 26: Human resource and working facilities in Culture and Sports Development

SNO	Human Resources	Required	Available	Deficit
1.	Cultural Officer	1	0	1
2.	ART and Language Officer	2	0	2

SNO	Human Resources	Required	Available	Deficit
3.	Sports Officer	1	0	1
4.	Archives Officer	1	0	1
5.	Conservation of Antiquity	1	0	1
Total		6	0	6
SNO	Working Facilities	Required	Available	Deficit
1.	Computer Sets	1	0	1
2.	Laptop	6	0	6
3.	Motorcycle	6	0	6
4.	Executive Chairs	6	0	6
5.	Cupboards	3	0	3
6.	Public Address System	2	0	2
7.	Advertising van	1	0	1
8.	Digital Camera	1	0	1
9.	Photocopier machine	1	0	1
Total		27	0	27

Source: Mpimbwe district council, 2016

Culture and Sports Development section is hampered by insufficient of human resources, insufficient sports trained teachers, existence of unregistered art groups, unidentified historical sites, existence of underground artists, un surveyed sports grounds, lack of transport facilities, lack of working tools and equipment's (Digital camera, Computer sets, Lack of Photocopier machine), shortage of sports equipment's ,lack of public address system, lack of advertising van and Lack of sports facilities

2.1.14 Beekeeping

The beekeeping unit formerly was under the department of Land and Natural Resources whereby all of her roles was reported together with other sections of the Natural resources. In the year 2012, the beekeeping became independent unit, in the district council. Beekeeping is one among source of income generating activities undertaken by village communities who dwells close to forest reserves and open land forest in the district. To exploit the bee resource needs special training for the beekeepers on modern techniques of beekeeping and sound knowledge of honeybee resources management.

Through beekeeping activities, different products are produced: honey, bee's wax and bee venom as the product of beekeeping. Honey is a food with high nutritional value to human also is a source of income. Honeybees are good pollinators to our farm crops to increase production and improve seeds quality. It is also source of employment to the most of beekeeper's, so its reduce poverty to the community. The roles of the unit are:

- To translate beekeeping policy, acts and regulation.
- To promote beekeeping in the District, by raising beekeeping awareness to village community.
- To train beekeepers on good practice of beekeeping techniques.
- To ensure honeybees resources are managed and utilized by the beekeepers.
- To encourage the use of improved beekeeping equipment and protective
- To ensure high production and quality Honey are produced

Currently there is 2 staff out 13 of staff required according to staff establishment; they are No Principle Assistant beekeeping Officer, No Assistant beekeeping Officer I and 2 Beekeeping Assistant II.

Table 27: Human resources in Beekeeping

SNo.	Description	Required	Available	Deficit
1.	Principal assistant beekeeping officer	1	0	1
2.	Assistant beekeeping officer	2	2	0
3.	Beekeeping assistant	9	0	9
4.	Office attendant	1	0	1
Total		13	2	11

Source: Mpimbwe District council, 2016

Table 28: Working facilities in Beekeeping

No.	Item	Required	Available	Deficit
1.	Motor vehicles	2	0	2
2.	Motorcycles	32	0	32
3.	Desktop computer	2	0	2
4.	Printer machine	1	0	1
5.	Digital camera	2	0	2
6.	Overhead projector	1	0	1
7.	Photocopy machine	1	0	1
Total		41	1	40

Source: Mpimbwe District council, 2016

District has five (5) registered beekeeping groups, which own 122 modern hives. However, four (4) groups out of five (5) has been trained on modern beekeeping techniques. The section has managed to conduct beekeeping training to five (5) beekeeping groups in four (4) wards namely Mwamapuli, Majimoto, Kibaoni and Mamba. No groups have participated in study tour visit to areas where beekeeping are performing better, Mpimbwe District Council also was provide and sited 30 Modern beekeeping hive for four (4) groups council. However, beekeeping in the district is affected by: Shortage of technical staffs, lack of transport for the Unit, high number of untrained bee keepers, unreliable market for the bee products, Inadequate use of the improved beekeeping equipment, poor service delivery, climate change and variability and inadequate funds released for the unit.

2.1.15 Procurement Management Unit (PMU)

Procurement Management Unit is formed in accordance with section 37 and 38 of Public Procurement Acts 2011 and that the Accounting Officer (DED) has an obligation of staffing the PMU at appropriate level. Procurement is the Process of acquiring materials, works and services and from different suppliers, Contractors and Service providers by complying with Acts and regulations available. Procurement process has three main categories namely: Pre bidding stage which includes preparation of annual procurement plan, preparation of standard bidding documents and achieving relevant Tender Board approval. Bidding stage which has an obligation of executing tendering. Post bidding stage which deals with contract implementations. The unit was established based in 2005 and its main objective is to facilitate the council in acquisition of contractors, service providers and suppliers of goods in accordance with Acts and regulations.

The Roles of procurement unit is to ensure that the Council gets timely suppliers of goods, services providers, work contractors and consultants in accordance with the Public Procurement Regulations and Act. Methods which are applied for acquisition of suppliers of goods, services providers, work Contractors and Consultants include Single Source Selection (SSS), National Competitive Bidding (NCB), National shopping for Works and Services, Force account, Minor value and Micro value procurements.

For time being in 2016/2017 the unit has one (1) procurement officers and 2 procurement assistants. This resulted a deficit of six (6) staff.

Table 29: Composition of personnel, in Procurement Management Unit

SNo.	Description	Required	Available	Deficit
1.	Procurement Officers	3	1	2
2.	Procurement Assistants	3	2	1
3.	Office attendant	1	0	1
4.	Driver	1	0	1
5.	Secretary	1	0	1
Total		9	3	6

Source: Mpimbwe District Council, 2016

Table 30: Number of facilities and equipments required in PMU

SNo.	Description	Required	Available	Deficit
1	Office desks	6	0	6
2	Office chairs	8	0	8
3	Desk top computers	2	0	2
4	Laptop	6	0	6
5	Shelves	4	0	4
6	Cup Board	3	0	3
Total		23	0	23

Source: Mpimbwe District Council, 2016

Using its limited staff and working facilities, the unit has been facilitating the availability of contractors, suppliers and consultants for provision of services in various departments of the district. According to the Public Procurement Act and Regulation, the PMU executes procurement process in collaboration with User Departments, Technical Evaluation Committees, Council Tender Boards and the Accounting Officer.

Table 31: The PMU performance for the 2016/2017 financial year

SNo	Description of contract	Type	Number of awarded contracts
1.	Road Work	Civil work	5
2.	Irrigation schemes	Civil work	0
3	Buildings	Building	1
4.	Water supply projects	Building & Civil	5
5.	LPOs for goods	Goods	25
7.	Revenue collectors	Non-Consultant Services	NIL

Source: Mpimbwe District Council, 2016

The performance of Procurement Management Unit is hampered by a number of hindrances: shortage of funds to implement unit activities, lack of transport facilities (even motor cycle), shortage of office furniture, lack of fund for conducting short course and workshops/seminars, lack of funds for long term courses, lack of personal secretary, lack of office attendant, lack of driver, Lack of photocopier machine, lack of spiral binding machine and lack of scanner.

2.1.16 Finance and Trade

Finance and Trade department is one of Mpimbwe District Council departments that deals with the financial and accounting affairs of the organization. At the base level, the Finance Department is responsible for all the day-to-day-transactional accounting of the organization. According to the Local Government Act 1982, the council has the responsibilities of: Collection of public funds through taxes, licenses, fees and charges.

To convince the public that the use of funds have achieved the maximum benefit through sound financial management. To promote the social welfare and economic well-being of all people within its area of jurisdiction to maintain and facilitate peace, order and good governance within its area of jurisdiction. The roles of the department are:

- To prepare Council budget of income and expenditure.
- To supervise Council revenues and expenditures.
- To keep supporting document of revenues and expenditures
- To advice DED on financial matter of the Council.
- To prepare monthly, Quarterly six months and early financial reports.
- To prepare final accounts of the Council.
- To ensure effective internal control.
- To supervise and control Head of Department annual planned activities of the from Council departments.
- To prepare section action plans to implement the mission and objectives the department.
- To clarify to subordinates on policy issues which are unknown to them.
- To prepare and submit to the District Executive Director proposals on Policies, vision, mission and objectives proposed for amendments.
- To ensure that employees in the Department follow the Local Government staff regulations, Staff code of conduct, work performance principles and adhere to security measures at place of work.
- To ensure that council properties are in good custody by respective sections these include machinery, vehicles and various working equipment.
- To prepare and maintain register of Council Liabilities Movable and Non movable properties.

For smooth operation, the finance and trade department is divided into sections of expenditure, revenue, salaries, final account and pre-audit.

(i) Expenditure Section

This section has the bound duties of convincing the public that the use of public fund have achieved the maximum benefit through sound financial management. In order to derive that maximum benefit, the section should ensure that all expenditure are lawfully and properly authorized and made according to the vote book and approval of respective head of department and that of district director is obtained. However the section should ensure all expenditure made are channeled through local authority financial memorandum (2009), Public finance Act 2001, Revised Edition 2004, the Public procurement Act 2011, Regulation 2013 and Tanzania Government standing orders 2009. The major duties of the section include:

- Ensuring that all expenditures are lawfully and properly authorized and made according to the vote book and approval of the respective head of departments and that of District Director is obtained.
- Ensuring that daily, weekly, monthly, quarterly and annually expenditure reports are timely and accurately prepared.
- Ensuring e-by- EPCOR implementation programme is effective by making sure that all reports originate from the system.
- Advising the District Treasurer and head of departments on the status of expenditures made.
- Preparing responses / replies to internal and external auditors' queries on time basis.

(ii) Revenue Section

Local Government Act 1982 stipulated that council has the function of collecting Public fund through taxes, Licenses, Fees and Charges. This section should make sure that the council has adequate revenue basis and effective collection system. However, the section receive grant from central Government and Donors. The duties of the section are:

- Ensuring that daily, weekly, monthly, quarterly and annually revenue reports are timely and accurately prepared.
- Preparing responses / replies to internal and external auditors' queries on time basis.
- Ensuring that the Council had adequate revenue base and effective collection system.

(iii) Salaries Section

This section has the bound duties of dealing with workers benefits such as Monthly salaries 'computation of workers arrears ,Unclaimed salary and preparation names of workers that are not qualified to be paid monthly salary. The duties of the section are:

- Preparation of Monthly Salaries reconciliation and reports
- Prepare responses / replies to internal and external auditors' queries on time basis.
- Preparation of monthly salaries and deductions for all departments.
- Preparation of datasheets for all departments.
- Thorough scrutiny on the salary scale for every staff on data sheet vis-à-vis budget figure.
- Ensuring salary increments / promotions due are taken on charge as necessary as possible.

(iv) Final Accounts

The local Government finance Act 2001, Revised Edition 2004, Section 40 requires every local Government council to prepare financial statement of the council for each financial year, as at the end of the financial period. This legal requirement is further emphasized by local authority financial

memorandum 2009 section 82. That legal requirement is performed by final account section for keeping proper record, which disclose with reasonable accuracy at any time. The duties of the section are;

- Preparation of quantity financial report for all funds operating in the departments.
- Preparation and ensuring that annual accounts and accompanying financial statements prepared as per IPSASs, Local Authority Accounting Manual (2009), Local Authority Financial Memorandum (2009).
- Preparation of responses / replies to internal and external auditors' queries on time basis.
- Preparation bank reconciliation statements.

(v) Audit Section

As the function of the council mentioned above, this section has the bound duties of prior checking all payment voucher if it has passed all procedures before payment are made. All remedies are made according to the Local Authority Financial Memorandum (2009). Public finance Act 2001, Revised Edition 2004, the Public procurement Act 2011, Regulation 2013 and Tanzania Government standing orders 2009. The duties of the section are:

- Preparation of responses / replies to internal and external auditors' queries on time basis.
- Preparing and making sure that responses / replies to internal and external auditors' queries made on time basis.
- Ensuring that all expenditures are lawfully and properly authorized and made according to the vote book and approval of the respective head of departments and that of District Director is obtained.

Generally, finance and trade department has six (6) staff members who include one (1) Head of Department (District Treasurer), five (3) Accountants, two (2) assistant accountants. On working facilities, the department has One (1) printer.

Table 32: Working facilities in Finance and Trade department

No.	Description	Required	Present	Shortage
1.	Motor vehicles	2	0	2
2.	Motorcycles	4	0	4
3.	Lap top computer	6	0	6
4.	Executive Office chairs	6	0	6
5.	Executive Office Tables	6	0	6
6.	Office cabinets	1	0	1
7.	EPCOR system (Computer)	1	0	1
8.	Desk top computer	1	0	1
9.	Scanner	1	0	1
10.	Printers	2	1	1
11.	Photocopy machine	1	0	1

Source: Mpimbwe District Council, 2016

The department is facing shortage of office furniture, shortage of working tools and transport facilities, Shortage of some skills to some staffs, Late disbursement of funds from the treasury to implement various activities, late submission of revenue from the revenue collecting agents, lack of update trainings on IPSASs, EPCOR and budgeting with PLANREP, under estimate own source collection

revenue due to unpredictable weather condition since mostly of the council revenue depends on Agriculture output, poor collection of Revenue from various sources such as shops, guest houses, unwillingness of the community to contribute for the development projects and high prices of goods and services for construction.

2.1.17 Internal Auditor

In accordance with section 48 of the Local Government Finances Act 2001, the Council shall employ its own Internal Auditors who shall work closely with the Head of Departments and shall report directly to the accounting officer. In this order, an Internal Audit is an independent appraisal of internal control within a local Government Authority done by examining and evaluating the effectiveness and adequacy of such controls. It is responsible to monitor and ensure the integrity of the Council's financial control systems.

The Internal Audit has the following roles:

- To review the internal control systems of Mpimbwe District Council and ensure that they function as required.
- To audit all account of Mpimbwe District Council
- To ensure audit reports are prepared and produced timely and make follow up on implementations of recommendations.
- To advice the District Executive Director on improvements of the system of internal control where necessary in collaborating with External Auditors
- To coordinate and supervise the activities of Internal Audit unit.
- To conduct special, surprise check and investigations when necessary.
- To conduct performance appraisal of development projects (value for money audit) within the District Council.
- Prepare annual work programmes for internal audit unit.
- To ensure that council's properties (assets) are kept in safe custody.
- Liaise with the External Auditors.
- To prepare and submit audit reports (Quarterly) to External Auditors, Regional Secretariat and PMO – RALG timely.
- Respond to External Auditors observations and recommendations in collaboration with the Finance and other departments.
- To conduct any other duties related to audit as instructed by the District Executive Director.

In achieving its roles, the section has one (1) staff out of five (5) required. It has also working facilities that include one (1) laptop and one (1) motorcycle. However, the performance of the section is affected by lack of resources to meet all planned targets (Financial, working tools and equipment's, Human resources) and geographical location and remoteness of the district hinder effective Auditing of implemented development projects and revenue collection in all Villages and Wards

2.1.18 Legal

Legal section is assistant in technical legal matters within the Council. All disputes and any other advices concerning legal issue are directed to the District Executive Director. The main duties of the section include: Advice on settlement disputes, preparation of Council By laws, frame charges against law defaulters, to appear before the courts in case of any allegation logged before the courts against the district Council, amendment of By Laws and preparation of documents for publications in official

gazette, advises on legal matters. The section has one (1) existing staff out of two (2) required for optimal operation of section's issues. On working facilities, the section has no any working tools. The section is affected by lack of resources to meet all planned targets (Financial, working tools, equipment's and Human resources).

2.1.19 Election

Election is a formal and organized choice by Vote of a person for a political office or other position. It is a formal decision-making process of which a population chooses and individual to hold public office. In Mpimbwe District there are one (1) Constituency namely Kavuu Constituency. The dominant Political parties are CCM, ACT-Wazalendo and CHADEMA. There are nine (9) Wards, 145 Voters Registration Centers and 145 Polling centers. Where at Kibaoni ward are 13, Usevya 12, Ikuba 10, Chamalendi two (2), Mbede Eight (8), Mwamapuli 15, Majimoto 33, Mamba 41 and Kasansa 11. Sensitization is done for voters through seminars and workshops, brochures and leaflets. Elections give the power to the people and enable them to choose their leaders who make decisions on their behalf. Is transfer of power in a peaceful way and ensures the existence of democracy within a society. Election unit has the following roles:

- Conducting the registration of voters and update the registration of voters register
- Coordination of General Elections and By Elections.
- Sensitization of voters to have awareness of voting.
- Identification of registration centers and voting centers.
- To advise the NEC (National Election Commission) the election matters.
- Monitoring of election campaign meetings among political parties.
- Keeping elections records and equipment's.

On manpower election unit has one (1) election officer, four (4) Subordinates, who implement day to day activities concern with election and by Election. On working facilities, election unit has one (1) desk top computers. The unit is hampered by lack of election office, lack of storage facilities, inadequate funds for sensitization of voters, lack of transport facilities, lack of training for election officers and absence of public postal address system.

2.1.20 Information Communication Technology and Public Relation

Information Communication Technology and Public Relations unit was established on 08/06/2011 after Prime Minister's Office made of change of structure by increasing Local Government's Units from four to six. The main function of the unit is to deliver correct and timely information concerning Mpimbwe District Council and provide ICT technical supports to Mpimbwe District Council staff and the community around the district.

The unit serves as the source of sending and receiving information, it works in making sure that all the computer systems in the District are working correctly, network in EPICOR and Lawson is updated, supporting other staffs on proper use of Information Technology resources and performing all other Information and Communication Technology duties in the District.

Specifically, the Information Communication Technology and Public Relation has the role to:

- To assess the needs and useful application of information technology in the Council
- To advise the council on all aspects of information Technology.
- To oversee the work of consultants who may be appointed for specific tasks.
- To prepare implementation schedule for transition from manual to compute system.
- To negotiate with suppliers of computers hardware and software.
- To devise and manage training programmes for staff at all levels.
- To advice the integration of information and communication Technologies for sustainable development e.g. spatial and management information system
- To advise the sectoral departments in the use of information technology in acquitting relevant data (spatial and non – spatial data on environment development interaction) for sustainable development
- To advise the Council on the use of information and Communication technology to link the different stakeholders including people from the community level on the mapping process and to create an enabling environment for constructive exchange of experience
- To take inventory of all institutions and specialize firms who have the relevant expertise in IS, GIS and Database development in the context of sustainable development.

The unit has successfully managed to maintain the EPICOR and Lawson system, internet services, providing support in the installation and updating of PLAN REP during the preparation of District budget and plan and it has successfully prepared the District ICT POLICY which shall be used in guiding the District on the proper use of Information Technology Resources.

In terms of human resources, the unit has only one (1) staff who is also a secondary teacher out of five (5) staffs required.

Table 33: Existing Staff in the Unit

SN/	Detail	Required	Available	Deficit
1.	Head of unit	1	0	1
2.	System analyst	1	1	0
3.	Network administrator	1	0	0
4.	Database administrator	1	0	1
5.	Technician	1	0	1
6.	Information officer	1	0	1
Total		6	1	5

Table 34: Existing working facilities in the Unit

SN	Detail	Required	Available	Deficit
1.	Office room	1	0	1
2.	Tables	2	0	2
3.	Chair	2	0	2
4.	File cabinet	1	0	1
5.	Shelves	2	0	2
6.	Computers	5	0	5
7.	Heavy duty printer	2	0	2
8.	Heavy duty scanner	1	0	1
9.	Heavy duty copier	1	0	1

10.	Projector	1	0	1
11.	Camera	1	0	1
12.	Cisco switch	1	0	1
13.	Server machine	1	0	1
14.	Heavy duty UPS	1	0	1
Total		22	0	22

However, the performance of the section is hampered by: Lack of resources to meet all planned targets (Financial, working tools and equipment's, Heavy rainfall which hinders and sometimes destroys completed projects especially roads. Lack of Local Area Network for accessing internet and District website for advertising and publication.

2.2 External Environment Scan

The external environmental scan involves the analysis of external environment which the Mpimbwe District council will be operating under during execution of its planned activities. The analysis goes beyond the nation's boundary to include the international environment. It is therefore important to review the external environment in order to understand the contextual setting envisaged in formulating strategic objectives for District Council development for the next five years. This will enable the District Council to be responsive to the relevant and changing environment as well as the emanating complex and dynamic problems and challenges affecting its community.

2.2.1 The Tanzania National Development Vision (2025)

Tanzania envisions that by 2025 it will have attained a remarkable development from a least developed to a middle-income country in the areas of high quality livelihood, Peace, stability and unity, good governance, as well as educated and learning society; and a competitive economy capable of producing sustainable growth and shared benefits.

High Quality Livelihood, Ideally a nation's development should be people-centered, based on sustainable and shared growth and be free from abject poverty. For Tanzania, this development means that the creation of wealth and its distribution in society must be equitable and free from inequalities and all forms of social and political relations which inhibit empowerment and effective democratic and popular participation of social groups (men and women, boys and girls, the young and old and the able-bodied and disabled persons) in society. In particular, by the year 2025, racial and gender imbalances will have been readdressed such that economic activities will not be identifiable by gender or race. All social relations and processes, which manifest and breed inequality, in all aspects of the society (i.e., law, politics, employment, education, culture), will have been reformed.

Peace, Stability and Unity, A nation should enjoy peace, political stability, national unity and social cohesion in an environment of democracy and political and social tolerance. Although Tanzania has enjoyed national unity, peace and stability for a long time, these attributes must continue to be cultivated, nurtured and sustained as important pillars for the realization of the Vision.

Good Governance, Tanzania cherishes good governance and the rule of law in the process of creating wealth and sharing benefits in society and seeks to ensure that its people are empowered

with the capacity to make their leaders and public servants accountable. By 2025, good governance should have permeated the national socio-economic structure thereby ensuring a culture of accountability, rewarding good performance and effectively curbing corruption and other vices in society.

A Well Educated and Learning Society, Tanzania envisages being a nation whose people are ingrained with a developmental mindset and competitive spirit. These attributes are driven by education and knowledge and are critical in enabling the nation to effectively utilize knowledge in mobilizing domestic resources for assuring the provision of people's basic needs and for attaining competitiveness in the regional and global economy. Tanzania would brace itself to attain creativity, innovativeness and a high level of quality education in order to respond to development challenges and effectively compete regionally and internationally, cognizant of the reality that competitive leadership in the 21st century will hinge on the level and quality of education and knowledge. To this effect, Tanzania should:

- Attain self-reliance driven by the psychological liberation of the mindset and the people's sense of confidence in order to enable the effective determination and ownership of the development agenda with the primary objective of satisfying the basic needs of all the people - men, women and children.
- Be a nation whose people have a positive mindset and a culture, which cherishes human development through hard work, professionalism, entrepreneurship, creativity, innovativeness and ingenuity and who have confidence in and high respect for all people irrespective of gender. The people must cultivate a community spirit; one which, however, is appropriately balanced with respect for individual initiative
- Be a nation with high quality of education at all levels; a nation which produces the quantity and quality of educated people sufficiently equipped with the requisite knowledge to solve the society's problems, meet the challenges of development and attain competitiveness at regional and global levels.

This necessitated the government to guide the implementation of 17 Sustainable Development Goals (SDGs) where SDGs came into effect on 1st Jan, 2016). adopted 17 goals known as “Sustainable Development Goals” (SDGs), there are also 169 targets The goals cover issues of: Poverty, education, health, water, economic growth, energy, infrastructure, climate environment and other cross cutting issues such as gender and inequality. Collectively the goals address three dimensions of sustainable development: economic development; social inclusion and environmental sustainability. The Goals Pick up some unfinished business and address new/additional development challenges in both developed and developing countries. Hence, the need to pick some lessons from formulation, implementation and monitoring of the MDGs with a focus of attaining better development outcomes (2015-2030).

2.2.2 Tanzania Five Years Development Plan Phase II (FYDP II) (2016/17 – 2020/21)

The Government of Tanzania adopted the FYDP II as its overarching National Development Framework for five years – 2016/17 to 2020/21. FYDP II integrates frameworks of the first Five Year Development Plan (FYDP I, 2011/2012-2015/2016) and the National Strategy for Growth and Reduction of Poverty (NSGRP/MKUKUTA II, 2010/2011-2014/2015) further extended to 2015/2016). The theme of FYDP II “Nurturing Industrialization for Economic Transformation and Human

Development” incorporates the main focus of the two frameworks, namely growth and transformation (FYDP I) and poverty reduction (MKUKUTA II).

FYDP II Objectives:-

FYDP II is built on three pillars of transformation, namely industrialization, human development, and implementation effectiveness. These are translated into the following aspirations:-

Build a base for transforming Tanzania into a semi-industrialized nation by 2025;

- i) Build a base for transforming Tanzania into a semi-industrialized nation by 2025;
- ii) Foster development of sustainable productive and export capacities;
- iii) Consolidate Tanzania’s strategic geographical location through improving the environment for doing business and positioning the country as a regional production, trade and logistic hub;
- iv) Promote availability of requisite industrial skills (production and trade management, operations, quality assurance, etc.) and skills for other production and services delivery;
- v) Accelerate broad-based and inclusive economic growth that reduces poverty substantially and allows shared benefits among the majority of the people through increased productive capacities and job creation especially for the youth and disadvantaged groups
- vi) Improve quality of life and human wellbeing;
- vii) Foster and strengthen implementation effectiveness, including prioritization, sequencing, integration and alignment of interventions;
- viii) Intensify and strengthen the role of local actors in planning and implementation.
- ix) Ensure global and regional agreements (e.g. Africa Agenda 2063 and SDGs) are adequately mainstreamed into national development planning and implementation frameworks for the benefit of the country.

The major goal of First Five Years Development Plan Phase II is to unleash the country’s resources potentials in order to fast track the provision of basic conditions for broad- based and pro-poor growth. The objectives FYDP II are to improve the physical infrastructural networks and human capital in order to hasten investment for transformation of the country’s production and trade supply structures (agriculture, manufacturing and services), and foster Tanzania’s competitiveness. With respect to FYDP II goals, the Mpimbwe District Council has the role to play in realization of these goals in unleashing Tanzania’s latent potentials existing in the district.

2.2.3 Big Result Now (BRN) initiatives

As part of its effort for transition of the country from a low to a middle-income economy, starting with the 2013/2014 Financial Year, Tanzania, with support from Development Partners, adopted a Big Results Now (BRN) initiative. Big Results Now (BRN) initiative aims at adopting new methods of working under specified timeframe for delivery of the step change required. This comprehensive system of development implementation, described as a “fast-track people-centered growth ‘marathon’” focuses on six priority areas articulated in the Tanzania National Development Vision 2025: energy and natural gas, agriculture, water, education, transport and mobilization of resources.

On 22 February, 2013 , when the President Dr. Jakaya Kikwete formally launched a much-vaunted programme that’s ostensibly intended to vault Tanzania over from its current Least Developed Developing Country status (LDDC) to a middle-income nation-state by the year 2025. The initiative will eliminate the “culture of business as usual” and needless confidentiality amongst officials and officers serving the public that has hobbled efforts to move Tanzania forward. If the country is to achieve a middle-income economy by 2025, it is essential that development planning no longer be a

secret process for executives and that the public become actively engaged to learn about development plans and provide input that will be taken into account. Transparency and efficiency are guiding concepts and the reduction of corruption will be of paramount importance. "Development plans are no longer secret matters for the executives, but the public will be involved to learn about the development plans and share their views accordingly. Mpimbwe District Council like other councils is obliged to comply with (BRN) initiatives for making sure that all formulated strategic objectives and targets are timely achieved for sustainable development of the council.

2.2.4 Local Government Reform Programme

The Government of Tanzania is currently implementing the second phase of Local Government Reform Programme (LGRP II) amidst both progressive and gendered policies and strategies aimed at attaining gender equity, democracy and sustainable development. The overall goal of LGRP II is to achieve accelerated and equitable socio-economic development, public service delivery and poverty reduction across the country. In relation to the overall goal, the overall programme purpose of LGRP II is to achieve devolution of Government roles and functions, and to that end transform LGAs to competent strategic leaders and coordinators of socio-economic development, accountable and transparent service delivery and poverty reduction interventions in their areas of jurisdiction.

However, local governance is facing a number of development bottlenecks in reference to the implementation of the D-by-D policy. Some of the bottlenecks include lack of strategic leadership, inadequate involvement of the public, civil society and private sector, lack of capacity and gender awareness/gender mainstreaming and sensitivity among councilors and senior managers, lack of career and staff development plans in most LGAs and there are poor relations between councilors and council staff. Mpimbwe District Council as implementing institution shall ensure that the goal and purpose of LGRP II is realized through enhanced service delivery.

2.2.5 Agricultural Sector Development Strategy and Kilimo Kwanza Initiative

The ASDS provides a comprehensive strategy and framework for the implementation of the sector policies. The strategy defines the means for achieving the central objectives of the national agriculture and livestock policies. It is designed to create an enabling and favourable environment for improving productivity and profitability of the agriculture sector, which is expected to increase farm incomes in order to reduce rural poverty and ensure household food security. In addition in June 2009, the Tanzania National Business Council under its Chairman President Dr. J.M. Kikwete organized a two days meeting to discuss the policies and strategies for transformation of Tanzania's agriculture under the theme KILIMO KWANZA. The following were the resolution: To embark on KILIMO KWANZA as Tanzania's Green Revolution to transform its agriculture into a modern and commercial sector; to integrate KILIMO KWANZA into the Government machinery to ensure its successful implementation; to mobilize the private sector to substantially increase its investment and shoulder its rightful role in the implementation of KILIMO KWANZA and declared that the implementation of KILIMO KWANZA will comprise the following ten actionable pillars:

- i. Political will to push our agricultural transformation.
- ii. Enhanced financing for agriculture.
- iii. Institutional reorganization and management of agriculture.
- iv. Paradigm shift to strategic agricultural production.
- v. Land availability for agriculture.

- vi. Incentives to stimulate investments in agriculture.
- vii. Industrialization for agricultural transformation.
- viii. Science, technology and human resources to support agricultural transformation.
- ix. Infrastructure Development to support agricultural transformation.
- x. Mobilization of Tanzanians to support and participate in the implementation of KILIMO KWANZA

Since Mpimbwe District Council is one of the Government machineries for implementation of national policies, strategies and priorities, it will ensure that agriculture in the council is transformed in accordance with the ten KILIMO KWANZA actionable pillars.

2.2.6 Sustainable Development Goals (SDGs)

SDGs are meant to guide the global development process until 2030 as the MDGs ended in 2015 (SDGs came into effect on 1st Jan, 2016). These were conducted at the UN summit (25-27 Sept, 2015), member states come up and adopted 17 goals known as “Sustainable Development Goals” (SDGs), there are also 169 targets. The goals cover issues of: Poverty, education, health, water, economic growth, energy, infrastructure, climate environment and other cross cutting issues such as gender and inequality. Collectively the goals address three dimensions of sustainable development: economic development; social inclusion and environmental sustainability. The Goals Pick up some unfinished business and address new/additional development challenges in both developed and developing countries. Hence, the need to pick some lessons from formulation, implementation and monitoring of the MDGs with a focus of attaining better development outcomes (2015-2030). Apart from 100 global indicators, our Nations through our LGAs office have a chance to add indicators suiting local context (opportunity for TZ to localize Agenda). In September 2015, a summit of heads of state adopted Sustainable Development Goals (SDGs).

SDGs are meant to:

- i) Pick up some unfinished business and also address new/additional development challenges in both developed and developing countries
- ii) Inclusive and Involving: No body should be left behind BUT Nations have to also participate in Formulation of Goals, targets and indicators.
- iii) Hence, the need to pick some lessons from formulation, implementation and monitoring of the MDGs with a focus of attaining better development outcomes (2015-2030)

But it seems the previous Millennium Development Goals Vision 2030 failed to achieve its goals, due to:- MDGs were over simplified in terms of addressing poverty challenges as they failed to address;

- i) No correlation between Economic growth and Poverty reduction.
- ii) Existence of data with huge lag.
- iii) Evidence points on a poor coordination within countries between different government offices. This constrained quality of reporting at national and sub-national levels.
- iv) MDGs were over simplified in terms of addressing poverty challenges as they failed to address; Qualitative aspects, Equity and sustainability, Interrelationships involved
- v) The statistical capacity for effective monitoring of MDGs, establishing statistical standards and ensuring quality generally lacked in many developing countries.
- vi) Lack of national ownership of the MDGs. Most of national statistical systems and development partners perceived MDG targets and indicators as an international agency driven “top-down” initiative
- vii) Inconsistencies between goals, targets and indicators, Some goals, targets and indicators are not well-aligned, Some goals inadequately captured by existing indicators Eg: Education goal: “elimination of gender disparity in school enrolment” is the only gender-related target for MDGs, which is about promoting gender equality and empowering women.

- viii) The MDG framework was criticized for being inadequate in addressing inequality issues. People are at the core of development process yet MDGs used less of disaggregated indicators.
- ix) There was a weak relationship between national and international statistical systems.

2.2.7 Small and Medium Enterprise Development Policy 2002

In Tanzania the SME sector has been recognized as a significant sector in employment creation, income generation, poverty alleviation and as a base for industrial development. The sector is estimated to generate about a third of GDP, employs about 20% of the Tanzanian labour force and has greatest potential for further employment generation. Moreover, the SIDP does address the aspect of small industries but as a matter of fact, the SME sector covers more economic activities than manufacturing alone. As such strategies and programmes identified by SIDP have lopsided effect since they neglected a greater part of SME activities in the areas of commerce, mining and services. This requires an all embracing policy in terms of covering the whole range of economic activities being performed by SME broad spectrum sector perspective. In addition, the SMEs by nature of their scale require specific interventions to nurse them. In the international perspective, economies that have strong SME sectors have being due to having in place, clear guidance, focused visions and appropriate strategies arising from well designed SME policies. Based on the importance of this sector and its potential, the SME Development Policy has been designed to revitalize the sector to enable it to contribute to the objective of the National Development Vision 2025. Furthermore, it aims at creating a mechanism to put in place an effective institutional framework for its implementation, coordination, monitoring and evaluation. Central to all these strategies is the ultimate objective of attaining rural industrialization in line with the Poverty Reduction Strategy and the Vision 2025. The policy aims at revolutionizing the SME sector to make it sustainable agent of stimulation of growth of the economy.

The **vision** of the SME Development Policy is to have a vibrant and dynamic SME sector that ensures effective utilization of available resources to attain accelerated and sustainable growth. The **mission** of this Policy is to stimulate development and growth of SME activities through improved infrastructure, enhanced service provision and creation of conducive legal and institutional framework so as to achieve competitiveness. The **Overall Objective** of this policy is to foster job creation and income generation through promoting the creation of new SMEs and improving the performance and competitiveness of the existing ones to increase their participation and contribution to the Tanzanian economy

The policy covers the following key areas: Reviewing and reconsidering public policies and regulations that discriminate against or hinder the start-up, survival, formalization and growth of SMEs, Enhancing the growth of the sector, Identifying and assigning clear roles of key actors, Developing strategies that will facilitate provision of financial and non financial services to SMEs, Developing and institutionalizing public private partnerships for SME sector development. In achieving policy objectives, the government will: Enhance implementation of programmes aimed at simplification and rationalization of procedures and regulations to encourage compliance and minimize transaction cost. Continue to improve the physical infrastructures and provision of utilities in collaboration with Local Authorities, private sector and development partners, Promote entrepreneurship development through facilitating improved access of SMEs to financial and non-financial services, Enhance the capacity of institutions providing business training to SMEs, Facilitate and support programmes aimed at increased access of information pertinent to the development of

SMEs, facilitate acquisition and adaptation of technologies as well as enhance networking between R&D Institutions and SMEs in a bid to upgrade technologies so as to raise the productivity and competitiveness of the sector, Be committed to facilitating support programmes aimed at improving SMEs' access to market. Facilitate the establishment of manufacturing enterprises in rural areas to add value to agro products and facilitate strengthening of institutions and associations supporting the SME sector. Since industrialization in Mpimbwe District Council is dominated by small scale industries which contribute to the development of the council, the District Councilors the role of coming up with strategic options of using the available opportunities provided by the government to enhance the capacity of SMEs in the council.

CHAPTER THREE

STAKEHOLDERS ANALYSIS, SWOC ANALYSIS AND CORE VALUES

3.1 Stakeholders Analysis

In Mpimbwe District council the demographic characteristics indicates each social cohort has different concerns, capacities and interests, and this need to be explicitly understood and recognized in the strategic planning process, since problem identification, objective setting and strategy selection. The analysis of individuals, groups of people, institutions or firms that may have a significant interest in the success of the Mpimbwe District council's strategic plan (either as implementers, facilitators, beneficiaries or adversaries) is the fundamental aspect in the realization of the plan. The ultimate aim being to help maximize the social, economic and institutional benefits of the target groups and ultimate beneficiaries, and minimize its potential negative impacts (including stakeholder conflicts).

3.3 Stakeholders Analysis Matrix

No	Stakeholder's Name	Characteristics	Major Activities	Interests/Expectations
1.	TACAIDS	Government Agency High Income earner	HIV/AIDS Interventions	To have HIV/AIDS free generation
2.	WALTEREED	Donor High Income earner	HIV/AIDS Interventions.	To have HIV/AIDS free generation
3.	Community members	Low income earners	Small scale farmers Livestock Keepers.	Reliable markets for the goods
4.	BENJAMINI MKAPA AIDS FOUNDATION	NGO	Support Health staffs and Construction of Staff houses.	Retain Health staff in the District Improve Health Services To have Improved Carrier Staff.
5.	Maria stopers	NGO		To control population Grows
6.	Landscape And Conservation Mentors Organization (LCMO)	NGO	Environment Conservation	Planting trees
7.	Usevya Development Society (UDES)	NGO	HIV/AIDS Interventions.	To have HIV/AIDS free generation
8.	Service Health And Development For People Living With HIV/AIDS.(SHDE	NGO	HIV/AIDS Interventions.	To have HIV/AIDS free generation

No	Stakeholder's Name	Characteristics	Major Activities	Interests/Expectations
	PHA+)			
9.	Agro processors	Private	Processing agricultural Commodities.	Making more Services Increase production in Agriculture
10.	Financial Institutions NMB,TPB, CRDB	Public/Private Financial Institutions High income earners	Provision of loans Servings	Profit making
11.	Central Government	Policy makers Service provider	Policy making Back stoking.	To have improved societies
12.	Political Parties	Autonomous Political Affiliations.	Watchdogs to the Government System	To have Control of the Government. To have good Governance
13.	Government Workers	To serve The community. Professionals.	Service providers.	Better living conditions To get enough Salaries.
14.	Tanzania Forest Services	Government agent	Management of forest resources	Sustainable use of Natural resources
15.	MSD	Government Agent	Supply medicine & Diagnosis tools	Reliability of Medicines.
16.	RELIGIOUS Institutions(Mosque & Churches)	Faith based inst.	Spiritual Services	Ensure peace, Love & Harmony
17.	CHARITABLE INTITUTIONS. (i.e Red Cross)	Non Profit Oriented	Disaster management and Rescuer Services. Extension Services.	To have improved Community
18.	BMT and BASATA	Government Agency	Promotion of Football. Training of Coaches, Referees.	Socialization Employment To Improve Arts, Games and Sports.
19.	Police	Public entity Station level	Maintaining peace and tranquility Provision of security	Improved social services
20.	TTCL	Public entity dealing with	Internet, Data and Voice	To have improved environment for TTCL

No	Stakeholder's Name	Characteristics	Major Activities	Interests/Expectations
		Communication	Service Provider	service provision
21.	TANESCO	Public entity dealing with Electrical Supplier	Electric Power Supply	To have improved environment for power supply service
22.	POSTA OFFICE	Public sector dealing with communication	Communication	Increased number of community using post services
23.	PPRA	Public Institute	Procurement guidelines in the Country. Procurement Law enforcers.	Institutions adhering PPRA guidelines in procurement of public goods and services

3.2 Strength Weaknesses Opportunities and Challenges (SWOC) Analysis

For sustainable development of community members, Mpimbwe District Council should utilize its existing Strength and Opportunities to exterminate the existing Weakness and Challenges facing community members. The collaborative situational analysis with identified the District's internal Strength and Weaknesses to be addressed using the existing external Opportunities and Challenges. The summary of SWOC analysis is provided below.

3.2.1 Strength

- Good relationship among the Employees.
- High yield from Agriculture products especially Maize, Paddy.
- Good performance of A-level in Exams due to availability of teachers.
- The mandate to formulate, passing and using By laws.
- Having Bylaws.
- Willing of the Community to contribute to CHF.
- Good adherence/willingness of the community to participate in contribution for developments projects.
- Number of Varieties of crops.
- Good collection from Council Own Sources Collection Estimates.
- Availability of primary schools. In each Village.
- Availability of Arts teachers in Secondary Schools.
- Willingness of the society to participate in cultural & sports activities.
- Stable administrative structure.
- Availability of Eligible Voters.
- Laws Enforcement in election.
- Presence of Land Registry in the District.

3.2.2 Weaknesses

- Inadequate staff among Departments and Units.
- Poor cultivation practices
- Less consideration of loans provision to Women & Youth from Central Government Grants.
- Poor incentives & retention scheme of staff.
- Poor commitment to some staff.
- Political interventions.

3.2.3 Opportunities

- Conducive environment for beekeeping.
- Availability beekeepers.
- Availability of water sources ie. Ground water.
- Fertile land.
- Reliable rainfall for agriculture.
- Presence of forests.
- Presence of water falls for Hydro Electric Power i.e Sunda Falls.
- Availability of variety of minerals.
- Water sources.
- Irrigable land.
- Availability of Game reserved such as Wild Life Management Areas (WMA).
- Support from donors.
- Availability of sector policies
- Relationship with other institution.
- Availability of work force.
- Constant Salaries from Central Government.
- Archives presence in Majimoto wards.
- Availability of Electric Power.
- Enough rainfall during rainy season.

3.2.4 Challenges

- Unreliable Markets of agricultural Goods.
- Unwillingness of some community to contribute to Development projects.
- Fluctuation & Delay of Fund disbursement from the Central Government.
- Intrusion of wild animals from the bushes to human Settlements.
- High prices for construction inputs.
- High maternal Death and Child Mortality rate.
- Poor infrastructure ie. Roads.
- Unfriendly environment for learning & Teaching.
- Poor geological soil for construction.
- Prevalence of HIV/AIDS Pandemic
- Malaria leading to death.
- Tsetse fly leading to Trypanosmosis.
- Dilapidated infrastructure of Water.
- Impassable of the road networks during the rain Season.

- Small coverage of Water supply
- High rate of Deforestation

3.3 Core Values

Principle that guides an organization's internal conduct as well as its relationship with the external world are prerequisite for the success of any strategic plan. Core values are inevitable (unbreakable) commitments that express "who we are as an institution" and what principles or qualities should infuse all practices and activities within the institution. Core values are enduring beliefs that an institution and the people who inhabit it hold in common and endeavor to put into action. Values should lead the Council staff and individuals to believe that some objectives are legitimate or correct and that others are illegitimate or wrong. Core values are the prerequisite norms for effective and efficient service delivery in any organization. The operationalization of the Mpimbwe District Council strategic Plan is therefore guided by ten major core values that constitute what the council values most. During the analysis of core values for Mpimbwe District Council, six (6) core values were jointly formulated to guide the implementation of the plan activities.

- Confidentiality of classified information
- Team work spirit
- Commitment, accountability and transparency
- High quality service delivery
- Integrity and Professionalism

CHAPTER FOUR

VISION, MISSION, STRATEGIC OBJECTIVES, KEY TARGETS, STRATEGIES AND PERFORMANCE INDICATORS

4.1 Vision

To become among Local Government Authority that will provide good and quality socio-economic services to his residents that will improve standard of living and eradicate poverty by the year 2025.

4.2 Mission

To facilitate effectively and efficiency use of available economic resources, ensure public – private partnership and existence of transparency in working place.

4.3 Strategic Objectives

- a. Services improved and HIV/AIDS infections reduced
- b. Enhance, sustain and effective implementation of the National Anti-corruption Strategy
- c. Access and quality social services improved
- d. Quantity and quality of economic services and infrastructure improved
- e. Management of natural resources and environment improved
- f. Emergence preparedness and disaster management improved
- g. Social welfare, gender and community empowerment improved
- h. Good governance and administrative services enhanced

4.4 Strategic Objectives, Result area, Key targets, Strategies and Performance Indicators

4.4.1 Strategic Objective 1

- a. Improved services and reduce HIV/AIDS infection
- b. C. Improved access, quality and equitable social services delivery
- c. E. Enhanced good governance and administration services

1.2.3. MAIN OBJECTIVE.**OBJECTIVE A: Improve services and reduce HIV/AIDS infection****OBJECTIVE E: To enhance good governance and administration service.****FORM NO. 1 ADMINISTRATION****Area of the main objective:** To improve the performance of the Human Resource Management and Administration.**(i) ADMINISTRATION**

S/NO	Aim of the Strategy	Strategy	Responsible person	Areas of Results
1.	To reduce and prevent HIV/AIDS infections by year 2017/2018.	-To organize training programs to employees and their partners -To provide condoms to employees -To engage other institutions	DHRO WE VE CDO	Service improved and HIV/AIDS infections reduced
2.	Conducive working environment to 13 head of department(HOD) and 6 Units enhanced in the council by June 2020	-To conduct various activities within and outside Mpimbwe District council by June 2018 -To conduct staff auditing within 9 wards and 31 villages in the council by June 2018 -To train wards and villages staffs within 9 wards and 31 villages in the council by June 2018 -To conduct local Government festival day by June 2018 -To ensure Uhuru /freedom Torch is conducted by June	DHRO	- Activity within and outside Mpimbwe Dc are conducted. -Auditing is enhanced and conducted as per standard required. -Wards and villages staffs are trained. -Government festival day is done. -uhuru/Freedom Torch is conducted. -Contribution to local Government Development banks is conducted as per standard insisted.

S/NO	Aim of the Strategy	Strategy	Responsible person	Areas of Results
		2018 -To contribute to local Government development Banks by June 2018		
3.	Decision making in 9 wards and 31 villages improved in the council by June 2020.	-To transfer fund to 31 villages from 20% of General Purpose Grant(GPG) by June 2018. -To transfer fund to 31 villages from 5% of the own source collection year estimates by June 2018. -To ensure various activities for councilors is well conducted in mpimbwe District Council by June 2018. -To conduct Local Government authorities Election by June 2018.	DHRO	-Transfer of fund to 31 villages from 20% of GPG is done by June 2018. -Transfer of Fund to 31 villages from 5% of the own source collection year estimates by June is performed. -Councilors activities are conducted well at Mpimbwe Dc by June 2018. -Local Government authorities election is conducted by June 2018.
4.	Contribution to SACCOS, ALAT,Local Government Loans Board(LGLB) are ensured by June 2020.	-To prepare and submit council contribution to Local Government Loans Board and ALAT contribution by June 2018. -To ensure the availability of the working tools in the Administration Department by June 2018	DHRO	-Council contribution to Local Government Loans Board and ALAT are prepared and submitted by June 2018. -Availability of the working tools in the administration Department are ensured by June 2018.
5.	Fairly and Transparency in Election ensured by June	-To conduct BY-ELECTION	DHRO	-BY-ELECTION in 31

S/NO	Aim of the Strategy	Strategy	Responsible person	Areas of Results
	2020.	in 31 villages and 168 hamlets at Mpimbwe District Council by June 2018		villages and 168 hamlets at Mpimbwe Dc is conducted by June 2018.
6.	Nutrition status in the Council improved by June 2020.	-To conduct quarterly Nutrition Multisectoral Committee meeting by June 2018	DHRO	-Quarterly Nutrition Multisectoral Committee Meeting is conducted by June 2018.
7.	Environmental, Health and Sanitation activities enhanced in the Council by June 2020.	-To provide Conducive working environment to environment and solid waste management Department by June 2018 -To conduct training to environmental resource committee in 31 villages and 27 ward leader on their role to implement environmental policy and Management act cap 191 of 2004 by June 2018.	DHRO	-Conducive working environment to solid waste Management Department is provided by June 2018 -Training to environmental resources committee in 31 villages and 27 ward leader on their role to implement environmental policy and Management act cap 191 of 2004 is performed by June 2018.
8.	Capacity and working Environment of public civil servant in Mpimbwe District Council is enhanced by June 2020	-To conduct training on opportunities and obstacles to Development (O & OD) to HODs, WEs, VEs by June 2018 -To conduct training on how to use PLANREP3, EPICOR, CDR & CFR to HODs in Mpimbwe District Council by June 2018	DHRO	-Training on opportunities and obstacles to Development (O&OD) to HODs, WEs, VEs is conducted by June 2018 -Training on how to use PLANREP3, EPICOR, CDR&CFR to HODs in Mpimbwe District Council is conducted by June 2018

S/NO	Aim of the Strategy	Strategy	Responsible person	Areas of Results
		-To provide the Office with working tools by June 2018 -To construct wards executives office at Chamalendi ward by June 2018		-Working tools are provided to the office by June 2018 -Ward office at Chamalendi ward is constructed by June 2018.

Form NO .2 (a) ADMINISTRATION.

S/NO	Aim of the strategy	Strategy	Activities	ESTIMATION OF COST PER YEAR (BUDGET)					
				2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	TOTAL
1.	To reduce and prevent HIV/AIDS infections by year 2020/2021.	-To organize training programs to employees and their partners -To provide condoms to employees -To engage other institutions	-Conducting meeting -provide condoms -organize training	1,000,000	1,100,000	1,110,000	1,221,000	1,343,100	5,774,100

S/NO	Aim of the strategy	Strategy	Activities	ESTIMATION OF COST PER YEAR (BUDGET)					
				2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	TOTAL
2.	Conducive working environment to 13 head of department(HOD) and 6 Units enhanced in the council by June 2020	-To conduct various activities within and outside Mpimbwe District council by June 2018 -To conduct staff auditing within 9 wards and 31 villages in the council by June 2018 -To train wards and villages staffs within 9 wards and 31 villages in the council by June 2018 -To conduct local Government festival day by June 2018 -To ensure Uhuru	-Conducting activities within and outside Mpimbwe Dc -Conducting Auditing -Training wards and Village -Conducting local festival -Contributing to local Government Development Banks	130,220,000	143,242,000	157,566,200	173,322,820	190,655,102	795,006,122






S/NO	Aim of the strategy	Strategy	Activities	ESTIMATION OF COST PER YEAR (BUDGET)					
				2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	TOTAL
		/freedom Torch is conducted by June 2018 -To contribute to local Government development Banks by June 2018							
3.	Decision making in 9 wards and 31 villages improved in the council by June 2020.	-To transfer fund to 31 villages from 20% of General Purpose Grant(GPG) by June 2018. -To transfer fund to 31 villages from 5% of the own source collection year estimates by June 2018. -To ensure various activities for	- Transferring funds -Ensuring various activities for councilors -Conducting local Government authorities election	99,180,000	109,098,000	120,007,800	132,008,580	145,209,438	605,503,818

S/NO	Aim of the strategy	Strategy	Activities	ESTIMATION OF COST PER YEAR (BUDGET)					
				2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	TOTAL
		councilors is well conducted in Mpimbwe District Council by June 2018. -To conduct Local Government authorities Election by June 2018.							
4.	Contribution to SACCOS, ALAT, Local Government Loans Board(LGLB) are ensured by June 2020.	-To prepare and submit council contribution to Local Government Loans Board and ALAT contribution by June 2018. -To ensure the availability of the working tools in the Administration Department by June 2018	-Preparing and Submitting council Contribution to local Government Loans Board -ensuring availability of working tools	7,000,000	7,700,000	8,470,000	9,317,000	10,248,700	42,735,700

S/NO	Aim of the strategy	Strategy	Activities	ESTIMATION OF COST PER YEAR (BUDGET)					
				2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	TOTAL
5.	Fairly and Transparency in Election ensured by June 2020.	-To conduct BY-ELECTION in 31 villages and 168 hamlets at Mpimbwe District Council by June 2018	-training -providing circulars and by laws pertaining to election	6,000,000	6,600,000	7,260,000	7,986,000	8,784,600	36,630,600
6.	Nutrition status in the Council improved by June 2020.	-To conduct quarterly Nutrition Multisectoral Committee and meeting by June 2018	-producing and distributing approved kind of food staffs	4,980,000	5,478,000	6,025,800	6,628,380	7,291,218	30,403,398
7.	Enhanced Payment of Personal Emolument Salaries for VEOs(503), Agriculture (5033), Livestock(5034), Services(5011), Health Centres(5012), Dispensaries(5013), Works(5014), Rural	-To pay Personal Emolument (PE) to staff who paid by Grant from Central Government of Tanzania	-Ensuring monthly payments are done as per Government regulations	497,640,000	547,404,000	602,144,400	662,558,840	728,794,724	3,038,541,964

S/NO	Aim of the strategy	Strategy	Activities	IMPLEMENTATION STRATEGY																CRITERIA FOR SURVEILLANCE																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
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	D) and 6 Units enhanced in the council by June 2020	District council by June 2018 -To conduct staff auditing within 9 wards and 31 villages in the council by June 2018 -To train wards and villages staffs within 9 wards and 31 villages in the council by June 2018 -To conduct local Government festival day by June 2018 -To ensure Uhuru /freedom	Dc - Conducting Auditing -Training wards and Village - Conducting local festival - Contributin g to local Governmen t Developme nt Banks																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															

S/NO	Aim of the strategy	Strategy	Activities	IMPLEMENTATION STRATEGY															CRITERIA FOR SURVEILLANCE		
				2017/2018			2018/2019			2019/2020			2020/2021			2021/2022					
		Torch is conducted by June 2018 -To contribute to local Government development Banks by June 2018																			
3.	Decision making in 9 wards and 31 villages improved in the council by June 2020.	To transfer fund to 31 villages from 20% of General Purpose Grant(GPG) by June 2018. -To transfer fund to 31 villages from 5% of the own source collection year estimates by June 2018.	- Transferring funds -Ensuring various activities for councilors Conducting local Government authorities election																		

S/NO	Aim of the strategy	Strategy	Activities	IMPLEMENTATION STRATEGY																CRITERIA FOR SURVEILLANCE				
				2017/2018				2018/2019				2019/2020				2020/2021					2021/2022			
		-To ensure various activities for councilors is well conducted in Mpimbwe District Council by June 2018. -To conduct Local Government authorities Election by June 2018.																						
4.	Contribution to SACCOS, ALAT, Local Government Loans Board(LGLB) are ensured by June 2020.	- To prepare and submit council contribution to Local Government Loans Board and ALAT contribution by June 2018. -To ensure the	- Preparing and Submitting council Contribution to local Government Loans Board -ensuring availability of working tools																					

S/NO	Aim of the strategy	Strategy	Activities	IMPLEMENTATION STRATEGY																CRITERIA FOR SURVEILLANCE					
				2017/2018				2018/2019				2019/2020				2020/2021					2021/2022				
		availability of the working tools in the Administration Department by June 2018																							
5.	Fairly and Transparency in Election ensured by June 2020	-To conduct BY-ELECTION in 31 villages and 168 hamlets at Mpimbwe District Council by June 2018	training -providing circulars and by laws pertaining to election																						
6.	Nutrition status in the Council improved by June 2020.	To conduct quarterly Nutrition Multisectoral Committee and meeting by June 2018.	- producing and distributing approved kind of food staffs.																						
7.	Enhanced Payment of	-To pay Personal	-Ensuring monthly																						

S/NO	Aim of the strategy	Strategy	Activities	IMPLEMENTATION STRATEGY																CRITERIA FOR SURVEILLANCE				
				2017/2018				2018/2019				2019/2020				2020/2021					2021/2022			
	Personal Emolument Salaries for VEOs(503), Agriculture (5033), Livestock(5034), Services(5011), Health Centres(5012), Dispensaries(5013), Works(5014), Rural Water Supply(5017)	Emolument (PE) to staff who paid by Grant from Central Government of Tanzania	payments are done as per Government regulations																					

LIVESTOCK SECTOR

1. To strengthen the livestock extension services, training and information system.
2. To provide treatment, control and vaccination of livestock against various diseases
3. To construct and rehabilitate livestock infrastructures
4. To improve monitoring and supervision of livestock markets
5. To introduce production of fish in order to improve economic and nutritional status

Main objective - To improve the quantity and quality of socio-economic infrastructures

S/N	OBJECTIVES	STRATEGIC	RESPONSIBLE PERSON	INDICATORS
1.	To strengthen the livestock extension services, training and information system by June 2019	<ul style="list-style-type: none"> -preparation of budget for working tools -to prepare and submit requirements of employing new staffs. -to Coordinate training programmes to extensions workers and livestock keepers. -Kutoa motisha kwa Afisa mifugo hodari -to involve privatesector in planning and implementation of miltsectral projects. -establishment of Livestock Field Schools -to strengthen monitoring and supuevision 	DLFO	<ul style="list-style-type: none"> -Livestock extension services improved at all nine (9) wards -Livestock Field officers capacitated in terms of working tools, transport and technical know how. -livestock keepers aquire knowledge and skills through established LFS.
2.	To provide treatment, control and vaccination of livestock against various diseases	<ul style="list-style-type: none"> -preparation of budget for procurement of vaccines -to strengthen the livestock surveillance system -to train livestock keepers on how to control livestock diseases through dipping and spraying with accaricides. -To monitor drugs quality 	DLFO	The health of livestock improved and the incidence of diseases decreased.
3.	To strengthen and develop the livestock industry	To prepare a budget for construction and rehabilitation of livestock infrustructures (abbatoir, slaughter slab, dipping tanks and boreholes.	DLFO	Increase in number of infrastructures and service provision
4.	To improve monitoring and supervision of livestock markets	<ul style="list-style-type: none"> -to strengthen management and monitoring of livestock auctions activities -to introduce the skills of livestock products value addition and marketing 	DLFO	<ul style="list-style-type: none"> -improved veterinary services. -established small industries for processing livestock products.
5.	To introduce production of fish in order to improve economic and nutritional status	<ul style="list-style-type: none"> - identifying stakeholders in the Council to create fish farming cooperative -to allocate budget for buying fish chicks - To encourage citizens on constructing fish breeding ponds 	DLFO	<ul style="list-style-type: none"> -the number of stakeholder identified and fish farming cooperative formed -the number of fish breeding ponds constructed. -the number of fish chicks procures

S/N	OBJECTIVES	STRATEGIC	RESPONSIBLE PERSON	INDICATORS
				and planted in the fishponds.

Form No. 2 (a) Department of Livestock and Fisheries

S/N	OBJECTIVES	STRATEGIES	ACTIVITIES	BUDGET PLANNED					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
1.	To strengthen the livestock extension services, training and information system by June 2019	<ul style="list-style-type: none"> -preparation of budget for working tools -to prepare and submit requirements of employing new staffs. -to Coordinate training programmes to extensions workers and livestock keepers. -To provide Gift and Prices for Best Workers To involve private sector in planning and implementation of multispectral projects. -establishment of Livestock Field Schools -to strengthen monitoring and supervision 	<ul style="list-style-type: none"> -to procure working tools for extension workers -to provide training to extension workers and livestock keepers groups 	30,000,000	33,000,000	33,200,000	36,520,000.00	40,172,000.00	172,892,000
2.	To provide treatment, control and vaccination of livestock against various diseases	<ul style="list-style-type: none"> -preparation of budget for procurement of vaccines -to strengthen the livestock surveillance system -to train livestock keepers on how to control livestock diseases 	- to provide treatment and vaccination services	20,000,000	22,000,000	24,200,000	26,620,000	29,282,000	122,102,000

S/N	OBJECTIVES	STRATEGIES	ACTIVITIES	BUDGET PLANNED					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
		through dipping and spraying with accuracies. -To monitor drugs quality							
3.	To strengthen and develop the livestock industry	To prepare a budget for construction and rehabilitation of livestock infrastructures (abattoir, slaughter slab, dipping tanks and boreholes.	-to rehabilitate two abattoirs -to construct one abattoir at Usevya Village -to construct a fence at Majimoto Livestock Market	75,000,000	100,000,000	110,000,000	121,000,000.00	133,100,000.00	539,100,000
4.	To improve monitoring and supervision of livestock markets	-to strengthen management and monitoring of livestock auctions activities -to introduce the skills of livestock products value addition and marketing	To strengthen monitoring and supervision of projects	15,000,000	16,500,000	18,150,000	19,965,000	21,961,500	91,576,500
5.	To introduce production of fish in order to improve economic and nutritional status	- identifying stakeholders in the Council to create fish farming cooperative -to allocate budget for buying fish chicks - To encourage citizens on constructing fish breeding ponds	-To establish the Fish keepers' cooperative -To procure and distribute fish chicks and plant in constructed ponds.	15,000,000	16,500,000	18,150,000	19,965,000.00	21,961,500.00	91,576,500
TOTAL				155,000,000	188,000,000	203,700,000	224,070,000	246,477,000	1,017,247,000

FORM NO. 2 (B) DEPARTMENT OF LIVESTOCK AND FISHERIES

S/N	TARGET	STRATEGY	ACTIVITY	IMPLEMENTATION PERIOD					CRITERIA FOR MONITORING
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	
1.	To strengthen the livestock extension services, training and information system by June 2019	-preparation of budget for working tools -to prepare and submit requirements of employing new staffs. -to Coordinate training programmes to extensions workers and livestock keepers. -Kutoa motisha kwa Afisa mifugo hodari -to involve private sector in planning and implementation of multisectoral projects. -establishment of Livestock Field Schools -to strengthen monitoring and supervision	-to procure working tools for extension workers -to provide training to extension workers and livestock keepers groups						-Livestock extension services improved at all nine (9) wards -Livestock Field officer's capacitated in terms of working tools, transport and technical know how. -livestock keepers acquire knowledge and skills through established LFS.
2.	To provide treatment, control and vaccination of livestock against various diseases	-preparation of budget for procurement of vaccines -to strengthen the livestock surveillance system -to train livestock keepers on how to control livestock diseases through dipping and spraying with acaricides. -To monitor drugs quality	- to provide treatment and vaccination services						The health of livestock improved and the incidence of diseases decreased.

S/N	TARGET	STRATEGY	ACTIVITY	IMPLEMENTATION PERIOD					CRITERIA FOR MONITORING
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	
3.	To strengthen and develop the livestock industry	To prepare a budget for construction and rehabilitation of livestock infrastructures (abattoir, slaughter slab, dipping tanks and boreholes.	-to rehabilitate two abattoirs -to construct one abattoir at Usevya Village -to construct a fence at Majimoto Livestock Market						Increase in number of infrastructures and service provision
4.	To improve monitoring and supervision of livestock markets	-to strengthen management and monitoring of livestock auctions activities -to introduce the skills of livestock products value addition and marketing	To strengthen monitoring and supervision of projects						-improved veterinary services. -established small industries for processing livestock products.
5.	To introduce production of fish in order to improve economic and nutritional status	- identifying stakeholders in the Council to create fish farming cooperative -to allocate budget for buying fish chicks - To encourage citizens on constructing fish breeding ponds	-To establish the Fish keepers' cooperative -To procure and distribute fish chicks and plant in constructed ponds.						-the number of stakeholder identified and fish farming cooperative formed -the number of fish breeding ponds constructed. -the number of fish chicks

S/N	TARGET	STRATEGY	ACTIVITY	IMPLEMENTATION PERIOD					CRITERIA FOR MONITORING
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	
									procures and planted in the fish ponds.

AGRICULTURAL SECTOR

MAIN OBJECTIVES

In order to achieve and Implement the vision of Mpimbwe Agricultural department the following are the main 5 objectives.

1. To Improve and strengthen extension services for farmer
2. To Increase awareness and knowledge of the proper use of best agricultural input in order to increase production and productivity
3. To. Develop and Strengthen Irrigation schemes in a modern ways
4. To increase soil research / tests and seeds of new cash crops
5. To Increase awareness in Sunflower production by June 2021
6. To develop an agricultural information center in the Mwamapuli village so that it can be used to provide education and knowledge to farmers.

Main-objectives To increase numbers , quality social economic services and Infrastructures

NO.	STRATEGIC OBJECTIVES	STRATEGY	IMPLEMENTORS	AREAS OF INDICATORS
1.	To Improve and Strengthen Agricultural services to farmers by June 2021	<ul style="list-style-type: none"> - Each extension officer to have 15 model farmers in the ward / village - To provide education and appropriate use of agricultural Inputs to Farmers To Conduct farmers field day -To organize study tours for farmers -To conduct close supervision and Monitoring - Provide incentives to the extension officer who will enable farmers in the ward / village to increase productivity and production 	DAICO	<ul style="list-style-type: none"> -The production will be increased from 63,835.4 to 80,006.63 by June 2021. -Extension services will be strengthened by June 2021 - Increase of extension officers from 13-42 by June 2021.

NO.	STRATEGIC OBJECTIVES	STRATEGY	IMPLEMENTORS	AREAS OF INDICATORS
		<ul style="list-style-type: none"> -To employ more Agricultural Extension Staffs' -To provide means of transports to Extension officers -To visit farmers Individual or in Groups - To involve stakeholders, donors, leaders and citizens in implementing agricultural activities. 		
2.	To Increase awareness and education on proper use of Agricultural Inputs in order to increase production and productivity by June 2021.	<ul style="list-style-type: none"> -Encourage farmers to use the best agricultural input -To prepare farmers study tours -To establish farmers field school and farmers model fields -To involve different Agricultural stakeholders 	DAICO	Maize productivity will be Increased from 2.5 -3.5,/ ha and 3.5 – 4 by June 2021
3.	To develop schemes and construct Irrigation Infrastructure in a modern way by June 20121	<ul style="list-style-type: none"> -Involve village governments -To involve donors in developing Irrigation schemes. - Involvement of different Agriculture stakeholders. -To make a survey of other relevant areas for irrigation. 	DAICO	Irrigation area will be increased from 200 ha – 2000 ha, 9000- 13605 ha by June 20121.
4.	To Increase soil research and new cash crops seeds	<ul style="list-style-type: none"> -Involve stakeholders of Agriculture -Engaging research Institute in soil and seeds findings Involving agricultural stakeholders. -Involvements of village governments and Citizens 	DAICO	.Research in Soil and seeds will be done in 31 village by June 2021.
5.	To increase awareness in Sunflower production by June 2021	<ul style="list-style-type: none"> Establishments of farmers field schools and models - Involve Agricultural stakeholders -To educate farmers on the correct / appropriate use of Agricultural inputs. -To provide farmers study tours. - To conduct meetings / sessions with leaders and citizens 	DAICO	Productivity in Sunflower will be increased from 1.1-1.5 by June 20121.
6.	To Develop an agricultural information center in Mwamapuli village so that it can be used to provide education and knowledge to farmers.	<ul style="list-style-type: none"> -To purchase furniture -To conduct training -To Involve stakeholders -To involve donors -To prepare leaflets, journals - 	DAICO	The Mwamapuli information center will be in use by June 20121

FORM NO. 2. (a) AGRICULTURE, IRRIGATION AND COOPERATIVES

NO	STRATEGIC OBJECTIVES	STRATEGIES	ACTIVITY	BUDGET ESTIMATES					
				2016/2017	2017/2018	2018/2019	2019/2020	2021/2022	TOTAL
1.	To Improve and Strengthen Agricultural services to farmers by June 2021	<ul style="list-style-type: none"> -Each extension officer to have 15 model farmers in the ward / village - To provide education and appropriate use of agricultural Inputs to Farmers To Conduct farmers field day -To organize study tours for farmers -To conduct close supervision and Monitoring - Provide incentives to the extension officer who will enable farmers in the ward / village to increase productivity and production -To employ more Agricultural Extension Staffs -To provide means of transports to Extension officers -To visit farmers Individual or in Groups - To involve stakeholders, donors, 	<ul style="list-style-type: none"> -To provide education to farmers -To establish Farmers field schools and models -Visiting farmers individually or in groups Conducting farmers study tours -Purchase of means of transports. -To establish and Strengthening farmers groups. -Conducting on job training to extension workers - - 	25,568,000	28,124,800	29,937,280	30,937,280	32,453,000	147,020,360

NO	STRATEGIC OBJECTIVES	STRATEGIES	ACTIVITY	BUDGET ESTIMATES					
				2016/2017	2017/2018	2018/2019	2019/2020	2021/2022	TOTAL
		leaders and citizens in implementing agricultural activities.							
2.	To Increase awareness and education on proper use of Agricultural Inputs in order to increase production and productivity by June 2021.	<ul style="list-style-type: none"> -Encourage farmers to use the best agricultural input -To prepare farmers study tours -To establish farmers field school and farmers model fields -To involve different Agricultural stakeholders 	<ul style="list-style-type: none"> - Provide education to farmers -Conducting study tours -To prepare a budget to improve Irrigation Infrastructure -To involve Agricultural stake holders -Establishing farmers field schools -Creating awareness to farmers on the appropriate use of Agricultural Inputs. 	15,678,000	17,245,800	18,970,380	18,245,000	19,245,675	51,894,180
3.	To develop schemes and construct Irrigation Infrastructure in a modern way by June 2012	<ul style="list-style-type: none"> -Involve village governments -To involve donors in developing Irrigation schemes. - Involvement of different Agriculture stakeholders. -To make a survey of other relevant areas for irrigation. 	<ul style="list-style-type: none"> -Involving village Governments -Involve donors in developing schemes -Involve different Agricultural stake holders - To make a survey of other relevant areas for irrigation. 	700,000,000	770,000,000	847,000,000			2,317,000,000

NO	STRATEGIC OBJECTIVES	STRATEGIES	ACTIVITY	BUDGET ESTIMATES					
				2016/2017	2017/2018	2018/2019	2019/2020	2021/2022	TOTAL
4.	To Increase soil research and new cash crops seeds	- Involve stakeholders of Agriculture -Engaging research Institutes in soil and seeds findings Involving agricultural stakeholders. -Involvements of village governments and Citizens	-Involve stakeholders of Agriculture -Engaging research Institute in soil and seeds findings Involving agricultural stakeholders. -Involvements of village governments and Citizen.	45,555,000.	48,743,850.	52,155,919.	53,456,789	54,678,000	254,589,558
5.	To increase awareness in Sunflower production by June 2012.	-Involve stakeholders of Agriculture -Engaging research Institutes in soil and seeds findings Involving agricultural stakeholders. -Involvements of village governments and Citizens	-Conducting farmers study tours -Conducting village leaders, and citizen meeting,						
6.	To Develop an agricultural information center in Mwamapuli village so that it can be used to provide education and knowledge to farmers.	To purchase furniture -To conduct training -To Involve stakeholders -To involve donors -To prepare leaflets, journals	Preparation of leaflets -Purchase of Agricultural Information center -Prepare a notes boards -Installation of	18,543,000	21,000,000	21,210,000	22,234,500	23,345.600	83,010,845.6

NO	STRATEGIC OBJECTIVES	STRATEGIES	ACTIVITY	BUDGET ESTIMATES					
				2016/2017	2017/2018	2018/2019	2019/2020	2021/2022	TOTAL
			electrical power						
TOTAL									2,904,724,819.36

FORM. NO. 2 (B) AGRICULTURAL, IRRIGATION AND COOPERATIVES

S/N	STRATEGIC OBJECTIVES	STRATEGY	ACTIVITY	IMPLEMENTATION PERIOD					INDICATORS
				2016/2017	2017/2018	2018/2019	2019/2020	2021/2022	
1.	To Improve and Strengthen Agricultural services to farmers by June 2021	Each extension officer to have 15 model farmers in the ward / village - To provide education and appropriate use of agricultural Inputs to Farmers To Conduct farmers field day -To organize study tours for farmers -To conduct close supervision and Monitoring - Provide incentives to the extension officer who will enable farmers in the ward / village to increase productivity and production	To provide education to farmers -To Establish farmers field school and models -To visit farmers in Individual and groups -To conduct study tours to farmers - To facilitate means of transport -To establish Farmers group -To conduct short course training and Long term training to extension Officers						-VAEOs WAEOs reports information -Monitoring Information -Financial statements information -The number of farmers increased production and productivity.

S/N	STRATEGIC OBJECTIVES	STRATEGY	ACTIVITY	IMPLEMENTATION PERIOD					INDICATORS
				2016/2017	2017/2018	2018/2019	2019/2020	2021/2022	
		-To employ more Agricultural Extension Staffs' -To provide means of transports to Extension officers -To visit farmers Individual or in Groups - To involve stakeholders, donors, leaders and citizens in implementing agricultural activities. -To Involve stakeholders, Donors, Leaders and citizens in Implementing Agricultural activities.							

S/N	STRATEGIC OBJECTIVES	STRATEGY	ACTIVITY	IMPLEMENTATION PERIOD					INDICATORS
				2016/2017	2017/2018	2018/2019	2019/2020	2021/2022	
2.	To Increase awareness and education on proper use of Agricultural Inputs in order to increase production and productivity by June 2021	Encourage farmers to use the best agricultural input -To prepare farmers study tours -To establish farmers field school and farmers model fields -To involve different Agricultural stakeholders	-Provide education to farmers -Conducting study tours -To prepare a budget to improve Irrigation Infrastructure -To involve Agricultural stake holders -Establishing farmers field schools -Creating awareness to farmers on the appropriate use of Agricultural Inputs						.VAEOs WAEOs reports information -Monitoring Information -Financial statements information -The number of farmers increased production and productivity.
3.	To develop schemes and construct Irrigation Infrastructure in a modern way by June 2021	Involve village governments -To involve donors in developing Irrigation schemes. - Involvement of different Agriculture stakeholders. -To make a survey of other relevant areas for irrigation..	- Involving village Governments -Involve donors in developing schemes -Involve different Agricultural stake holders - To make a survey of other relevant areas for irrigation						- VAEOS WAEOS reports information -Monitoring Information -Financial statements information -The number of farmers increased production and productivity. Taarifa za VAEOS WAEOS
4.	To Increase soil research	Involve stakeholders of	Involve stakeholders of Agriculture						VAEOs WAEOS reports

S/N	STRATEGIC OBJECTIVES	STRATEGY	ACTIVITY	IMPLEMENTATION PERIOD					INDICATORS
				2016/2017	2017/2018	2018/2019	2019/2020	2021/2022	
	and new cash crops seeds	Agriculture -Engaging research Institutes in soil and seeds findings Involving agricultural stakeholders. -Involvements of village governments and Citizens	-Engaging research Institute in soil and seeds findings Involving agricultural stakeholders. -Involvements of village governments and Citizen						information -Monitoring Information -Financial statements information -The number of farmers increased production and productivity.
5.	To increase awareness in Sunflower production by June 2021	-Involve stakeholders of Agriculture -Engaging research Institutes in soil and seeds findings - Involving agricultural stakeholders. -Involvements of village governments and Citizens	-Searching for marketing - Establish model / Farmers field school fields- To provide education and training -To Involve different stakeholders - Promote the use of sunflower oil. - Promote proper use of Agricultural input Conduct training, tours -Establish crop farmers' groups.						VAEOs WAEOs reports information -Monitoring Information -Financial statements information -The number of farmers increased production and productivity.
6.	To Develop an agricultural information center in Mwamapuli village so that	To purchase furniture -To conduct training	Preparation of leaflets -Purchase of Agricultural						VAEOs WAEOs reports information -Monitoring

S/N	STRATEGIC OBJECTIVES	STRATEGY	ACTIVITY	IMPLEMENTATION PERIOD					INDICATORS
				2016/2017	2017/2018	2018/2019	2019/2020	2021/2022	
	it can be used to provide education and knowledge to farmers.	-To Involve stakeholders -To involve donors -To prepare leaflets, journals -	Information center -Prepare a notes boards -Installation of electrical power.						Information -Financial statements information -The number of farmers increased production and productivity.

COOPERATIVES

1. To establish and strengthen Co-operatives union
2. To strengthen SACCOS and Integrates with financial institution
3. To establish Warehouse Receipts systems

FORM NO. 2. (a) AGRICULTURE, IRRIGATION AND COOPERATIVES

NO	STRATEGIC OBJECTIVES	STRATEGIES	ACTIVITY	BUDGET ESTIMATES					
				2016/2017	2017/2018	2018/2019	2019/2020	2021/2022	TOTAL
1	Establishing and Strengthening Cooperative Unions (AMCOS)	<ul style="list-style-type: none"> - Provide education for farmers' groups about the importance of joining partnerships. - Establishing a cooperative group of crop producers. - To provide information about the Warehouse receipt of crops 	<ul style="list-style-type: none"> - Provide education to farmers groups about the importance of joining partnerships -To establish cooperative group of crop producers. - To provide information about the Warehouse receipts systems. 	5,000,000	7,000,000	9,000,000	11,000,000	15,000,000	47,000,000
2	Strengthening and empower SACCOS to provide better service to its members	Providing education for citizens about the importance of joining financial institutions (SACCOS) <ul style="list-style-type: none"> - Manage meetings in accordance with the rules, procedures and rules - coordinate training for members and SACCOS leaders so that they can effectively operate these institutions - Monitoring and management 	To provide education to citizens about the importance of joining with the financial institutions SACCOS. To coordinate training for the members and SACCOS leaders	3,000,000	5,000,000	7,000,000	9,000,000	11,000,000	35,000,000
	Establishing and Strengthening	Providing education for citizens about the importance	provide education to citizens about the importance of						VAEOs WAEOS

NO	STRATEGIC OBJECTIVES	STRATEGIES	ACTIVITY	BUDGET ESTIMATES					
				2016/2017	2017/2018	2018/2019	2019/2020	2021/2022	TOTAL
	Cooperative Unions (AMCOS)	of joining financial institutions (SACCOS) - Manage meetings in accordance with the rules, procedures and rules - coordinate training for members and SACCOS leaders so that they can effectively operate these institutions - Monitoring and management	joining with the financial institutions SACCOS. To coordinate training for the members and SACCOS leaders						reports information -Monitoring Information -Financial statements information -The number of farmers increased production and productivity

FORM NO 01 (A) DEPARTMENT: PLANNING, STATISTICS AND MONITORING.

MAIN OBJECTIVE OF THE DEPARTMENT: TO ENSURE HUMAN RESOURCES AT PLANNING, STATISTICS AND MONITORING ARE EDUCATED CONCERNING ISSUES OF HIV/AIDS.

OBJECTIVE A: Improve services and reduce HIV/AIDS infection

S/N	TARGET	STRATEGY	RESPONSIBLE PERSON	AREAS OF RESULTS
1.	To conduct training to five (5) staffs in the department on the issue of HIV/AIDS	<ul style="list-style-type: none">➤ The involvement of various NGOs, which deals with HIV/AIDS such as WALTER REEDS.➤ Staffs in the department to be involved	DPLO, DCDO & DMO	<ul style="list-style-type: none">➤ Staffs in the department are well educated.

MAIN OBJECTIVE OF THE DEPARTMENT: TO ENSURE HUMAN RESOURCES AT PLANNING, STATISTICS AND MONITORING ARE EDUCATED CONCERNING ISSUES OF CORRUPTION.

OBJECTIVE B: Enhance, sustain and effective implementation of the National Anti-corruption Strategy

S/N	TARGET	STRATEGY	RESPONSIBLE PERSON	AREAS OF RESULTS
1.	To conduct training to five (5) council staffs to combat petty and grand corruption by June 2021	<ul style="list-style-type: none">➤ The involvement of government Institution like Preventing and Combating Corruption Bureau (PCCB).	DPLO, DCDO capacitated	<ul style="list-style-type: none">➤ Staffs in the department are well educated and capacitated on how to combat petty and grand corruption.

DEPARTMENT: PLANNING, STATISTICS AND MONITORING.

MAIN OBJECTIVE OF THE DEPARTMENT: TO ENSURE DEVELOPMENT PROJECTS ARE IMPLEMENTED, THE DEADLINE ARE MEET AND EXISTENCE OF THE QUALITY FOR THE PROJETS.

OBJECTIVE E: Enhance Good Governance and Administrative Services

S/N	TARGET	STRATEGY	RESPONSIBLE PERSON	AREAS OF RESULTS
1.	To construct Administration Block for primary schools from zero (0) Administration Block by July 2016/2017 to 31 Administration Block by June 2020/2021.	<ul style="list-style-type: none">➤ Involvement of Local government at Village and Wards Level.➤ Community Councilors➤ Students and Teachers.	DPLO	Existence of 31 Administration Block in all primary schools in the council.
2.	To increase number specific programs/MTEF which prepared by using Improved system of Opportunity and Obstacles to Developments (Improved O & OD) from one (1) specific programs by the year 2016/2017 to four (4) by the year 2020/2021.	<ul style="list-style-type: none">➤ Involvement of Local government at Village and Wards Level.➤ To conduct training to Wards, Village, and Kitongoji leaders on improved system of O & OD.➤ Budget allocation to finance the improved system of O & OD.➤ Involvement of donors.	DPLO	To have Budget Books (MTEF) which has been prepared by involvement all stakeholders from Lower level (LL) Community, Village, Vitongoji and Ward Level to High level (HL) at District Level.

FORM NO .2 (a) DEPARTMENT: PLANNING, STATISTICS AND MONITORING.

S/N	TARGET	STRATEGY	ACTIVITY	BUDGET ESTIMATION PER EACH YEAR					TOTAL
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	
1.	To conduct training to five (5) staffs in the department on the issue of HIV/AIDS	<ul style="list-style-type: none"> ➤ The involvement of various NGOs, which deals with HIV/AIDS such as WALTER REEDS. ➤ Staffs in the department to be involved 	<ul style="list-style-type: none"> • To prepare and to have Office Consumable, Training Material, • Informing the staffs at the Department 	0	3,000,000	3,100,000	3,200,000	3,400,000	12,700,000
2.	To conduct training to five (5) council staffs to combat petty and grand corruption by June 2021	<ul style="list-style-type: none"> ➤ The involvement of government Institution like Preventing and Combating Corruption Bureau (PCCB). 	<ul style="list-style-type: none"> • To prepare and to have Office Consumable, Training Material, • Informing the staffs at the Department 	0	4,000,000	4,100,000	4,200,000	4,400,000	16,700,000
3.	To construct Administration Block for primary schools from zero (0) Administration Block by July 2016/2017 to 31 Administration Block by June 2020/2021.	<ul style="list-style-type: none"> ➤ Involvement of Local government at Village and Wards Level. ➤ Community ➤ Councilors ➤ Students and ➤ Teachers. 	<ul style="list-style-type: none"> • Identification of the places for construction. • Budget allocation to each financial year, From 60% of the council own source collection estimated and Grants from Donors 	0	200,500,000	132,500,000	32,500,000	432,500,000	798,000,000

S/N	TARGET	STRATEGY	ACTIVITY	BUDGET ESTIMATION PER EACH YEAR					TOTAL
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	
			and Central Governments • Community involvement for project initiation.						
4.	To increase number specific programs/MTEF which prepared by using Improved system of Opportunity and Obstacles to Developments (Improved O & OD) from one (1) specific programs by the year 2016/2017 to four (4) by the year 2020/2021.	<ul style="list-style-type: none"> ➤ Involvement of Local government at Village and Wards Level. ➤ To conduct training to Wards, Village, and Kitongoji leaders on improved system of O & OD. ➤ Budget allocation to finance the improved system of O & OD. ➤ Involvement of donors. 	<ul style="list-style-type: none"> • To prepare and to have Office Consumable, Training Material, Diesel and Motor Vehicle. • To provide information to appointed leaders at Village, Wards and Kitongoji Level, and Elected leaders (Councilors) in nine (9) wards in the Council. 	0	3,500,000	4,500,000	2,300,000	1,300,000	11,600,000

FORM NO .2 (B) DEPARTMENT: PLANNING, STATISTICS AND MONITORING.

S/N	TARGET	STRATEGY	ACTIVITY	BUDGET ESTIMATION PER EACH YEAR					TOTAL	CRITERIA FOR CONDUCTING MONITORING
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021		
5.	To conduct training to five (5) staffs in the department on the issue of HIV/AIDS	<ul style="list-style-type: none"> ➤ The involvement of various NGOs, which deals with HIV/AIDS such as WALTER REEDS. ➤ Staffs in the department to be involved 	<ul style="list-style-type: none"> • To prepare and to have Office Consumable, Training Material, • Informing the staffs at the Department 							<ul style="list-style-type: none"> - Monthly Reports. - Quarterly reports. - Reports from WEO, VEO, Elected leaders (Councilors)
6.	To conduct training to five (5) council staffs to combat petty and grand corruption by June 2021	<ul style="list-style-type: none"> ➤ The involvement of government Institution like Preventing and Combating Corruption Bureau (PCCB). 	<ul style="list-style-type: none"> • To prepare and to have Office Consumable, Training Material, • Informing the staffs at the Department 							<ul style="list-style-type: none"> - Monthly Reports. - Quarterly reports. - Reports from WEO, VEO, Elected leaders (Councilors)
7.	To construct Administration Block for primary schools from zero (0) Administration Block by July 2016/2017 to 31 Administration	<ul style="list-style-type: none"> ➤ Involvement of Local government at Village and Wards Level. ➤ Community ➤ Councilors ➤ Students and ➤ Teachers. 	<ul style="list-style-type: none"> • Identification of the places for construction. • Budget allocation to each financial year, From 60% of the council own source collection estimated and Grants from Donors 							<ul style="list-style-type: none"> - Monthly Reports. - Quarterly reports. - Reports from WEO, VEO, Elected leaders (Councilors)

S/N	TARGET	STRATEGY	ACTIVITY	BUDGET ESTIMATION PER EACH YEAR					TOTAL	CRITERIA FOR CONDUCTING MONITORING
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021		
	Block by June 2020/2021.		and Central Governments • Community involvement for project initiation.							
8.	To increase number specific programs/MTEF which prepared by using Improved system of Opportunity and Obstacles to Developments (Improved O & OD) from one (1) specific programs by the year 2016/2017 to four (4) by the year 2020/2021.	<ul style="list-style-type: none"> ➤ Involvement of Local government at Village and Wards Level. ➤ To conduct training to Wards, Village, and Kitongoji leaders on improved system of O & OD. ➤ Budget allocation to finance the improved system of O & OD. ➤ Involvement of donors. 	<ul style="list-style-type: none"> • To prepare and to have Office Consumable, Training Material, Diesel and Motor Vehicle. • To provide information to appointed leaders at Village, Wards and Kitongoji Level, and Elected leaders (Councilors) in nine (9) wards in the Council. 							<ul style="list-style-type: none"> - Monthly Reports. - Quarterly reports. - Reports from WEO, VEO, Elected leaders (Councilors)

FORM NO.1 LEGAL UNIT

MAIN OBJECTIVE E. TO ENHANCE GOOD GOVERNANCE AND ADMINISTRATION SERVICE.

Area of the main objective: To improve the performance of the Legal unit.

NO	AIM OF THE STRATEGIC	STRATEGY	RESPONSIBLE PERSON	AREAS OF RESULTS
1	To reduce and prevent HIV/AIDS infections by year 2020/2021.	-To organize training programs to employees and their partners -To provide condoms to employees -To engage other institutions	DS	Service improved and HIV/AIDS infections reduced
2	To train members of nine Ward tribunals and 31 Village councils by the year 2020/2021	-To train members of Ward Tribunals and Village Council	DS	-Improved the Ward Tribunals performance. -Ward tribunals reputations enhanced -Weaknesses addressed -Good governance enhanced and administration services improved
3	To conduct 15 civil cases in courts of law by the year 2020/2021	-To appear before court of laws and Quasi-Judicial bodies	DS	-Good governance enhanced and administration services improved
4	To draft and review 40 council and village bylaws by the year 2020/2021	-to draft and review by laws	DS	Good governance enhanced and administration services improved
5	To improve the working environment of Ward Tribunals by the year 2020/2021	-to provide training -to provide guidance -to provide by laws, circulars and other relevant laws	DS	Improved the Ward Tribunals performance. -Ward tribunals reputations enhanced -Weaknesses addressed -Good governance enhanced and administration services improved
5	To produce 250 copies of Acts of Parliaments, Subsidiary	-to produce and distribute	DS	-Knowledge on the basic

NO	AIM OF THE STRATEGIC	STRATEGY	RESPONSIBLE PERSON	AREAS OF RESULTS
	legislations and Circulars and distribute the same by 100% by the year 2020/2021			principles governed Local Authorities increased
7	To implement National Anti-Corruption Strategy by the year 2020/2021	-to provide training -to provide guidance -to provide by laws, circulars and other relevant laws	DS	-Corruption reduced

Form NO .2 (a) LEGAL UNIT.

S/N O	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	ESTIMATION OF COST PER YEAR (BUDGET)					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
1	To reduce and prevent HIV/AIDS infections by year 2020/2021.	-To organize training programs to employees and their partners -To provide condoms to employees -To engage other institutions	-Conducting meeting -provide condoms -organize training	3,000,000	3,300,000	3,330,000	3,630,000	3,993,000	13,923,000
2	To train members of nine Ward tribunals and 31 Village councils by the year 2020/2021	-To train members of Ward Tribunals and Village Council	-conduct training with members of ward tribunals and village councils	5,000,000	5,500,000	6,050,000	6,655,000	7,320,500	30,525,500
3	To conduct 15 civil cases in courts of law by	-To appear before court of laws and Quasi-Judicial bodies	- preparing pleadings	5,000,000	5,500,000	6,050,000	6,655,000	7,320,500	30,525,500

S/N O	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	ESTIMATION OF COST PER YEAR (BUDGET)					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
	the year 2020/2021		- preparation witnesses - Attending before courts of						
4	To draft and review 40 council and village bylaws by the year 2020/2021	-to draft and review by laws	-Drafting Council by- laws -reviewing village by-laws.	500,000	550,000	605,000	665,500	732,050	3,052,550
5	To improve the working environment of Ward Tribunals by the year 2020/2021	-to provide training -to provide guidance -to provide by laws, circulars and other relevant laws	-training -providing circulars, by- laws, statutes	1,000,000	1,100,000	1,210,000	1,321,000	1,453,100	6,084,100
6.	To produce 250 copies of Acts of Parliaments, Subsidiary legislations and Circulars and distribute the same by 100%	-to produce and distribute	-producing and distributing	500,000	550,000	605,000	665,500	732,050	3,052,550

S/N O	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	ESTIMATION OF COST PER YEAR (BUDGET)					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
	by the year 2020/2021								
7.	To implement National Anti- Corruption Strategy by the year 2020/2021	-to provide training -to provide guidance -to provide by laws, circulars and other relevant laws		3,000,000	3,300,000	3,330,000	3,630,000	3,993,000	13,923,000

FORM NO. 2 (b) LEGAL UNIT.

S/NO	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	IMPLEMENTATION STRATEGY																CRITERIA FOR SURVEILLANCE					
				2016/2017				2017/2018				2018/2019				2019/2020					2020/2021				
1	To reduce and prevent HIV/AIDS infections by year 2020/2021.	-To organize training programs to employees and their partners -To provide condoms to employees -To engage other institutions	-Conducting meeting -provide condoms -organize training																						
2	To train	-To train	-conduct																						-

S/NO	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	IMPLEMENTATION STRATEGY																CRITERIA FOR SURVEILLANCE				
				2016/2017				2017/2018				2018/2019				2019/2020					2020/2021			
	members of nine Ward tribunals and 31 Village councils by the year 2020/2021	members of Ward Tribunals and Village Council	training with members of ward tribunals and village councils																					
3	To conduct 15 civil cases in courts of law by the year 2020/2021	-To appear before court of laws and Quasi-Judicial bodies	- preparing pleadings -preparation witnesses - Attending before courts of																					
4	To draft and review 40 council and village bylaws by the year 2020/2021	-to draft and review by laws	-Drafting Council by-laws -reviewing village by-laws.																					
5.	To improve the working environment of Ward Tribunals by the year	-to provide training -to provide guidance -to provide by laws.	-training -providing circulars, by-laws, statutes																					

S/NO	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	IMPLEMENTATION STRATEGY																CRITERIA FOR SURVEILLANCE				
				2016/2017				2017/2018				2018/2019				2019/2020					2020/2021			
	2020/2021	circulars and other relevant laws																						
6.	To produce 250 copies of Acts of Parliaments, Subsidiary legislations and Circulars and distribute the same by 100% by the year 2020/2021	-to produce and distribute	-producing and distributing																					
7	To implement National Anti-Corruption Strategy by the year 2020/2021	-to provide training -to provide guidance -to provide by laws, circulars and other relevant laws	To implement National Anti-Corruption Strategy by the year 2020/2021																					

ROAD WORKS

In achieving, implementing the vision and mission of our council, the department is committed to continuing implementation of road projects aimed at promoting economic and social development by developing communication, transportation, managing urban development and land use in rural areas.

The council has a total road network of 708.41km out of which, 202.5km are district roads and 505.91km are village roads. Due to inadequate resources, the council can only maintain 65.19% of the district road network annually i.e. 132.01km out of 202.5km; and 9.3% of village roads, i.e. 47.05km of 505.91km. This is due to limited financial resources.

FORM NO. 1 WORKS DEPARTMENT.

The main targeted area: Development of transportation infrastructure and management of urban development and efficient use of land to rural areas

(i) ROADS SECTOR

S/NO	STRATEGIC OBJECTIVES	STRATEGIES	RESPONSIBLE PERSON	IMPORTANT AREAS OF RESULT
1	Increase passability throughout the year on the district road network from km 205.2km in financial year 2016/2017 to 708.41km to financial year 2021/2022	Participation of - Village government - Donor's - Contractors - Stakeholders	District Engineer (DE)	505.91km of road network will be increased
2	Increase gravel road(murram) layer and spot filling by murram or stone aggregates in all murram roads of the District Council from 54.6Km in financial year 2017/2018 to	Participation of - Village Government	District Engineer (DE)	145.4km of gravel road will be increased

S/NO	STRATEGIC OBJECTIVES	STRATEGIES	RESPONSIBLE PERSON	IMPORTANT AREAS OF RESULT
	200km to financial year 2021/2022	<ul style="list-style-type: none"> - Donor's - Contractors - Stakeholders 		
3	Laying of new tarmac layers and spots filling on all tarmac roads of the District Council from 0.0km in financial year 2017/2018 to Km 5 to financial year 2021/2022	Participation of <ul style="list-style-type: none"> - Village Government - Donor's - Contractors - Stakeholders 	District Engineer (DE)	5.0km of tarmac layers will be increased
4	Increases culvert from 60 in 2017/2018 to 170 in 2021/2022	Participation of <ul style="list-style-type: none"> - Village Government - Donor's - Contractors - Stakeholders 	District Engineer (DE)	110 Culverts will be increased
5	Increases box culverts from 5 in financial year 2017/2018 to 15 in financial 2021/2022	Participation of <ul style="list-style-type: none"> - Village Government - Donor's 	District Engineer (DE)	10 box culverts will be increased

S/NO	STRATEGIC OBJECTIVES	STRATEGIES	RESPONSIBLE PERSON	IMPORTANT AREAS OF RESULT
		<ul style="list-style-type: none"> - Contractors - Stakeholders 		
6	Increases bridge from 0 in financial year 2017/2018 to 2 in financial year 2021/2022	Participation of <ul style="list-style-type: none"> - Village Government - Donor's - Contractors - Stakeholders 	District Engineer (DE)	2 bridges will be increased
7	Increases storm water drain from 1.5km in financial year 2017/2018 to 5.0km in financial year 2021/2022	Participation of <ul style="list-style-type: none"> - Village Government - Donor's - Contractors - Stakeholders 	District Engineer (DE)	3.5km of storm water drain will be increased
8	Providing awareness education on road conservation and road reserve to protect road stability by 2021/2022	Participation of <ul style="list-style-type: none"> - Village Government - Donor's - Contractors 	District Engineer (DE)	Awareness education on road conservation and road reserve to protect road stability will be improved

S/NO	STRATEGIC OBJECTIVES	STRATEGIES	RESPONSIBLE PERSON	IMPORTANT AREAS OF RESULT
		- Stakeholders		

FORM NO .2 (a) ROADWORKS

S/NO	STRATEGIC OBJECTIVES	STRATEGIES	ACTIVITIES	ESTIMATED BUDGET FOR EACH YEAR (TSHS.)					
				2017/18	2018/19	2019/20	2020/21	2021/2022	TOTAL
1	Increase passability throughout the year on the district road network from km 205.2km in financial year 2016/2017 to 708.41km to financial year 2021/2022	Participation of - Village Government - Donor's - Contractors - Stakeholders	- Feasibility study and detailed design - Advertising and opening bids - Evaluations of contracts - Payment to	316.21	463.65	511.07	658.51	705.94	

S/NO	STRATEGIC OBJECTIVES	STRATEGIES	ACTIVITIES	ESTIMATED BUDGET FOR EACH YEAR (TSHS.)					
				2017/18	2018/19	2019/20	2020/21	2021/2022	TOTAL
			contractors - Supervision						
2	Increase gravel road(murram) layer and spot filling by murram or stone aggregates in all murram roads of the District Council from 54.6Km in financial year 2017/2018 to 200km to financial year 2021/2022	Participation of - Village Government - Donor's - Contractors - Stakeholders	- Feasibility study and detailed design - Advertising and opening bids - Evaluations of contracts - Payment to contractors - Supervision	0.00	727.00	777.00	827.00	877.00	
3	Laying of new tarmac layers and spots filling	Participation	- Feasibility	0.00	350.00	800.00	450.00	500.00	

S/NO	STRATEGIC OBJECTIVES	STRATEGIES	ACTIVITIES	ESTIMATED BUDGET FOR EACH YEAR (TSHS.)					
				2017/18	2018/19	2019/20	2020/21	2021/2022	TOTAL
	on all tarmac roads of the District Council from 0.0km in financial year 2017/2018 to Km 5 to financial year 2021/2022	of - Village Government - Donor's - Contractors - Stakeholders	study and detailed design - Advertising and opening bids - Evaluations of contracts - Payment to contractors - Supervision						
4	Increases culvert from 60 in 2017/2018 to 170 in 2021/2022	Participation of - Village Government - Donor's	Feasibility study and detailed design -	40.00	60.00	80.00	100.00	120.00	

S/NO	STRATEGIC OBJECTIVES	STRATEGIES	ACTIVITIES	ESTIMATED BUDGET FOR EACH YEAR (TSHS.)					
				2017/18	2018/19	2019/20	2020/21	2021/2022	TOTAL
		- Contractors - Stakeholders	Advertising and opening bids - Evaluations of contracts - Payment to contractors - Supervision						
5	Increases box culverts from 5 in financial year 2017/2018 to 15 in financial 2021/2022	Participation of - Village Government - Donor's - Contractors - Stakeholders	- Feasibility study and detailed design - Advertising and opening bids -	0.00	160.00	180.00	190.00	210.00	

S/NO	STRATEGIC OBJECTIVES	STRATEGIES	ACTIVITIES	ESTIMATED BUDGET FOR EACH YEAR (TSHS.)					
				2017/18	2018/19	2019/20	2020/21	2021/2022	TOTAL
			Evaluations of contracts - Payment to contractors - Supervision						
6	Increases bridge from 0 in financial year 2017/2018 to 2 in financial year 2021/2022	Participation of - Village Government - Donor's - Contractors - Stakeholders	- Feasibility study and detailed design - Advertising and opening bids - Evaluations of contracts - Payment to	0.00	450.00	350.00	400.00	450.00	

S/NO	STRATEGIC OBJECTIVES	STRATEGIES	ACTIVITIES	ESTIMATED BUDGET FOR EACH YEAR (TSHS.)					
				2017/18	2018/19	2019/20	2020/21	2021/2022	TOTAL
			contractors - Supervision						
7	Increases storm water drain from 1.5km in financial year 2017/2018 to 5.0km in financial year 2021/2022	Participation of - Village Government - Donor's - Contractors - Stakeholders	- Feasibility study and detailed design - Advertising and opening bids - Evaluations of contracts - Payment to contractors - Supervision	1035.24	50.00	60.00	70.00	90.00	
8	Providing awareness education on road	Participation	- Feasibility	5.00	7.50	7.50	7.50	7.50	

S/NO	STRATEGIC OBJECTIVES	STRATEGIES	ACTIVITIES	ESTIMATED BUDGET FOR EACH YEAR (TSHS.)					
				2017/18	2018/19	2019/20	2020/21	2021/2022	TOTAL
	conservation and road reserve to protect road stability by 2021/2022	of - Village Government - Donor's - Contractors - Stakeholders	study and detailed design - Advertising and opening bids - Evaluations of contracts - Payment to contractors - Supervision						
TOTAL									

FORM NO. 2 (b) WORKS DEPARTMENT

S/NO	STRATEGIC OBJECTIVES	STRATEGIES	ACTIVITIES	STRATEGY OF IMPLEMENTATION					MONITORING AND EVALUATION
				2017/18	2018/19	2019/20	2020/21	2021/22	
1	Increase passability throughout the year on the district road network from km 205.2km in financial year 2016/2017 to 708.41km to financial year 2021/2022	Participation of - Village Government - Donor's - Contractors - Stakeholders	- Feasibility study and detailed design - Advertising and opening bids - Evaluations of contracts - Payment to contractors - Supervision						- VEO and WEO's reports -Progress report -Monitoring and evaluation report -Financial supervision report -Road network increased
2	Increase gravel road(murram) layer and spot filling by murram or stone aggregates in all murram roads of the District Council from 54.6Km in financial year 2017/2018 to 200km in financial year 2021/2022	Participation of - Village Government - Donor's - Contractors	- Feasibility study and detailed design - Advertising and opening bids - Evaluations						- VEO and WEO's reports -Progress report -Monitoring and evaluation report -Financial

S/NO	STRATEGIC OBJECTIVES	STRATEGIES	ACTIVITIES	STRATEGY OF IMPLEMENTATION					MONITORING AND EVALUATION
				2017/18	2018/19	2019/20	2020/21	2021/22	
		- Stakeholders	of contracts - Payment to contractors - Supervision						supervision report -Gravel Road network increased
3	Laying of new tarmac layers and spots filling on all tarmac roads of the District Council from 0.0km in financial year 2017/2018 to Km 5 to financial year 2021/2022	Participation of - Village Government - Donor's - Contractors - Stakeholders	- Feasibility study and detailed design - Advertising and opening bids - Evaluations of contracts - Payment to contractors - Supervision						- VEO and WEO's reports -Progress report -Monitoring and evaluation report -Financial supervision report -Tarmac Road network increased
4	Increases culvert from 60 in 2017/2018 to 170 in 2021/2022	Participation of	- Feasibility study and						- VEO and WEO's reports

S/NO	STRATEGIC OBJECTIVES	STRATEGIES	ACTIVITIES	STRATEGY OF IMPLEMENTATION					MONITORING AND EVALUATION
				2017/18	2018/19	2019/20	2020/21	2021/22	
		- Village Government - Donor's - Contractors - Stakeholders	detailed design - Advertising and opening bids - Evaluations of contracts - Payment to contractors - Supervision						-Progress report -Monitoring and evaluation report -Financial supervision report -Number of culverts increased
5	Increases box culverts from 5 in financial year 2017/2018 to 15 in financial 2021/2022	Participation of - Village Government - Donor's - Contractors - Stakeholders	- Feasibility study and detailed design - Advertising and opening bids - Evaluations of contracts - Payment to						-- VEO and WEO's reports -Progress report Monitoring and evaluation report -Financial supervision report

S/NO	STRATEGIC OBJECTIVES	STRATEGIES	ACTIVITIES	STRATEGY OF IMPLEMENTATION					MONITORING AND EVALUATION
				2017/18	2018/19	2019/20	2020/21	2021/22	
			contractors - Supervision						-Number of box culverts increased
6	Increases bridge from 0 in financial year 2017/2018 to 2 in financial year 2021/2022	Participation of - Village Government - Donor's - Contractors - Stakeholders	- Feasibility study and detailed design - Advertising and opening bids - Evaluations of contracts - Payment to contractors - Supervision						- VEO and WEO's reports -Progress report -Monitoring and evaluation report -Financial supervision report -Number of bridges increased.
7	Increases storm water drain from 1.5km in financial year 2017/2018 to 5.0km in financial	Participation of - Village	- Feasibility study and detailed design						- VEO and WEO's reports -Progress report

S/NO	STRATEGIC OBJECTIVES	STRATEGIES	ACTIVITIES	STRATEGY OF IMPLEMENTATION					MONITORING AND EVALUATION
				2017/18	2018/19	2019/20	2020/21	2021/22	
	year 2021/2022	Government - Donor's - Contractors - Stakeholders	- Advertising and opening bids - Evaluations of contracts - Payment to contractors - Supervision						-Monitoring and evaluation report -Financial supervision report -storm water drain increased
8	Providing awareness education on road conservation and road reserve to protect road stability by 2021/2022	Participation of - Village Government - Donor's - Contractors - Stakeholders	- Providing education for road users -Providing - Kutoa elimu kwa wafugaji						-VEO and WEO's reports -Progress report -Monitoring and evaluation report -Financial supervision report - awareness education on

S/NO	STRATEGIC OBJECTIVES	STRATEGIES	ACTIVITIES	STRATEGY OF IMPLEMENTATION					MONITORING AND EVALUATION
				2017/18	2018/19	2019/20	2020/21	2021/22	
									road conservation and road reserve to protect road stability

FORM NO. 1 INTERNAL AUDIT UNIT

5. To facilitate day to day office activities in Internal Audit Unit.

Area of the main objective: To insure day-to-day activities of Internal Audit Unit are performed.

NO	AIM OF THE STRATEGIC	STRATEGY	RESPONSIBLE PERSON	AREAS OF RESULTS
1	To increase the number of employee trained on HIV and AIDS protection from 0% to 100% by year 2020/2021.	-To train employee -To train and involve all public sectors institution. -To involve all benefactors	IA	100% of the employee have the knowledge on HIV and AIDS
2	To provide auditing on revenue and expenditure in the council by 100% by the year 2020/2021	To audit:- -Revenue collection. -Expenditure for each account	IA	Head of Departments have informed
3	To provide auditing on development projects in the council by 100% by the year 2020/2021	To audit all development projects	IA	Head of Departments, WE and VE have informed
4	To provide on CHF in the council by 100% by the year	To provide audit on 12 health	IA	12 health centers have audited

	2020/2021	centers		
5	To provide on revenue and expenditure in the Wards and Villages by 100% by the year 2020/2021	To involve -All Village Executives -All Wards Executives	IA	9 Wards and 31 Villages have audited

Form NO .2 (a) INTERNAL AUDIT UNIT.

S/NO	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	ESTIMATION OF COST PER YEAR (BUDGET)					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
1	To increase the number of employee trained on HIV and AIDS protection from 0% to 100% by year 2020/2021.	To train employee To train and involve all public sectors institution. To involve benefactors	- Conducting meeting - Conducting training on departments - preparing the books on HIV/AIDS	3,000,000	3,300,000	3,330,000	3,630,000	3,993,000	13,923,000
2	To provide auditing on revenue and expenditure in the council by 100% by the year 2020/2021	To audit:- -Revenue collection. -Expenditure for each account	-Conducting meetings with head of department. - To review all documents of receipts and expenditure	12,000,000	13,200,000	14,520,000	15,972,000	17,767,200	73,459,200
3	To provide auditing on development projects in the council by 100% by the year	To audit all development projects	- To review contracts - To review payment - To check	15,000,000	16,500,000	18,150,000	19,965,000	21,961,500	91,576,500

S/NO	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	ESTIMATION OF COST PER YEAR (BUDGET)					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
	2020/2021		value for money						
4	To provide on CHF in the council by 100% by the year 2020/2021	To provide audit on 12 health centers	To review all documents of receipts and payments of CHF from 12 Health Centres	7,850,000	8,635,000	9,498,500	10,448,350	11,493,185	47,925,035
5	To provide on revenue and expenditure in the Wards and Villages by 100% by the year 2020/2021	To involve -All Village Executives -All Wards Executives	To review all documents of receipts and payments of CHF from 9 Wards and 31 Villages	12,000,000	13,200,000	14,520,000	15,972,000	17,767,200	73,459,200

FORM NO. 2 (B) INTERNAL AUDIT UNIT.

S/NO	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	IMPLEMENTATION STRATEGY															CRITERIA FOR SURVEILLANCE																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
				2016/2017				2017/2018			2018/2019				2019/2020					2020/2021																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
1	To increase the number of employee	To train employee To train and involve all	- Conducting meeting - Conducting training on																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									</

S/NO	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	IMPLEMENTATION STRATEGY																				CRITERIA FOR SURVEILLANCE
				2016/2017				2017/2018				2018/2019				2019/2020				2020/2021				
	trained on HIV and AIDS protection from 0% to 100% by year 2020/2021.	public sectors institution. To involve benefactors	departments - preparing the books on HIV/AIDS																					
2	To provide auditing on revenue and expenditure in the council by 100% by the year 2020/2021	To audit:- -Revenue collection. -Expenditure for each account	Conducting meetings with head of department. - To review all documents of receipts and expenditure																					- Quarterly and annual audit reports
3	To provide auditing on development projects in the council by 100% by the year 2020/2021	To audit all development projects	- To review contracts - To review payment - To check value for money																					
4	To provide on CHF in the council by 100%	To provide audit on 2 health	To review all documents of receipts																					

[illegible]

FORM NO. 1 DEPARTMENT OF ENVIRONMENT AND SOLID WASTE MANAGEMENT

5. Sustainable management of environmental natural resources.

Area of the main objective: To ensure sustainable management of environmental natural resources in the council.

S/NO	AIM OF THE STRATEGIC	STRATEGY	RESPONSIBLE PERSON	AREAS OF RESULTS
1	To increase the number of employee trained on HIV and AIDS protection from 0% to 100% by year 2020/2021.	-To train employee -To train and involve all public sectors institution. -To involve all benefactors	DSEnvO/DEMO	100% of the employee have the knowledge on HIV and AIDS
2	To increase the number of schools that have the environment clubs from 8 school clubs to 40 school clubs by year 2020/2021.	To involve -All public sectors institution. -All Benefactors -All Teachers -All students -Community	DSEnvO/DEMO	Environmental clubs have introduced
3	To enhance the capacity building on natural resource management to the village environmental committee from 0 to 31 committees by year 2020/2021.	To involve -All village leaders -All Benefactors of development -All ward leaders	DSEnvO/DEMO	31 villages have obtained education on environmental conservation education.
4	To reduce the incidences of fire outbreak from 85% to 30% incidences by year 2020/2021.	To involve -All Village leaders -All Community -All Benefactors -All Security groups -All Civil societies	DSEnvO/DEMO	Fire outbreak events have reduced by 67.4%
5	To increase identification and managed areas of wet land and natural water sources from 10% to 90% sources by year 2020/2021	To involve -All Village leaders -All Community -All Benefactors	DSEnvO/DEMO	8 areas of natural water sources have identified
6	To reduce the number of pastoralists and grazing in the areas of	To involve -All Village leaders	DSEnvO/DEMO	10% of the pastoralists who attacks the areas of water sources have

S/NO	AIM OF THE STRATEGIC	STRATEGY	RESPONSIBLE PERSON	AREAS OF RESULTS
	water sources from 85% to 30% by year 2020/2021.	-All Community -All Benefactors -All Security groups -All Civil societies		(educated)reduced
7	To reduce the number of settlements and cultivation on slope areas, valleys and water sources areas from 85% to 25% by year 2020/2021.	To involve -All Village leaders -All Community -All Security groups - To Improve agriculture infrastructure -Provision of education	DSEnvO/DEMO	60% of farmers who attacks slope areas, valleys and water sources areas have reduced.
8	To reduce the rate of unsustainable irrigation that leads to destruction of the water sources and other natural resources from 90% to 20% by year 2020/2021.	To involve -All Village leaders -All Community -All Security groups - All To Improve agriculture(irrigation) infrastructure -Provision of education	DSEnvO/DEMO	87% ya agriculture (irrigation) infrastructure constructed..
9	To reduce the rate of drought from forest degradation from 90% to 60% by year 2020/2021	To involve -All Village leaders -All Community -donors -All Security groups -All Civil based organization. And NGOS	DSEnvO/DEMO	60% of drought reduced
10	Reduce the dispersion of solid wastes in the community area from 90% to 30% by the year 2020/2021	To involve -All Village leaders -All Community -All Benefactors -All Security groups -All Civil societies.	DSEnvO/DEMO	80% of solid waste have controled.

Form NO .2 (a) DEPARTMENT OF ENVIRONMENT AND SOLID WASTE MANAGEMENT.

S/N O	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	ESTIMATION OF COST PER YEAR (BUDGET)					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
1	To increase the number of employee trained on HIV and AIDS protection from 0% to 100% by year 2020/2021.	To train employee To train and involve all public sectors institution. To involve benefactors	- Conducting meeting - Conducting training on departments - preparing the books on HIV/AIDS	3,000,000	3,300,000	3,330,000	3,630,000	3,993,000	13,923,000
2	To increase the number of schools that have the environment clubs from 8 school clubs to 40 school clubs by year 2020/2021.	To involve -All public sectors institution. -Benefactors -Teachers -Students -Community	- Conducting meetings with schools leaders. (Teachers) - To register the youth groups on HIV/AIDS. - conducting training to youth - Youth competition - Monitoring and evaluation	5,000,000	5,500,000	6,050,000	6,655,000	7,315,000	30,515,500
3	To enhance the capacity building on natural resource management to	- To involve village leaders - Benefactors of development	- Conducting training - Conducting Meeting	1,500,000	1,650,000	1,815,000	1,996,500	2,196,150	9,157,650

S/N O	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	ESTIMATION OF COST PER YEAR (BUDGET)					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
	the village environmental committee from 0 to 31 committees by year 2020/2021.	To involve the ward leaders	<ul style="list-style-type: none"> - Monitoring and evaluation - Providing the instruments to these groups. 						
4	To reduce the incidences of fire outbreak from 85% to 30% incidences by year 2020/2021.	<ul style="list-style-type: none"> -To involve village leaders -Community -Benefactors -Security -Civil societies 	<ul style="list-style-type: none"> - Providing education to the community - Providing warning to the community - Enforce the laws - Educating the community using Cinema 	7,850,000	8,635,000	9,498,500	10,448,350	11,493,185	47,925,035
5	To increase identification and managed areas of wet land and natural water sources from 10% to 90% sources by year 2020/2021	<ul style="list-style-type: none"> -To involve village leaders -Community -Benefactors 	<ul style="list-style-type: none"> - Conducting meetings with village leaders - Conducting survey and simple research. - Measure and set boundaries of 	27,500,000	30,250,000	33,275,000	36,602,500	40,262,750	167,890,250

S/N O	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	ESTIMATION OF COST PER YEAR (BUDGET)					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
			the water sources. - Set the warning signs						
6	To reduce the number of pastoralists and grazing in the areas of water sources from 85% to 30% by year 2020/2021	To involve -Village leaders -Community -Benefactors -Security groups -Civil societies	- Providing Education - Conducting public meetings - Conducting inspection - Set warning sign - Enforce law.	2,500,000	2,750,000	3,025,000	3,327,500	3,660,250	15,262,750
7	To reduce the number of settlements and cultivation on slope areas, valleys and water sources areas from 85% to 25% by year	To involve -Village leaders -Community -Security groups - To Improve agriculture infrastructure -Provision of education	- Providing Education - Conducting public meetings - Conducting inspection - Set warning	25,000,000	27,500,000	30,250,000	33,275,000	36,602,500	152,627,500

S/N O	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	ESTIMATION OF COST PER YEAR (BUDGET)					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
	2020/2021		sign - Enforce law						
8	To reduce the rate of unsustainable irrigation that leads to destruction of the water sources and other natural resources from 90% to 20% by year 2020/2021.	To involve - conducting EIA - Village leaders - Security groups - To Improve irrigation infrastructures - Awareness and environmental education	- Conducting public meetings - Conducting survey and simple researches on irrigation areas. - To remove all local irrigation infrastructure.	15,000,000	16,500,000	18,150,000	19,965,000	21,961,500	91,576,500
9	To reduce the rate of drought from forest degradation from 90% to 60% by year 2020/2021	To involve - Village leaders - Community - Benefactors - Security groups - Civil societies.	- Provide education - Conducting public meetings - To improve the agriculture and pastoralists	37,000,000	40,700,000	44,770,000	49,247,000	54,171,700	225,888,000

S/N O	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	ESTIMATION OF COST PER YEAR (BUDGET)					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
			technology. - A forestation and Reforestation - Audit and frequent monitoring.						
10	Reduce the dispersion of solid wastes in the community area from 90% to 30% by the year 2020/2021	To involve -Village leaders -Community -Benefactors -Security groups -Civil societies.	- Providing education - Conducting public meeting - Recycling of the solid waste. - To improve the technology of collecting wastes - Audit and frequent monitoring - To have	20,000,000	22,000,000	24,200,000	26,620,000	29,282,000	121,102,000

S/N O	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	ESTIMATION OF COST PER YEAR (BUDGET)					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
			collaboration with the solid waste management companies.						

FORM NO. 2 (b) DEPARTMENTS OF ENVIRONMENT AND SOLID WASTE MANAGEMENT.

S/NO	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	IMPLEMENTATION STRATEGY																CRITERIA FOR SURVEILLANCE				
				2016/2017				2017/2018				2018/2019				2019/2020					2020/2021			
1	To increase the number of employee trained on HIV and AIDS protection from 0% to 100% by year 2020/2021.	To train employee To train and involve all public sectors institution. To involve benefactors	- Conducting meeting - Conducting training on departments - preparing the books on HIV/AIDS																					

S/NO	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	IMPLEMENTATION STRATEGY															CRITERIA FOR SURVEILLANCE																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
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2	To increase the number of schools that have the environment clubs from 8 school clubs to 40 school clubs by year 2020/2021.	To involve -All public sectors institution. -Benefactors -Teachers -Students -Community	- Conducting meetings with schools leaders. (Teachers) - To register the youth groups on HIV/AIDS. - conducting training to youth - Youth competition - Monitoring and evaluation																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															

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S/NO	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	IMPLEMENTATION STRATEGY																CRITERIA FOR SURVEILLANCE				
				2016/2017				2017/2018				2018/2019				2019/2020					2020/2021			
			boundaries of the water sources. - Set the warning signs																					
6	To reduce the number of pastoralists and grazing in the areas of water sources from 85% to 30% by year 2020/2021	To involve -Village leaders -Community Benefactors -Security groups -Civil societies	- Providing Education - Conducting public meetings - Conducting inspection - Set warning sign - Enforce law.																					
7	To reduce the number of settlements and cultivation on slope areas, valleys and	To involve - conducting EIA - Village leaders - Security	- Providing Education - Conducting public meetings																					

S/NO	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	IMPLEMENTATION STRATEGY																CRITERIA FOR SURVEILLANCE				
				2016/2017				2017/2018				2018/2019				2019/2020					2020/2021			
	water sources areas from 85% to 25% by year 2020/2021	groups - To Improve irrigation infrastructures -Awareness and environmental education	- Conducting inspection - Set warning sign - Enforce law																					
8	To reduce the rate of unsustainable irrigation that leads to destruction of the water sources and other natural resources from 90% to 20% by year 2020/2021	To involve -conducting EIA - Village leaders - Security groups - To Improve irrigation infrastructures -Awareness and environmental education	- Conducting public meetings - Conducting survey and simple researches on irrigation areas. - To remove all local irrigation infrastructure.																					
9	To reduce the rate of drought from forest	To involve -Village leaders	- Provide education																					

S/NO	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	IMPLEMENTATION STRATEGY																CRITERIA FOR SURVEILLANCE				
				2016/2017				2017/2018				2018/2019				2019/2020					2020/2021			
	degradation from 90% to 60% by year 2020/2021	-Community -Benefactors -Security groups -Civil societies.	-Conducting public meetings -To improve the agriculture and pastoralists technology. -Afforestation and Reforestation -Audit and frequent monitoring.																					
10	Reduce the dispersion of solid wastes in the community area from 90% to 30% by the year 2020/2021	To involve -Village leaders -Community -Benefactors -Security groups -Civil societies.	-Providing education -Conducting public meeting -Recycling of the solid waste.																					

S/NO	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	IMPLEMENTATION STRATEGY																CRITERIA FOR SURVEILLANCE				
				2016/2017				2017/2018				2018/2019				2019/2020					2020/2021			
			- To improve the technology of collecting wastes - Audit and frequent monitoring - To have collaboration with the solid waste management companies.																					

FORM No. 1. WATER DEPARTMENT

1.2.3. MAJOR GOALS

In achieving and implementing the compass and direction, the stakeholders plan 8 major goals as follows

1. To ensure access to water easily
2. Improve services and reduce HIV/AIDS transmission in the district
3. Increasing involvement of stakeholders and communities in the process of planning and implementing development plans.
4. Increase opportunities for access to educational services
5. Strengthen the improvement and enhance health care and social welfare

S/N	STRATEGIC GOALS	STRATEGIES	PROSECUTOR	KEY AREAS OF RESULTS
1.	Increase the percentage of residents receiving clean and safe water services in 42% in 2016/2017 up to 85% in 2020/2021	To integrate /involving -village government - donors - contractors - community	DWE	43% people will get access to clean and safe wate services
2.	Increase the numbers of registered water users registered from 5 in 2016/2017 to 31th year 2020/2021	involving -village government - community -experts	DWE	26 water's users association will increase and register
3.	Increase the of water project in villages from 7 in year 2016/2017 to 17th in 2020/2021.	Involving -village government - donors - contractors - community	DWE	10 water projects will increase
4.	Ensuring access to safe and clean water for community at a distance of no more than 400 meter from the population 42,200 of 2016/2017 to reach the population 87,700 in 2020/2021	involving -village government - donors - contractors - community	DWE	Population 45,500 for community to get clean and safe water services will increase.
5.	Reduce the number of village water committees and raising the status of community to the consumer community. from 26 in 2016/2017 to 0 2020/2021	Involving - village government - community -experts - Registrar	DWE	26 water's users association will increase and register
6.	Increase number of well pumps from 23 in 2016/2017 to the number of 72 wells in 2020/2021	To integrate /involving -village government - donors - contractors - community	DWE	49 well will increase
7.	Increasing the number of wells containing electrical,diesel solar pump from 5 in 2016/2017 to 21 in 2020/2021	To integrate /involving -village government - donors - contractors	DWE	16 wells containing diesel /electrical/solar pump will increase

S/N	STRATEGIC GOALS	STRATEGIES	PROSECUTOR	KEY AREAS OF RESULTS
		- community		
8.	Increase the number of rain water institutions from 4 to 2016/2017 to 14 th 2020/2021.	To integrate /involving -village government - community	DWE	10 institutions will increase
9.	Increase the number of rain water household from 3 in 2106/2017 to 1,003 household in 2020/2021	Involving -village government - community	DWE	1000 household will increase
10.	Increase the number of villages with water account from 4 villages in 2016/2017 to 31 in 2020/2021S.	Involving -village government - community -registrar -experts	DWE	27 villages will increase
11.	Reduce the number of households receiving water from rivers, brooks and ponds 18,852 households in 2016/2017 to the number of households 0 in 2020/2021	Involving -village government - community -registrar -experts	DWE	

FORM NO .2 (A) WATER DEPARTMENT

S/NO	STRATEGIC GOALS	STRATEGIES	ACTIVITY	ANNUAL ESTIMATE OF THE BUDGET					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
1.	Increase the percentage of residents receiving clean and safe water services from 42% in	Involving -village government -Donors -contractors -community	- To conduct feasibility study and test - increase pipes network -Connecting people to home	813,816,000.	895,197,600	984,717,360	1,083,189,096	1,191,508,006	4,968,428,062

S/NO	STRATEGIC GOALS	STRATEGIES	ACTIVITY	ANNUAL ESTIMATE OF THE BUDGET					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
	2016/2017 to 85% 2020/2021		water services -Advertising and opening bids - Evaluation and contracts -Rehabilitation of projects -Construction of new projects. - paying contractors - management						
2.	Increase the number of registered water users from 5 in 2016/2017 to 31 in 2020/2021	involving - village government - community -experts	- conduct meeting -to encourage society - prepare constitution -provide guidelines and policies -management	10,000,000.00	11,000,000.00	12,100,000.00	13,310,000.00	14,641,000.00	61,051,000.00
3.	Increase the number of water projects in villages from 7 in 2016/2017 to 17 in 2020/2021.	involving - village government - community - donors - contractors	- To conduct feasibility study and test - increase pipes network -Connecting people to home water services	813,816,000.00	895,197,600	984,717,360	1,083,189,096	1,191,508,006	4,968,428,062

S/NO	STRATEGIC GOALS	STRATEGIES	ACTIVITY	ANNUAL ESTIMATE OF THE BUDGET					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
			-Advertising and opening bids - Evaluation and contracts -Rehabilitation of projects -Construction of new projects. - paying contractors - management						
4.	Ensuring access to clean and safe water for citizens at a distance of no more than 400 meter from the population 42,200 in 2016/2017 to reach the population 87,700 in 2020/2021	involving -village government -donors -contractors -community	- To conduct feasibility study and test - increase pipes network -Connecting people to home water services -Advertising and opening bids - Evaluation and contracts -Rehabilitation of projects -Construction of new projects. - paying	813,816,000.00	895,197,600	984,717,360	1,083,189,096	1,191,508,006	4,968,428,062

S/NO	STRATEGIC GOALS	STRATEGIES	ACTIVITY	ANNUAL ESTIMATE OF THE BUDGET					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
			contractors - management						
5.	Reducing the number of village water committees and raising their status and becoming water user communities from 26 2016/2017 to 0 2020/2021	Involving -village government -community -experts -registrar	- conduct meeting -to encourage society - prepare constitution -provide guidelines and policies -management	20,000,000	22,000,000	24,200,000	26,620,000	29,282,000	121,702,000
6.	Increase the number of hand pump wells from 23 in 2016/2017 to the number of 72 hand pump wells in 2020/2021	Involving -village government - Donors - contractors -community	-To put into budget plans -to conduct feasibility study -paying contractors - Management	7,000,000	7,700,000	8,470,000	9,317,000	10,248,700	42,735,700
7.	Increasing the number of wells containing electrical I, diesel solar pump from 5 in 2016/2017 to 21	involving -village government -contractors -donors -community	- To conduct feasibility study and test - increase pipes network -Connecting people to home water services	813,816,000.00	895,197,600	984,717,360	1,083,189,096	1,191,508,006	4,968,428,062

S/NO	STRATEGIC GOALS	STRATEGIES	ACTIVITY	ANNUAL ESTIMATE OF THE BUDGET					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
	in 2020/2021		-Advertising and opening bids - Evaluation and contracts -Rehabilitation of projects -Construction of new projects. - paying contractors - management						
8.	Increase the number of rain water institutions from 4 to 2016/2017 to 14 2020/2021.	Involving - village government -Community	-Village meetings -	3,000,000	3,300,000	3,330,000	3,663,000	4,029,300	17,322,300
9.	Increase the number of rain water household from 3 in 2106/2017 to 1,003 household in 2020/2021	Involving - village government -Community	-Mobilize households -providing education	50,000,000	55,000,000	60,500,000	66,550,000	73,205,000	305,255,000

S/NO	STRATEGIC GOALS	STRATEGIES	ACTIVITY	ANNUAL ESTIMATE OF THE BUDGET					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
10.	Increase the number of villages with water account from 4 villages in 2016/2017 to 31 in 2020/2021.	Involving -village government -community -experts -registrar	- providing education -Organize delegates -Prepare form	1,000,000	1,100,000	1,210,000	1,331,000	1,464,100	6,105,100
11.	To increase the number of household receiving water from shallow wells by 2016/2017 to reach the household 2020/2021	Involving -village government -community -experts -Donors	- To conduct feasibility study and test - increase pipes network -Connecting people to home water services -Advertising and opening bids - Evaluation and contracts -Rehabilitation of projects -Construction of new projects. - paying contractors - management	7,000,000	7,700,000	8,470,000	9,317,000	10,248,700	42,735,700
12.	Increase number of	Involving -village	- To conduct feasibility study	700,000	770,000	84,700	93,170	102,487	427,357

S/NO	STRATEGIC GOALS	STRATEGIES	ACTIVITY	ANNUAL ESTIMATE OF THE BUDGET					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
	household receiving tape water from 2016/2017 to 2020/2021	government -community -experts -Donors	and test - increase pipes network -Connecting people to home water services -Advertising and opening bids - Evaluation and contracts -Rehabilitation of projects -Construction of new projects. - paying contractors - management						
13.	Reducing the number of village water committees and raising their status and becoming water user communities from 26 2016/2017 to 0 2020/2021	Involving -village government -community -experts -Registrar	- conduct meeting -to encourage society - prepare constitution -provide guidelines and policies -management	10,000,000	11,000,000	12,100,000	13,310,000	14,641,000	61,051,000

S/NO	STRATEGIC GOALS	STRATEGIES	ACTIVITY	ANNUAL ESTIMATE OF THE BUDGET					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
14.	Reduce the number of households receiving water from rivers, brooks and ponds 18,852 households in 2016/2017 to the number of households 0 in 2020/2021	Involving -village government -community -experts -Registrar	- To conduct feasibility study and test - increase pipes network -Connecting people to home water services -Advertising and opening bids - Evaluation and contracts -Rehabilitation of projects -Construction of new projects. - paying contractors - management	4,000,000	4,400,000	4,840,000	5,324,000	5,856,400	24,420,400
TOTAL				3,367,964,000	3,704,760,400	4,074,174,140	4,481,591,554	4,929,750,711	20,556,517,805

FORM NO .2 (A) WATER DEPERTMENT

S/NO	STRATEGIC GOALS	STRATEGIES	ACTIVITY	IMPLEMENTATION STRATEGIES					CRITERIA FOR SUPERVISION
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	
1.	Increase the percentage of residents receiving clean and safe water services from 42% in 2016/2017 to 85% 2020/2021	Involving -Village government -Donors -contractors -community	- To conduct feasibility study and test - increase pipes network -Connecting people to home water services -Advertising and opening bids - Evaluation and contracts -Rehabilitation of projects -Construction of new projects. - paying contractors - management						-Reports of VE na WE -implementation reports -Monitoring reports -money expenditure reports -Number of percentage reached.
2.	Increase the number of registered water users from 5 in 2016/2017 to 31 in 2020/2021	involving - village government - community -experts	- conduct meeting -to encourage society - prepare constitution -provide						-Reports of VE na WE -implementation reports -Monitoring reports -money

			guidelines and policies -management						expenditure reports -Number of communities formed and registered.
3.	Increase the number of water projects in villages from 7 in 2016/2017 to 17 in 2020/2021.	involving - village government - community - donors - contractors	- To conduct feasibility study and test - increase pipes network -Connecting people to home water services -Advertising and opening bids - Evaluation and contracts -Rehabilitation of projects -Construction of new projects. - paying contractors - management						
4.	Ensuring access to clean and safe water for citizens at a distance of no more than 400 meter from the population 42, 200 in 2016/2017 to reach the population 87,700 in	involving -village government -donors -contractors -community	- To conduct feasibility study and test - increase pipes network -Connecting people to						

	2020/2021		home water services -Advertising and opening bids - Evaluation and contracts -Rehabilitation of projects -Construction of new projects. - paying contractors - management						
5.	Reducing the number of village water committees and raising their status and becoming water user communities from 26 2016/2017 to 0 2020/2021	Involving -village government -community -experts -registrar	- conduct meeting -to encourage society - prepare constitution -provide guidelines and policies -management						
6.	Increase the number of hand pump wells from 23 in 2016/2017 to the number of 72 hand pump wells in 2020/2021	Involving -village government - Donors - contractors -Community	-To put into budget plans -to conduct feasibility study -paying contractors						

			- Management						
7.	Increasing the number of wells containing electrical, diesel solar pump from 5 in 2016/2017 to 21 in 2020/2021	involving -village government -contractors -donors -community	- To conduct feasibility study and test - increase pipes network -Connecting people to home water services -Advertising and opening bids - Evaluation and contracts -Rehabilitation of projects -Construction of new projects. - paying contractors - management						
8.	Increase the number of rain water institutions from 4 to 2016/2017 to 14 2020/2021.	Involving - village government -Community	-Village meetings -						
9.	Increase the number of rain water household from 3 in 2106/2017 to 1,003 household in 2020/2021	Involving - village government -Community	-Mobilize households -providing education						

10.	Increase the number of villages with water account from 4 villages in 2016/2017 to 31 in 2020/2021S.	Involving -village government -community -experts -registrar	- providing education -Organize delegates -Prepare form						
11.	To increase the number of household receiving water from shallow wells by 2016/2017 to reach the household 2020/2021	Involving -village government -community -experts -Donors	- To conduct feasibility study and test - increase pipes network -Connecting people to home water services -Advertising and opening bids - Evaluation and contracts -Rehabilitation of projects -Construction of new projects. - paying contractors - management						
12.	Increase number of household receiving tape water from.....2016/2017 to reachin 2020/2021	Involving -village government -community -experts -Donors	- To conduct feasibility study and test - increase pipes network -Connecting people to						

			home water services -Advertising and opening bids - Evaluation and contracts -Rehabilitation of projects -Construction of new projects. - paying contractors - management						
13.	Increase number of household receiving tape water from.....2016/2017 to reachin 2020/2021	Involving -village government -community -experts -Donors	- To conduct feasibility study and test - increase pipes network -Connecting people to home water services -Advertising and opening bids - Evaluation and contracts -Rehabilitation of projects -Construction of new projects. - paying						

			contractors - management						
14.	Reducing the number of village water committees and raising their status and becoming water user communities from 26 2016/2017 to 0 2020/2021	Involving -village government -community -experts -Registrar	- conduct meeting -to encourage society - prepare constitution -provide guidelines and policies -management						
15.	Reduce the number of households receiving water from rivers, brooks and ponds 18,852 households in 2016/2017 to the number of households 0 in 2020/2021	Involving -village government -community -experts -Registrar	- To conduct feasibility study and test - increase pipes network -Connecting people to home water services -Advertising and opening bids - Evaluation and contracts -Rehabilitation of projects -Construction of new projects. - paying contractors - management						

FORM NO 1. BEEKEEPING SECTOR.**OBJECTIVES**

1. Provision of beekeeping education by 2020/2021.
2. To increase quality and quantity of bee products in the council by 2020/2021.
3. To establish demonstration plot (Apiary site) by 2020/2021.
4. To conduct monitoring and evaluation of all beekeeping activities by 2020/2021

MAIN OBJECTIVE. INCREASE OF CAPITAL TO BEEKEEPERS.

S/NO	STRATEGIC TARGETS	STRATEGIES	RESPONSIBLE	RESULT AREAS
1.	Provision of education to 12 beekeeping groups by 2020/2021.	-Identification of beekeepers who are not organized in groups.	Beekeeping Officer	12 beekeeping groups will be increased.
2.	To increase quality and quantity of bee products from 60% to 90% in the council by 2020/2021.	-Accessibility of beehives and beekeeping equipments.	Beekeeping Officer	Beekeeping products will increase from 60% to 90%
3.	To establish 3 demonstration plot (Apiary site) by 2020/2021.	-Identification of areas established for the demonstration plot.	Beekeeping officer	3 Apiary sites will be established in our council.
4.	To conduct monitoring and evaluation of all beekeeping activities by 2020/2021	Involvements -village government -Beekeepers	Beekeeping Officer	Beekeeping activities will be conducted and evaluated.

NO.2 BEEKEEPING SECTOR

S/NO	STRATEGIC TARGETS	TARGETS	ACTIVITIES	ANNUAL BUDGET ESTIMATES					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
1.	To increase number of beekeeping groups from 8 to 15 by 2020/2021.	-Identification of beekeepers who are not organized in groups.	-Provision of education. -Formulation of beekeeping groups. -Facilitate the purchase of beekeeping equipment's.	5,000,000.00	5,000,000.00	5,000,000.00	5,000,000.00	5,000,000.00	25,000,000.00
2.	To increase quality and quantity of beekeeping products in the council from 60% to 90% by 2020/2021	-Accessibility of beekeeping equipments.	-Provision of education on the use of quality beekeeping equipments.	5,000,000.00	5,000,000.00	5,000,000.00	5,000,000.00	5,000,000.00	25,000,000.00
3.	To establish demonstration plot (Apiary site) from 1 to 3 by 2020/2021.	Involvements -Village government. -Beekeepers. -Stakeholders.	-Reallocation of areas. -Sensitization meetings. -Education to beekeepers. -Purchase of beekeeping equipments. – Supervision of the Apiary site.	8,000,000.00	8,000,000.00	8,000,000.00	8,000,000.00	8,000,000.00	40,000,000.00
4.	To conduct monitoring and evaluation of all beekeeping activities by 2020/	Involvements. -Village government. -Beekeepers.	-Beekeeping groups progress follow up -Beekeeping operations.	5,000,000.00	5,000,000.00	5,000,000.00	5,000,000.00	5,000,000.00	25,000,000.00

S/NO	STRATEGIC TARGETS	TARGETS	ACTIVITIES	ANNUAL BUDGET ESTIMATES					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
			-Apiary operation.						

FOMU NO . 2 (b) BEEKEEPING SECTOR

S/N	STRATEGIC TARGETS	TARGETS	ACTIVITIES	IMPLEMENTATION STRATEGIES					INDICATORS
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	
1.	To increase number of beekeeping groups from 8 to 15 by 2020/2021.	-Identification of beekeepers who are not organized in groups.	-Provision of education. -Formulation of beekeeping groups. -Facilitate the purchase of beekeeping equipments.						- Implementation report -Progressive report -Beekeeping funds expenditure report. -Number of beehives present.
2.	To increase quality and quantity of beekeeping products in the council from 60% to 90% by 2020/2021	-Accessibility of beekeeping equipments.	-Provision of education on the use of quality beekeeping equipments.						- Implementation report. -Beekeeping progressive report. -Beekeeping funds. Expenditure report. -Number of increased Beekeeping products.

S/N	STRATEGIC TARGETS	TARGETS	ACTIVITIES	IMPLEMENTATION STRATEGIES					INDICATORS
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	
3.	Establishment of demonstration plot (Apiary site) from 1 to 3 by 2020/2021.	Involvements -Village government. -Beekeepers. -Stakeholders.	-Reallocation of areas. -Sensitization meetings. -Education to beekeepers. -Purchase of beekeeping equipments.- Supervision of the Apiary site.						- Implementation report. -Progressive report. -Fund expenditure report. -Number of Apiary sites constructed.
4.	To conduct monitoring and evaluation of all beekeeping activities by 2020.	Involvements -Village government. -Beekeepers.	-Beekeeping groups progress follow up -Beekeeping operations. -Apiary operation.		←→				- Implementation report -Progressive report -Fund expenditure report

DEPARTMENT OF COMMUNITY DEVELOPMENT
FORM NUMBER 1.

S/N	STRATEGIC TARGETS	STRATEGY	RESPONSIBLE	RESULT AREAS
1.	To have registered social and economic groups by June 2022	Community mobilization and sensitization.	DCDO	Number of registered groups be increased
2.	To have well organized SACCOS and Community Banks (VICOBA) for Women and Youths by June 2022.	Community mobilization and sensitization. To impart cooperative education.	DCDO	Increased number of members and Capital
3.	To empower Women and reduce gender inequality and violence to the community by June 2022	Community Gender sensitization, Provision of loans to Women groups and educating Women on entrepreneurship.	DCDO/DSWO	Increased number of Assertive Women and decreased number of Gender violence incidences.
4.	To empower Youths socially and economically by June 2022.	Imparting life skills to Youths, providing them loans to rise their capital.	DCDO/DSWO	Decreased number of jobless youths.
5.	To empower vulnerable groups eg.disabled, Elders, orphans, and most venerable children by June 2022.	To Identify them, to support them socially and financially eg, giving them capital, education and health services.	DSWO	Increased number of venerable groups supported
6.	To provide HIV/AIDS education in 9 Wards by June 2022	Community mobilization and sensitization through public meetings and seminars.	CHAC	Reduced number of new infections and stigmatization.

FORM NUMBER 2A

S/NO	STRATEGIC TARGET	STRATEGY	ACTIVITY	ANNUAL BUDGET ESTIMATE					
				2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	TOTAL
1.	To have 300 registered social and economic groups by June 2022	Community mobilization and sensitization.	To conduct public meetings to mobilize groups.	3,000,000.00	3,000,000.00	3,000,000.00	3,000,000.00	3,000,000.00	15,000,000.00
			To visit groups at their working places	7,000,000.00	7,000,000.00	7,000,000.00	7,000,000.00	7,000,000.00	35,000,000.00
2.	To have 2 well organized SACCOS and 9 Community Banks (VICOBA) for Women and Youths by June 2022.	Community mobilization and sensitization. To impart cooperative education.	To provide cooperative education	5,000,000.00	5,000,000.00	5,000,000.00	5,000,000.00	5,000,000.00	25,000,000.00
3.	To empower Women and reduce gender inequality and violence to the community by June 2022.	Community Gender sensitization, Provision of loans to Women groups and educating Women on entrepreneurship	1) To provide Gender education through Public meetings and seminars.	3,000,000.00	3,000,000.00	3,000,000.00	3,000,000.00	3,000,000.00	15,000,000.00
			2) To provide entrepreneurship skills	2,000,000.00	2,000,000.00	2,000,000.00	2,000,000.00	2,000,000.00	10,000,000.00
			3) Provision of Loans to women groups.	50,000,000.00	50,000,000.00	50,000,000.00	50,000,000.00	50,000,000.00	250,000,000.00

S/NO	STRATEGIC TARGET	STRATEGY	ACTIVITY	ANNUAL BUDGET ESTIMATE					
				2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	TOTAL
4.	To empower Youths socially and economically by June 2022.	Imparting life skills to Youths, providing them loans to rise their capital.	To provide life skills and entrepreneurship skills to Youths. To provide loans to Youth groups.	53,000,000.00	53,000,000.00	53,000,000.00	53,000,000.00	53,000,000.00	265,000,000.00
5.	To empower vulnerable groups eg.disabled, Elders, orphans, and most vulnerable children by June 2022.	To Identify them, to support them socially and financially eg, giving them capital, education and health services.	1) Identification of Vulnerable groups.	3,000,000.00	3,000,000.00	3,000,000.00	3,000,000.00	3,000,000.00	15,000,000.00
			2) Supporting Venerable groups through skills, loans and prizes.	10,000,000.00	10,000,000.00	10,000,000.00	10,000,000.00	10,000,000.00	50,000,000.00
6.	To provide HIV/AIDS education in 9 Wards by June 2022.	Community mobilization and sensitization through public meetings and seminars.	To conduct Public meetings and Seminars. Cinema Shows and Voluntary testing	20,000,000.00	20,000,000.00	20,000,000.00	20,000,000.00	20,000,000.00	100,000,000.00
TOTAL				156,000,000.00	156,000,000.00	156,000,000.00	156,000,000.00	156,000,000.00	780,000,000.00

FORM NUMBER 2B

S/NO	STRATEGIC TARGET	STRATEGY	ACTIVITY	IMPLEMENTATION STRATEGY					
				2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	INDICATORS
1.	To have 300 registered social and economic groups by June 2022	Community mobilization and sensitization.	To conduct public meetings to mobilize groups.						Number of groups formed and registered
			To visit groups at their working places						Number of groups visited
2.	To have well organized SACCOS and Community Banks (VICOBA) for Women and Youths by June 2022.	Community mobilization and sensitization, To impart cooperative education.	To provide cooperative education						Number of Wards visited and provided Cooperative education
3.	To empower Women and reduce gender inequality and violence to the community by June 2022.	Community Gender sensitization, Provision of loans to Women groups and educating Women on entrepreneurship.	To provide Gender education through Public meetings and seminars.						Number of Public meetings and Seminars done
			To provide entrepreneurship skills						Number of groups provided education
			Provision of Loans to women groups.						Number of loan beneficiaries and their Success.
4.	To empower Youths	Imparting life skills to Youths,	To provide life's kills and						Number of beneficiaries

S/NO	STRATEGIC TARGET	STRATEGY	ACTIVITY	IMPLEMENTATION STRATEGY					INDICATORS
				2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	
	socially and economically by June 2022.	providing them loans to rise their capital.	entrepreneurship skills to Youths. To provide loans to Youth groups.						and their Success
5.	To empower vulnerable groups eg.disabled, Elders, orphans, and most vulnerable children by June 2022.	To Identify them, to support them socially and financially eg, giving them capital, education and health services.	Identification of Vulnerable groups.						Number of identified groups
			Supporting vulnerable groups through skills, loans and prizes.						Number of groups supported
6.	To provide HIV/AIDS education in 9 Wards by June 2022.	Community mobilization and sensitization through public meetings and seminars.	To conduct Public meetings and Seminars. Cinema Shows and Voluntary testing						Number of people reached

1.2.3. MAIN GOALS.

In achieving the objective and implementation of objective

The district council and other stakeholders have planned to implement four (4) objective as follows

1. To improve housing quality services in the District Council.
2. To increase stakeholders and community participation in planning and implementation of development plans.
3. To increase opportunities for access to land services.
4. To strengthen the improvement and increase land services in the community

FORM NO.1 LAND AND NATURAL RESOURCE.

Main strategy. To be sure of land ownership, A good house and sustainable housing for economic development..

(i) LAND SECTOR

S/N	STRATEGIC TARGETS	STRATEGY	RESPONSIBLE	RESULT AREAS
1.	To increase number of Town planning drawing from 3 Town planning drawing in the year 2016/2017 up to 8 Town planning drawings in the year 2020/2021	To Participate with - Village Government - Donors -Community	DLNRO	5 Town panning drawing will increased
2.	To increase number of Survey plot from 481 in the year 2016/2017 up to 5000 survey plot in the year 2020/2021	To Participate with - Village Government - Donors -Community	DLNRO	The surveyed plot will increase by 4,519 plots
3.	To increase number of villagers to do land use from 3 villages in the year 2016/2017 up to 31 villages in the year 2020/2021	To Participate with - Village Government - Donors -Community	DLNRO	The villages which have land use will be increase up to 28 villages
4.	To increase number of villages surveyed boundaries from 3 villages in the year 2016/2017 up to 31 villages in the year 2020/2021	To Participate with - Village Government - Donors -Community	DLNRO	The surveyed villages will increase up to 28 villages
5.	To increase number of survey farms from 200 in the year 2016/2017 up to 1000 surveyed farm in the year 2020/2021	To Participate with - Village Government - Donors -Community	DLNRO	800 farms will be increased as surveyed farms
6.	To increase number of customary right of occupancy from 370 in the year 2016/2017 up to 1000 customary right of occupancy	To Participate with - Village Government	DLNRO	630 customary right of occupancy will be increased.

S/N	STRATEGIC TARGETS	STRATEGY	RESPONSIBLE	RESULT AREAS
	in the year 2020/2021	- Donors -Community		

FORM NO .2 (a) LAND AND NATURAL RESOURCES

S/NO	STRATEGIC TARGET	STRATEGY	ACTIVITY	ANNUAL BUDGET ESTIMATE					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
1.	To increase number of Town planning drawing from 3 Town planning drawing in the year 2016/2017 up to 8 Town planning drawings in the year 2020/2021	To Participate with - Village Government - Donors -Community	- Education on Town planning laws and regulations - Site analysis and data collection at a planning area -To prepare Town planning Drawings - Implementation of the plan	9,000,000.00	9,500,000.00	10,000,000.00	10,500,000.00	11,000,000.00	50,000,000
2.	To increase number of Survey plot from 481 in the year 2016/2017 up to 5000 survey plot in the year 2020/2021	To Participate with - Village Government - Donors -Community	- Education to community about survey of plots -Valuation -compensation - Implementation of the plan	73,000,000.00	73,500,000.00	74,000,000.00	74,500,000.00	75,000,000.00	37,000,000
3.	To increase number of villagers to do land use from 3 villages in the year 2016/2017 up to 31 villages in the year 2020/2021	To Participate with - Village Government - Donors -Community	-Education to community about the importance of land use planning -To prepare PLUM team - To prepare VLUM	27,500,000.00	28,000,000.00	28,500,000.00	29,000,000.00	29,500,000.00	142,500,000

S/NO	STRATEGIC TARGET	STRATEGY	ACTIVITY	ANNUAL BUDGET ESTIMATE					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
			team -To collect base data -To project the resource available for the future -To prepare The land use plan together with map showing distribution of land uses - Implementation						
4.	To increase number of villages surveyed boundaries from 3 villages in the year 2016/2017 up to 31 villages in the year 2020/2021	To Participate with - Village Government - Donors -Community	- Education to village members -To survey the village boundary through participatory - Implementation o	29,000,000	29,000,000	31,000,000	31,000,000	34,000,000	154,000,000
5.	To increase number of survey farms from 200 in the year 2016/2017 up to 1000 surveyed farm in the year 2020/2021	To Participate with - Village Government - Donors -Community	-Education to the community -To survey the farms	6,000,000	6,000,000	7,000,000	7,000,000	9,000,000	35,000,000
6.	To increase number of customary right of occupancy from 370 in the year 2016/2017 up to 1000 customary right of	To Participate with - Village Government - Donors		2,000,000	2,000,000	2,500,000	2,500,000	3,000,000	12,000,000

S/NO	STRATEGIC TARGET	STRATEGY	ACTIVITY	ANNUAL BUDGET ESTIMATE					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
	occupancy in the year 2020/2021	-Community							
TOTAL				146,000,000	148,000,000	153,000,00	154,500,000	161,500,000	430,000,000

FORM NO. 2 (b) LAND AND NATURAL RESOURCE

S/NO	STRATEGIC TARGETS	STRATEGY	ACTIVITY	IMPLEMENTATION STRATEGY					INDICATORS
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	
1.	To increase number of Town planning drawing from 3 Town planning drawing in the year 2016/2017 up to 8 Town planning drawings in the year 2020/2021	To Participate with - Village Government - Donors -Community	- Education on Town planning laws and regulations - Site analysis and data collection at a planning area -To prepare Town planning Drawings - Implementation of the plan		←			→	-The implementation report -Number of town planning prepared.
2.	To increase number of Survey plot from 481 in the year 2016/2017 up to 5000 survey plot in the year 2020/2021	To Participate with - Village Government - Donors -Community	- Education to community about surveying of plots -Valuation -Compensation - Implementation of the plan	73,000,000.00	←			→	-The implementation report -The total number of surveyed plot.
3.	To increase number of villagers to do land use from 3 villages in the year 2016/2017 up to 31 villages in the year 2020/2021	To Participate with - Village Government - Donors	-Education to community about the importance of land use planning -To prepare PLUM team	27,500,000.00	←			→	- VEOs and WEO report -Implementation report -Total Number of village, which will

S/NO	STRATEGIC TARGETS	STRATEGY	ACTIVITY	IMPLEMENTATION STRATEGY					INDICATORS
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	
		-Community	- To prepare VLUM team -To collect base data -To project the resource available for the future -To prepare The land use plan together with map showing distribution of land uses - Implementation						have land use.
4.	To increase number of surveyed village boundaries from 3 villages in the year 2016/2017 up to 31 villages in the year 2020/2021	To Participate with - Village Government - Donors -Community	- Education to village members -To survey the village boundary through participatory - Implementation.			←	→		- VEOs and WEO report -Implementation report -Total Number of village, which will be surveyed.
5.	To increase number of survey farms from 200 in the year 2016/2017 up to 1000 surveyed farm in the year 2020/2021	To Participate with - Village Government - Donors -Community	-Education to the community -To survey the farms			←	→		-The implementation report -The total number of surveyed farms.
6.	To increase number of customary right of occupancy from 370 in the year 2016/2017 up to 1000 customary right of occupancy in the year 2020/2021	To Participate with - Village Government - Donors -Community				←	→		-The implementation report -The total number of customary right of occupancy prepared.

DEPARTMENT OF LAND AND NATURAL RESOURCES
FOREST SECTOR

S/N	STRATEGIC TARGETS	STRATEGY	RESPONSIBLE	RESULT AREAS
1.	To facilitate 'Village Forestry Guard' (VFG) to conduct patrol, enforcing forest, land and wildlife laws, and VLUM by-laws enforcement within 31 villages by June 2018.	To involve/educate communities and involve villages' government and stakeholders.	District Land and natural resources Officer (DLNRO)	Increasing patrol teams (VFG) from 3 to 4 teams.
2.	To conduct monthly patrols and monitoring of protected areas by June 2018.	To involve Village Game Scouts (VGS) from Mpimbwe WMA to enforce laws against trees cutting within WMA	DISTRICT FOREST OFFICER (DFO)	Decrease tree cutting in the WMA by 50%
3.	To sensitize tree planting activities in the council by June 2018	Involve; <ul style="list-style-type: none"> • Village governments • communities • Stakeholders 	DISTRICT FOREST OFFICER (DFO)	Increase number of tree nurseries from 5 to 7
4.	To sensitize tree planting day in council by June 2018	Involve; <ul style="list-style-type: none"> • Village governments • communities • Stakeholders 	DISTRICT FOREST OFFICER (DFO)	Increase number of tree planting group from 2 to 5

FORM NO.2: (A) FOREST SECTOR

S/NO	STRATEGIC TARGET	STRATEGY	ACTIVITY	ANNUAL BUDGET ESTIMATE					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
1.	To facilitate 'Village Forestry Guard' (VFG) to conduct patrol, enforcing forest, land and wildlife laws, and VLUM by-laws enforcement within 31 villages by June 2018. To conduct monthly patrols and monitoring of protected areas by June 2018.	To involve/educate communities and involve villages' government and stakeholders. To involve Village Game Scouts (VGS) from Mpimbwe WMA to enforce laws against trees cutting within WMA	Facilitate training of 5 youths from each of 10 villages at Pasiansi Wildlife College-Mwanza.	150,000,000.00	150,000,000.00	150,000,000.00	150,000,000.00	150,000,000.00	750,000,000.00
			Facilitate 1 patrol for each of 31 villages	43,400,000	43,400,000	43,400,000	43,400,000	43,400,000	217,000,000
2.	To sensitize tree planting activities in the council by June 2018	Involve; • Village governments • Communities • Stakeholders	Facilitate 1 patrol in Mpimbwe WMA	31,000,000	31,000,000	31,000,000	31,000,000	31,000,000	155,000,000
3.	To sensitize tree planting day in council by June 2018	Involve; • Village governments • Communities	Visit tree nurseries for advise on nursery techniques	2,000,000.00	2,000,000.00	2,000,000.00	2,000,000.00	2,000,000.00	10,000,000.00
			Facilitate	20,000,000	20,000,000	20,000,000	20,000,000	20,000,000	100,000,000

S/NO	STRATEGIC TARGET	STRATEGY	ACTIVITY	ANNUAL BUDGET ESTIMATE					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
		<ul style="list-style-type: none"> Stakeholders 	planting of 1,500,000 trees in the council						
			Purchase of 1000kg of Polythine tubes and 25kg of tree seeds from tree seed Agency (TTSA)	10,000,000.00	10,000,000.00	10,000,000.00	10,000,000.00	10,000,000.00	50,000,000.00
4.			Inspection of tree farms for tree planting day	3,000,000.00	3,000,000.00	3,000,000.00	3,000,000.00	3,000,000.00	15,000,000.00
5.			Coordination of tree planting day Ceremony	2,600,000.00	2,600,000.00	2,600,000.00	2,600,000.00	2,600,000.00	13,000,000.00
6.			To facilitate Council's tree planting day	4,250,000.00	4,250,000.00	4,250,000.00	4,250,000.00	4,250,000.00	21,250,000.00
TOTAL				266,250,000.00	266,250,000.00	266,250,000.00	266,250,000.00	266,250,000.00	1,331,250,000.00

FORM NO. 2 (B) FOREST SECTOR

S/N O	STRATEGIC TARGETS	STRATEGY	ACTIVITY	IMPLEMENTATION STRATEGY					CRITERIA FOR INDICATORS
				2016/2 017	2017/2 018	2018/2 019	2019/2 020	2020/2 021	
1.	To facilitate 'Village Forestry Guard' (VFG) to conduct patrol, enforcing forest, land and wildlife laws, and VLUM by-laws enforcement within 31 villages by June 2018. To conduct monthly patrols and monitoring of protected areas by June 2018.	To involve/educate communities and involve villages' government and stakeholders. To involve Village Game Scouts (VGS) from Mpimbwe WMA to enforce laws against trees cutting within WMA	Facilitate training of 5 youths from each of 10 villages at Pasiansi Wildlife College-Mwanza.			←		→	<ul style="list-style-type: none"> Number of established village patrol teams Number village patrol conducted
			Facilitate 1 patrol for each of 31 villages			←		→	<ul style="list-style-type: none"> Number of village patrol conducted Village patrol reports
2.	To sensitize tree planting activities in the council by June 2018	Involve; <ul style="list-style-type: none"> Village governments communities Stakeholders 	Facilitate 1 patrol in Mpimbwe WMA			←		→	<ul style="list-style-type: none"> Council-Mpimbwe WMA joint patrols reports Number of patrols
3.	To sensitize tree planting day in council by June 2018	Involve; <ul style="list-style-type: none"> Village governments communities Stakeholders 	Visit tree nurseries for advise on nursery techniques	←				→	<ul style="list-style-type: none"> Number of inspections conducted Number of tree nurseries inspected
4.			Facilitate planting of 1,500,000 trees in the council						Number of trees planted

S/N O	STRATEGIC TARGETS	STRATEGY	ACTIVITY	IMPLEMENTATION STRATEGY					CRITERIA FOR INDICATORS
				2016/2 017	2017/2 018	2018/2 019	2019/2 020	2020/2 021	
5.			Purchase of 1000kg of Polythine tubes and 25kg of tree seeds from Tree Seed Agency (TTSA)			←→			Number of polythine tubes and seeds purchased
6.			Inspection of tree farms for tree planting day	←→					Tree planting day report
7.			Coordination of tree planting day Ceremony	←→					Tree planting day report
8.			To facilitate Council's tree planting day	←→					Tree planting day report

WILDLIFE SECTOR

S/NO	SPECIFIC OBJECTIVES	STRATEGIES	RESPONSIBLE	RESULT AREA
1.	To ensure that conflict between protected areas (such as wildlife management areas, game controlled areas) and nearby villagers are reduced from 95% to 0% by 2020/2021	Cross-checking protected areas' boundaries and establishing permanent signs (beacons) To prepare deed plans for all villages which are nearby protected areas Involving; Donors, District Land Officer, Town Planner	District Game Officer (DGO)	Village boundary conflicts against protected areas will be solved
2.	Empowering village Game scouts (VGS) and increasing their patrol efficiency in the Mpimbwe WMA in Mpimbwe District Council from 40% to 85% 2020/2021	Involving; <ul style="list-style-type: none"> • Communities • Stakeholders • Donors 	District Game Officer (DGO)	Patrol efficiency of Village Game Scout increased by 45%
3.	Improve infrastructure and working gears/tools in the protected areas for easy navigation during patrols from 20% to 80% by June 2020/2021	Involving; <ul style="list-style-type: none"> • Communities • Conservation partners (KANAPA, Lwafi Game Reserve and Mpimbwe WMA) 	District Game Officer (DGO)	Patrols Conducted easily
4.	To enhance patrol on big mammal/destructive wildlife versus communities' crops and properties from 50% in 2016/2017 to 98% by June 2020	Involving; <ul style="list-style-type: none"> • Communities • Conservation partners (KANAPA, Lwafi Game Reserve and Mpimbwe WMA) 	District Game Officer (DGO)	Protection of people with their properties will be increased by 48%

S/NO	SPECIFIC OBJECTIVES	STRATEGIES	RESPONSIBLE	RESULT AREA
5.	Increasing participative patrol against wildlife poaching including African elephants and black Rhinoceros from 40% 2016/2017 to 90% June 2020	Involving; <ul style="list-style-type: none"> Communities Conservation partners (KANAPA, Lwafi Game Reserve and Mpimbwe WMA) 	District Game Officer (DGO)	Decreased number of wildlife Poachers by 50%
6.	Providing extension education concerning wildlife conservation/ management to the communities from 5 villages in 2016/2017 to 45 villages by June 2020	Involving; <ul style="list-style-type: none"> Communities Village governments Stakeholders 	District Game Officer (DGO)	Increase of conservation awareness to the communities for 40 villages

FORM NO 2(A) WILDLIFE SECTOR

S/NO	SPECIFIC OBJECTIVES	STRATEGIES	ACTIVITY	ANNUAL BUDGET ESTIMATE					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
1.	To ensure that conflict between protected areas (such as wildlife management areas, game controlled areas) and nearby villagers are reduced from 95% to 0% by 2019/2020	<ul style="list-style-type: none"> Crosschecking protected areas' boundaries and establishing permanent signs (beacons). To prepare deed plans for all villages which are nearby protected areas Involving 	<ul style="list-style-type: none"> Conducting survey Facilitating on marking boundaries (beacons) Making follow up Paying stakeholders 	8,000,000.00	27,000,000.00	10,000,000.00	13,000,000.00	13,000,000.00	58,000,000.00

S/NO	SPECIFIC OBJECTIVES	STRATEGIES	ACTIVITY	ANNUAL BUDGET ESTIMATE					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
		Donors, District Land Officer, Town Planner, Village government							
2.	Empowering village Game scouts (VGS) and increasing their patrol efficiency in the Mpimbwe WMA in Mpimbwe District Council from 40% to 85% at 2016/2017 to 85% 2019/2020	Involving; <ul style="list-style-type: none"> • Communities • Stakeholders • Donors 	<ul style="list-style-type: none"> - Facilitating 6 VGS training/seminar per year - Weekly follow up 	6,000,000.00	6,500,000.00	7,000,000.00	6,000,000.00	6,000,000.00	25,500,000.00
3.	Improve infrastructure and working gears/tools in the protected areas for easy navigation during patrols from 20% to 80% by June 2020/2021	Involving; <ul style="list-style-type: none"> • Community. • Conservation partners (KANAPA, Lwafi Game Reserve and Mpimbwe WMA) 	<ul style="list-style-type: none"> - Facilitate on buying working gears/tools -Facilitating the maintenance of protected areas' roads 	56,100,000.00	20,000,000.00	16,000,000.00	22,000,000.00	22,000,000.00	114,100,000.00
4.	To enhance patrol on big mammal/destructive wildlife versus communities' crops and properties from 50% in 2016/2017 to	Involving; <ul style="list-style-type: none"> • Communities • Conservation partners (KANAPA, 	<ul style="list-style-type: none"> - Conducting weekly patrols - Coordinating patrols 	4,000,000.00	3,000,000.00	2,000,000.00	2,000,000.00	2,000,000.00	11,000,000.00

S/NO	SPECIFIC OBJECTIVES	STRATEGIES	ACTIVITY	ANNUAL BUDGET ESTIMATE					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
	98% by June 2020	Lwafi Game Reserve and Mpimbwe WMA)							
5.	Increasing participative patrol against wildlife poaching including African elephants and black Rhinoceros from 40% 2016/2017 to 90% June 2020	Involving; <ul style="list-style-type: none"> Community Conservation partners (KANAPA, Lwafi Game Reserve and Mpimbwe WMA) 	-Conducting weekly patrols -Coordinating patrols	28,000,000.00	30,000,000.00	30,000,000.00	28,000,000.00	28,000,000.00	116,000,000.00
6.	Providing extension education concerning wildlife conservation/ management to the communities from 5 villages in 2016/2017 to 45 villages by June 2020	Involving; <ul style="list-style-type: none"> Communities Village government Stakeholders 	-Facilitating 4 training seminar per year. -Facilitating transport	20,000,000.00	25,000,000.00	25,000,000.00	30,000,000.00	30,000,000.00	100,000,000.00
TOTAL				122,100,000.00	111,500,000.00	90,000,000.00	101,000,000.00	101,000,000.00	525,600,000.00

FORM NO. 2(B) WILDLIFE SECTOR:

S/N	SPECIFIC OBJECTIVES	STRATEGIES	ACTIVITY	IMPLEMENTATION STRATEGIES					INDICATORS
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	
1.	To solve conflicts between communities and protected areas (such as wildlife management areas, game controlled areas) from 95% to 0% by June 2021.	<ul style="list-style-type: none"> - Cross-checking protected areas' boundaries and establishing permanent signs (beacons) - To prepare deed plans for all villages which are nearby protected areas - Involving; Donors, District Land Officer, Town Planner, village governments 	<ul style="list-style-type: none"> - Conducting survey - Facilitating on marking boundaries (beacons) - Making follow up - Paying stakeholders 						<ul style="list-style-type: none"> -Village executive Officers' (VEO) report - Presence of beacons in the boundaries - Conflict solving report
2.	Empowering village Game scouts (VGS) and increasing their patrol efficiency in the Mpimbwe WMA in Mpimbwe District Council from 40% to 85% June 2021	Involving; <ul style="list-style-type: none"> •Communities •Stakeholders •Donors 	<ul style="list-style-type: none"> - Facilitating 6 VGS training/seminar per year - Weekly follow up 						<ul style="list-style-type: none"> -Village game scouts (VGS) working reports - Number of seminars conducted - Increased VGS efficiency
3.	Improve infrastructure and working gears/tools in the protected areas for easy navigation during patrols from 20% to 80% by June 2021	Involving; <ul style="list-style-type: none"> •Communities •Conservation partners (KANAPA, Lwafi Game Reserve and Mpimbwe 	<ul style="list-style-type: none"> - Facilitate on buying working gears/tools -Facilitating the maintenance of protected areas' roads 						<ul style="list-style-type: none"> - Maintained roads - Easily patrol conducted - Presence of working gears/tools

		WMA) • Stakeholders							
4.	To enhance patrol on big mammal/destructive wildlife versus communities' crops and properties from 50% in 2016/2017 to 98% by June 2021	Involving; • Communities • Conservation partners (KANAPA, Lwafi Game Reserve and Mpimbwe WMA)	- Coordinating patrols - Conducting weekly patrols						- Patrol conducted reports - Safety among communities - Increased number of patrols conducted.
5.	Increasing participatory patrol against wildlife poaching including African elephants and black Rhinoceros from 40% 2016/2017 to 90% June 2021	Involving; • Communities • Village governments • Conservation partners (KANAPA, Lwafi Game Reserve and Mpimbwe WMA)	- Conducting weekly patrols - Coordinating patrols						- Reduced poachers against wildlife by 50% - Patrol reports
6.	Providing extension education concerning wildlife conservation/management to the communities from 5 villages in 2016/2017 to 45 villages by June 2021	Involving; • Communities • Village governments • Stakeholders.	Facilitating training Facilitating transport.						Increased awareness to 40 villages

FORM NO 01 (A) EDUCATION SECTOR

MAIN OBJECTIVE: To ensure Pre - primary schools have their own classrooms.

OBJECTIVE E: Enhance Good Governance and Administrative Services.

1. PRE- PRIMARY SCHOOLS

S/N	OBJECTIVES OF THE STRATEGY	STRATEGIES	RESPONSIBLE PERSON	INDICATORS
1.	To increase number of classrooms from 0 in 2017 to 60 in 2021/2022.	-To involve village local governments - School committees -To involve non-government organizations	-DED -DE -DPLO	60 classrooms will be built
2.	To increase the number of teachers from 373 in 2017 to 756 in 2021/ 2022	To enable graduate teachers to get teaching skills. To employ teachers.	PO-LARG DED	383 Teachers will be employed
3.	To increase enrolment of preprimary schoolchildren from 3280 in 2017 to 4803 in 2021/2022.	-To identify children (to conduct censuses)	SLO	1523 Pupils will be enrolled

1.2 PRIMARY EDUCATION

NO	OBJECTIVES OF STRATEGY	STRATEGY	RESPONSIBLE PERSON	INDICATOR
1.	To increase the number of schools from 29 in 2016 to 45 schools in 2021/2022	-To involve village local governments -To involve school committees -To involve non-government organizations	-DED -DEO -DE -DPLO	15 schools will be built
2.	To increase an enrolment of standard one pupils from 2858 in 2016 to 4184 by 2021/2022.	-To identify pupils (conduct censuses) -To enroll pupils	SLO	1326 pupils to be enrolled
3.	To increase the number of classrooms from 174 in 2016 to 254 by 2021/2022.	- To involve village local governments -To involve school committees -To involve non-government organizations	DE	80 classrooms will be constructed.
4.	To increase the number of desks from 5258 in 2016 to 7698 by 2021/2022	- To involve village local government -To involve school committees -To involve non-government organizations	-SLO -DE	2,440 desks will be made
5.	To increase the number of pit latrines from 248 in 2016 to 363 2022	- To involve village local government -To involve school committees -To involve non-government organizations	DED DPLO DET SLO	115 pit latrines to be built

NO	OBJECTIVES OF STRATEGY	STRATEGY	RESPONSIBLE PERSON	INDICATOR
6.	To increase the number of staff houses from 95 in 2016 to 783 by 2021/2022	- To involve village local government -To involve school committees -To involve non-government organizations	DED DPLO DET SLO	688 houses to be built
7.	To increase special rooms for special needs pupil from 0 in 2016 to 29 by 2021/2022	- To involve village local government -To involve school committees -To involve non-government organizations	DED DPLO DET SLO	29 Special rooms to be built
8.	To increase the number of sports pitches from 58 in 2016 to 74 by 2021/2022	- To involve village local government -To involve school committees -To involve non-government organizations	DED DPLO DET SLO	16 sports pitches to be constructed
9.	To increase the number of chairs from in 2017 to by 2021/2022	- To involve village local government -To involve school committees -To involve non-government organizations	SLO	Chairs to be increased
10.	To increase the ratio of books to pupils from in 2017 to by 2021/2022	-School committees -Stake holders	SLO	
11.	To increase pass rate to standard seven pupils from 80.1% in 2016 to 90% by 2021/2022	- To involve -DAOS. -All ward educational coordinator -All Teachers -All students	DAO	The pass rate to increase by 9.9%

NO	OBJECTIVES OF STRATEGY	STRATEGY	RESPONSIBLE PERSON	INDICATOR
		-Community		
12.	To increase pass rate to standard four pupils from 93% in 2016 to 100% by 2021/2022	- To involve -DAOS. -All ward educational coordinator -All Teachers -All students -Community	DAO	The pass rate to increase by 15%

Form No. 2(A) EDUCATION SECTO (PRE - PRIMARY SCHOOLS)

NO	OBJECTIVES OF THE STRATEGY	STRATEGY	ACTIVITY	ANNUAL BUDGET ESTIMATIONS					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
1.	-To increase the number of teachers from 373 in 2017 to 783 by 2019/2020	To enable graduate teachers to get teaching skills -To employ teachers	To conduct in set training to teachers	22,000,0000	24,000,000	28,000,000	30,000,000	32,000,0000	136,000,000,000
2.	To increase the number of enrolled pupils from 3280 in	-To Identify pupils(to conduct censuses)	-Training Heads teachers on how to conduct	5,000,000.00	5,000,000.0 0	5,000,000.0 0	5,000,000.0 0	5,000,000.0 0	25,000,000.00

NO	OBJECTIVES OF THE STRATEGY	STRATEGY	ACTIVITY	ANNUAL BUDGET ESTIMATIONS					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
	2017 to 4803 by 2019/2020	-To enroll pupils	Statistics. -To conduct censuses of children of 0 – 13 years of age.						

1.2 PRIMARY EDUCATION

NO	OBJECTIVES OF THE STRATEGY	STRATEGIE S	ACTIVITIES	ANNUAL BUDGET (ESTIMATION OF COST)					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
1.	To increase number of primary schools from 29 in 2017 to 37 by 2019/2020	-To involve village local governments -To involve school committees. -To involve non-	To conduct public meetings with community -To Carry stones, blocks, sand and other building	600,000,000	600,000,000	600,000 ,000	600,000,000	600,000,000	3,000,000,000

NO	OBJECTIVES OF THE STRATEGY	STRATEGIES	ACTIVITIES	ANNUAL BUDGET (ESTIMATION OF COST)					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
		government organizations	material -Classroom construction -Follow up.						
2.	To increase an enrolment of standard one pupils from 2858 in 2016 to 4184 by 2021/2022.	-To identify pupils (conduct censuses) -To enroll pupils	To enroll Students	5,000,000	6,000,000	7,000,000	8,000,000	9,000,000	35,000,000
3.	To increase the number of classrooms from 174 in 2016 to 254 by 2021/2022.	- To involve village local governments -To involve school committees -To involve non-government organizations	To conduct public meetings with community -To Carry stones, blocks, sand and other building material	320,000,000	320,000,000	320,000,000	320,000,000	320,000,000	1,600,000,000.00

NO	OBJECTIVES OF THE STRATEGY	STRATEGIES	ACTIVITIES	ANNUAL BUDGET (ESTIMATION OF COST)					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
			-Classroom construction -Follow up.						
4.	To increase the number of desks from 5258 in 2016 to 7698 by 2021/2022	- To involve village local government -To involve school committees -To involve non-government organizations	-To make new desks. - Follow up.	300,000,000	330,000,000	330,000,000	330,000,000	330,000,000	1,620,000,000
5.	To increase the number of pit latrines from 248 in 2016 to 363 2022	- To involve village local government -To involve school committees -To involve	-Building pit latrines Follow up	60,000,000	70,000,000	80,000,000	80,000,000	90,000,000	380,000,000

NO	OBJECTIVES OF THE STRATEGY	STRATEGIES	ACTIVITIES	ANNUAL BUDGET (ESTIMATION OF COST)					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
		non-government organizations							
6.	To increase the number of staff houses from 95 in 2016 to 783 by 2021/2022	<ul style="list-style-type: none"> - To involve village local government -To involve school committees -To involve non-government organizations 	<ul style="list-style-type: none"> -To Carry stones, blocks, sand and other building material -Classroom construction -Follow up. 	300,000,000	330,000,000	330,000,000	330,000,000	330,000,000	1,620,000,000
7.	To increase special rooms for special needs pupil from 0 in 2016 to 29 by 2021/2022	<ul style="list-style-type: none"> - To involve village local government -To involve school committees -To involve 	<ul style="list-style-type: none"> --To Carry stones, blocks, sand and other building material -Classroom construction 	30,000,000	33,000,000	36,000,000	38,000,000	41,000,000	889,000,000

NO	OBJECTIVES OF THE STRATEGY	STRATEGIES	ACTIVITIES	ANNUAL BUDGET (ESTIMATION OF COST)					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
		non-government organizations	-Follow up.						
8.	To increase the number of sports pitches from 58 in 2016 to 74 by 2021/2022	- To involve village local government -To involve school committees -To involve non-government organizations	-Preparation of sports and games pitches -Follow ups	3000,000	3,000,000	3,000,000	3,000,000	3,000,000	15,000,000
9.	To increase the ratio of books to pupils from 1:3 in 2017 to 1:1 by 2021/2022	-School committees -Stake holders	-Buying books	81,232,000	89,355,200.00	98,290,720.00	108,119,792.00	118,931,771.20	495,929,483.20
10.	To increase pass rate to standard seven pupils from 80.1% in 2016 to	- To involve -DAOS. -All ward educational coordinator	-Follow-ups making sure that teaching is	33,000,000.00	36,300,000.00	39,930,000.00	43,923,000.00	33,000,000.00	48,315,300.00

NO	OBJECTIVES OF THE STRATEGY	STRATEGIES	ACTIVITIES	ANNUAL BUDGET (ESTIMATION OF COST)					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
	90% by 2021/2022	-All Teachers -All students -Community	conducted properly -Preparing -Conducting workshops on how to teach complicated topics						
11.	To increase pass rate to standard four pupils from 93% in 2016 to 100% by 2021/2022	- To involve -DAOS. -All ward educational coordinator -All Teachers -All students -Community	-Preparation of weekly and monthly tests.	15,000,000.00	16,500,000.00	18,150,000.00	19,965,000.00	21,961,500.00	15,000,000.00

FORM NA. 2 (B) EDUCATION SECTOR PRE PRIMARY SCHOOLS

NO	OBJECTIVES OF THE STRATEGY	STRATEGIES	ACTIVITIES	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	CRITERIA FOR MONITORING
1.	<p>To increase the number of classrooms from 0 in 2017 to 60 by 2019/2020</p> <p>-To increase the number of teachers from 373 in 2017 to 783 by 2019/2020</p>	<p>-To involve village local governments</p> <p>-To involve school committees.</p> <p>-To involve non-government organizations</p> <p>To enable graduate teachers to get teaching skills</p> <p>-To employ teachers</p>	<p>-To conduct public meetings with community</p> <p>-To convey stones, blocks, sand and other building material</p> <p>-Classroom construction</p> <p>-Follow up</p> <p>To conduct in set training to teachers</p>						<p>VEOs Report WEOs Report</p> <p>- WECs Report</p> <p>-Quarterly implementation report</p> <p>-Revenue and expenditure report</p> <p>- Head Teachers' report</p> <p>- WEOs Report</p> <p>- WECs Report</p>
2.	<p>To increase the number of enrolled pupils from 3280 in 2017 to 4803 by 2019/2020</p> <p>To increase the number of classrooms from 0 in 2017 to 60 by 2019/2020</p>	<p>-To Identify pupils(to conduct censuses)</p> <p>-To enroll pupils</p> <p>-To involve village local governments</p> <p>-To involve school committees.</p>	<p>-Training Heads teachers on how to conduct Statistics.</p> <p>-To conduct censuses of children of 0 – 13 years of age.</p>						<p>- VEOs Report WEOs Report</p> <p>- WECs Report</p> <p>-Quarterly implementation report</p> <p>-Revenue and expenditure report</p> <p>VEOs Report WEOs Report</p>

NO	OBJECTIVES OF THE STRATEGY	STRATEGIES	ACTIVITIES	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	CRITERIA FOR MONITORING
		-To involve non-government organizations	-To conduct public meetings with community -To convey stones, blocks, sand and other building material -Classroom construction -Follow up						- WECs Report -Quarterly implementation report -Revenue and expenditure report VEOs Report WEOs Report - WECs Report -Quarterly implementation report -Revenue and expenditure report
3.	-To increase the number of teachers from 373 in 2017 to 783 by 2019/2020	To enable graduate teachers to get teaching skills -To employ teachers	To conduct in set training to teachers						-Revenue and expenditure report VEOs Report WEOs Report - WECs Report

FORM NO. 2 (B) EDUCATION SECTOR PRE PRIMARY SCHOOLS

NO	OBJECTIVES OF THE STRATEGY	STRATEGIES	ACTIVITIES	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	CRITERIA FOR MONITORING
1.	To increase number of primary schools from 29 in 2017 to 37 by 2019/2020	-To involve village local governments -To involve school committees. -To involve non-government organizations	To conduct public meetings with community -To Carry stones, blocks, sand and other building material -Classroom construction -Follow up.						VEOs Report WEOs Report - WECs Report -Quarterly implementation report -Revenue and expenditure report
2.	To increase an enrolment of standard one pupils from 2858 in 2016 to 4184 by 2021/2022.	--To identify pupils (conduct censuses) -To enroll pupils	To enroll Students						- Head Teachers' report - WEOs Report - WECs Report
3.	To increase the number of classrooms from 174 in 2016 to 254 by 2021/2022.	- To involve village local governments -To involve school committees -To involve non-	To conduct public meetings with with community -To Carry stones, blocks, sand and						- VEOs Report WEOs Report - WECs Report -Quarterly implementation report

NO	OBJECTIVES OF THE STRATEGY	STRATEGIES	ACTIVITIES	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	CRITERIA FOR MONITORING
		government organizations	other building material -Classroom construction -Follow up.						-Revenue and expenditure report
4.	To increase the number of desks from 5258 in 2016 to 7698 by 2021/2022	- To involve village local government -To involve school committees -To involve non-government organizations	-To make new desks. - Follow up.						VEOs Report WEOs Report - WECs Report -Quarterly implementation report -Revenue and expenditure report
5.	To increase the number of pit latrines from 248 in 2016 to 363 2022	- To involve village local government -To involve school committees -To involve non-government organizations	-Building pit latrines Follow up						VEOs Report WEOs Report - WECs Report -Quarterly implementation report -Revenue and expenditure report
6.	To increase the number of staff	- To involve village	-To Carry stones,						VEOs Report WEOs

NO	OBJECTIVES OF THE STRATEGY	STRATEGIES	ACTIVITIES	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	CRITERIA FOR MONITORING
	houses from 95 in 2016 to 783 by 2021/2022	local government -To involve school committees -To involve non-government organizations	blocks, sand and other building material -Classroom construction -Follow up.						Report - WECs Report -Quarterly implementation report -Revenue and expenditure report
7.	To increase special rooms for special needs pupil from 0 in 2016 to 29 by 2021/2022	- To involve village local government -To involve school committees -To involve non-government organizations	--To Carry stones, blocks, sand and other building material -Classroom construction -Follow up.						VEOs Report WEOs Report - WECs Report -Quarterly implementation report -Revenue and expenditure report
8.	To increase the number of sports pitches from 58 in 2016 to 74 by 2021/2022	- To involve village local government -To involve school committees -To involve non-government organizations	-Preparation of sports and games pitches -Follow ups						Head Teachers' report - WEOs Report - WECs Report

NO	OBJECTIVES OF THE STRATEGY	STRATEGIES	ACTIVITIES	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	CRITERIA FOR MONITORING
9.	To increase the number of chairs from in 2017 to by 2021/2022	- To involve village local government -To involve school committees -To involve non-government organizations	-Buying books						Head Teachers' report - WEOs Report - WECs Report -Quarterly implementation report
10.	To increase the ratio of books to pupils from in 2017 to by 2021/2022	-School committees -Stake holders	-Follow-ups making sure that teaching is conducted properly -Preparing -Conducting workshops on how to teach complicated topics						- Head Teachers' report - WEOs Report - WECs Report -Quarterly implementation report
11.	To increase pass rate to standard seven pupils from 80.1% in 2016 to 90% by 2021/2022	- To involve DAOS. -All ward educational coordinator -All Teachers -All students	-Preparation of weekly and monthly tests.						VEOs Report WEOs Report - WECs Report -Quarterly implementation

NO	OBJECTIVES OF THE STRATEGY	STRATEGIES	ACTIVITIES	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	CRITERIA FOR MONITORING
		-Community							report -Revenue and expenditure report
12.	To increase pass rate to standard four pupils from 93% in 2016 to 100% by 2021/2022	- To involve -DAOS. -All ward educational coordinator -All Teachers -All students -Community	To conduct public meetings with community -To Carry stones, blocks, sand and other building material -Classroom construction -Follow up.						- Head Teachers' report - WEOs Report - WECs Report

1.3 OBJECTIVES FOR SECONDARY EDUCATION

OBJECTIVE C: Improve access, quality and equitable social services delivery

No	OBJECTIVES OF STRATEGY	STRATEGY	IMPLEMENTER	INDICATOR
1.	To increase the number of secondary schools from 4 in 2017 to 9 by 2021/2022	-To involve village local governments -To involve Ward Development Committees -To involve non-government organizations	-DED -DEO (S) -DE -DPLO	5 Schools to be built
2.	To increase the number of form one students from 775 to 1375 by 2021/2022	-To enroll students -To increase the pass rate	SLO	600 students to be enrolled
3.	To increase the number of classrooms from 49 in 2017 to 125 by 2021/2022.	- To involve village local governments -To involve school committees -To involve Ward Development Committees -To involve non-government organizations	DE DED -DEO (S) -DPLO	76 Classrooms to be built
4.	To increase the number of desks from 1582 in 2017 to 2556 by 2021/2022	- To involve village local government -To involve school committees -To involve non-government organizations	-SLO -DE	974 Desks to be made
5.	To increase the number of desks from 1582 in 2017 to 2556 by 2021/2022	- To involve village local government -To involve school committees	DE DED	48 Pit latrines to be built

No	OBJECTIVES OF STRATEGY	STRATEGY	IMPLEMENTER	INDICATOR
		-To involve non-government organizations	-DEO (S) -DPLO	
6.	To increase the number of staff houses from 28 in 2017 to 240 by 2021/2022	- To involve village local governments -To involve school committees -To involve communities -To involve non-government organizations	DT DE DED -DEO (S) -DPLO	212 Staff houses to be built
7.	To increase the number of chairs and tables from 69 in 2017 to 240 by 2021/2022	- To involve village local governments -To involve school boards -To involve non-government organizations	SLO	171 chairs and tables
8.	To increase the ratio of books to students from 1:3 in 2017 to 1:1 by 2021/2022	-Government -Stake holders	Government SLO	
9.	To increase the pass rate of form four students from 67.2% in 2016 to 77.7% by 2021/2022	-To involve DSEO -DSAO To involve school boards -WEC -Teachers -Students	DSEOs DSAO	The pass rate to increase by 10%
10.	To maintain the pass rate by 100% in 2016 to 2021/2022	-To involve DSEO -DSAO -School boards	DSAO	The pass rate to be maintained

No	OBJECTIVES OF STRATEGY	STRATEGY	IMPLEMENTER	INDICATOR
		-WEC -Teachers -Students		
11.	To have efficiency transport facilities	To allocate fund in the budget	DED PMU DPLO DT TO DEO (S)	One car to be purchased

1.3 SECONDARY EDUCATION

NO	OBJECTIVES OF THE STRATEGY	STRATEGIES	ACTIVITIES	ANNUAL BUDGET (ESTIMATION OF COST)					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
1.	To increase the number of secondary schools from 4 in 2017 to 9 by	-To involve village local governments -To involve Ward Development	-Conducting meetings in all five wards -carrying of stones, bricks and other	125,000,000	125,000,000	125,000,000	125,000,000	125,000,000	625,000,000

NO	OBJECTIVES OF THE STRATEGY	STRATEGIE S	ACTIVITIES	ANNUAL BUDGET (ESTIMATION OF COST)					
				2016/2 017	2017/201 8	2018/2019	2019/2020	2020/2021	TOTAL
	2021/2022	Committees -To involve non- government organizations	building materials. -supervision.						
2.	To increase the number of form one students from 775 to 1375 by 2021/2022	-To enroll students -To increase the pass rate	Enrollment of new students	7,000, 000	7,700,00 0	8,470,000	23,170,000		
3.	To increase the number of classrooms from 49 in 2017 to 125 by 2021/2022.	- To involve village local governments -To involve school boards -To involve Ward Development	-Conducting meetings in all five wards -carrying of stones, bricks and other building materials. -supervision	20,000 ,000	22,000,0 00	32,000.000	42,000,000	46,000,000	162,000,0000

NO	OBJECTIVES OF THE STRATEGY	STRATEGIE S	ACTIVITIES	ANNUAL BUDGET (ESTIMATION OF COST)					
				2016/2 017	2017/201 8	2018/2019	2019/2020	2020/2021	TOTAL
		Committees -To involve non- government organizations							
4.	To increase the number of chairs and tables for teachers from 69 in 2017 to 270 by 2021/2022	- To involve village local governments -To involve school boards -To involve non- government organizations	-Conducting meetings in all five wards -carrying of stones, bricks and other building materials. -supervision	50,000 ,000	55,000,0 00	30,000,000	135,000,00 0	135,0000,0000	405.000,000
5.	To increase the number of desks from 1582 in 2017 to 2556 by	- To involve village local government -To involve school	-Conducting meetings in all five wards -carrying of stones, bricks	64,000 ,000	70,400,0 00	77,440,000	211,840,00 0	77.000,000	499,000,0000

NO	OBJECTIVES OF THE STRATEGY	STRATEGIE S	ACTIVITIES	ANNUAL BUDGET (ESTIMATION OF COST)					
				2016/2 017	2017/201 8	2018/2019	2019/2020	2020/2021	TOTAL
	2021/2022	committees -To involve non- government organizations	and other building materials. -supervision						
6.	To increase the number of staff houses from 28 in 2016 to 240 by 2021/2022	- To involve village local government -To involve school committees -To involve non- government organizations	Conducting meetings in all five wards -carrying of stones, bricks and other building materials. Building pit latrines.	50,000 ,000	55,000,0 00	65,000,000	170,000,00 0	65,000,000	405,000,000
7.	To increase the number of chairs and tables from 69 in 2016 to	- To involve village local governments -To involve school	Conducting meetings in all five wards - Buying timbers -Making of	50,000 ,000	55,000,0 00	30,000,000	135,000,00 0	50,000,000	320,000,000

NO	OBJECTIVES OF THE STRATEGY	STRATEGIE S	ACTIVITIES	ANNUAL BUDGET (ESTIMATION OF COST)					
				2016/2 017	2017/201 8	2018/2019	2019/2020	2020/2021	TOTAL
	270 by 2021/2022	boards -To involve non- government organizations	chairs and tables. -Supervision						
8.	To increase the ratio of books to students from 1:3 in 2016 to 1:1 by 2021/2022	- To involve village local governments -To involve school boards -To involve Ward Development Committees -To involve non- government organizations	- Buying books -Suppling books to All Schools	24,450 ,000	24,450,0 00	24,450,000	24,450,000	24,450,0000	122,250,0000
9.	To increase the	-To involve	Follow-ups	19,000	19,000,0	19,000,000	19,000,000	19,000,000	95,000,000

NO	OBJECTIVES OF THE STRATEGY	STRATEGIE S	ACTIVITIES	ANNUAL BUDGET (ESTIMATION OF COST)					
				2016/2 017	2017/201 8	2018/2019	2019/2020	2020/2021	TOTAL
	pass rate of form four students from 67.2% in 2016 to 77.7% by 2021/2022	DSEO -DSAO To involve school boards -WEC -Teachers -Students	making sure that teaching is conducted properly – preparation of mean competition examinations -Conducting workshops on how to teach complicated topics To conduct INSET training to teachers - Controlling truants at schools	,000	00				
10.	To maintain the pass rate by	-To involve	-Buying books	3,300,	3,300,00	3,630,000	3,300,000	3,300,000	16,500,000

NO	OBJECTIVES OF THE STRATEGY	STRATEGIE S	ACTIVITIES	ANNUAL BUDGET (ESTIMATION OF COST)					
				2016/2 017	2017/201 8	2018/2019	2019/2020	2020/2021	TOTAL
	100% in 2016 to 2021/2022	DSEO -DSAO -School boards -WEC -Teachers -Students		000	0				
11.	To have efficiency transport facilities	To allocate fund in the budget	To purchase a land cruiser hardtop		150,000,000				150,0000,0000

1.1 SECONDARY EDUCATION

NO	OBJECTIVES OF THE STRATEGY	STRATEGIES	ACTIVITIES	2016/2 017	2017/ 2018	2018/2 019	2019 /202 0	2020/2 021	CRITERIA FOR SURVEILLANCE
1.	To increase the number of secondary schools from 4 in 2017 to 9 by 2021/2022	-To involve village local governments -To involve Ward Development Committees	-Conducting meetings in all five wards -carrying of stones, bricks and other						VEOs Report WEOs Report - WECs Report -Quarterly implementation report

NO	OBJECTIVES OF THE STRATEGY	STRATEGIES	ACTIVITIES	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	CRITERIA FOR SURVEILLANCE
		-To involve non-government organizations	building materials. -supervision						-Revenue and expenditure report
2.	To increase the number of form one students from 775 to 1375 by 2021/2022	-To enroll students -To increase the pass rate	Enrollment of new students	←				→	- Head Teachers' report - WEOs Report - WECs Report
3.	To increase the number of classrooms from 49 in 2017 to 125 by 2021/2022.	- To involve village local governments -To involve school boards -To involve Ward Development Committees -To involve non-government organizations	-Conducting meetings in all five wards -carrying of stones, bricks and other building materials. -supervision	←				→	- VEOs Report WEOs Report - WECs Report -Quarterly implementation report -Revenue and expenditure report
4.	To increase the number of chairs and tables for teachers from 69 in 2017 to 270 by	- To involve village local governments -To involve school boards	-Conducting meetings in all five wards -carrying of stones,	←				→	VEOs Report WEOs Report - WECs Report -Quarterly

NO	OBJECTIVES OF THE STRATEGY	STRATEGIES	ACTIVITIES	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	CRITERIA FOR SURVEILLANCE
	2021/2022	-To involve non-government organizations	bricks and other building materials. -supervision						implementation report -Revenue and expenditure report
5.	To increase the number of desks from 1582 in 2017 to 2556 by 2021/2022	- To involve village local government -To involve school committees -To involve non-government organizations	-Conducting meetings in all five wards -carrying of stones, bricks and other building materials. -supervision						VEOs Report WEOs Report - WECs Report -Quarterly implementation report -Revenue and expenditure report
6.	To increase the number of staff houses from 28 in 2016 to 240 by 2021/2022	- To involve village local government -To involve school committees -To involve non-government organizations	Conducting meetings in all five wards -carrying of stones, bricks and other building materials. Building pit latrines.						VEOs Report WEOs Report - WECs Report -Quarterly implementation report -Revenue and expenditure report

NO	OBJECTIVES OF THE STRATEGY	STRATEGIES	ACTIVITIES	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	CRITERIA FOR SURVEILLANCE
7.	To increase the number of chairs and tables from 69 in 2016 to 270 by 2021/2022	<ul style="list-style-type: none"> - To involve village local governments -To involve school boards -To involve non-government organizations 	<ul style="list-style-type: none"> Conducting meetings in all five wards - Buying timbers -Making of chairs and tables. -Supervision 						VEOs Report VEOs Report - WECs Report -Quarterly implementation report -Revenue and expenditure report
8.	To increase the ratio of books to students from 1:3 in 2016 to 1:1 by 2021/2022	<ul style="list-style-type: none"> - To involve village local governments -To involve school boards -To involve Ward Development Committees -To involve non-government organizations 	<ul style="list-style-type: none"> - Buying books -Suppling books to All Schools 						Head Teachers' report - WEOs Report - WECs Report

NO	OBJECTIVES OF THE STRATEGY	STRATEGIES	ACTIVITIES	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	CRITERIA FOR SURVEILLANCE
9.	To increase the pass rate of form four students from 67.2% in 2016 to 77.7% by 2021/2022	-To involve DSEO -DSAO To involve school boards -WEC -Teachers -Students	- To conduct Monitoring on Teaching and Learning. -Operation on Mock Examination -Conducting workshops on how to teach complicated topics - Controlling truants at schools						Head Teachers' report - WEOs Report - WECs Report -Quarterly implementation report
10.	To maintain the pass rate by 100% in 2016 to 2021/2022	-To involve DSEO -DSAO -School boards -WEC -Teachers -Students	-Buying books						- Head Teachers' report - WEOs Report - WECs Report -Quarterly implementation report

HEALTH SECTOR

1.2.3. MAIN OBJECTIVE.

Area of the main objective: Improve access, quality, equality, and equitable social services delivery.

S/NO	AIM OF THE STRATEGIC	STRATEGY	RESPONSIBLE PERSON	AREAS OF RESULTS
1.	Shortage of medicine, medical equipment's and diagnostic supplies in Health facilities reduced from 44% to 38% by 2020.	-To procure medicine, medicine, medical equipment's and diagnostic supplies in Health facilities -To distribute procure medicine, medicine, medical equipment's and diagnostic supplies in Health facilities	DPHARM/DMO	100% availability of medicine, medicine, medical equipment's and diagnostic supplies in Health facilities.
2.	To procure at least 2 fridge, 2 freezer and 4 cooler boxes for storage and transfer of blood units and blood samples in HC by year 2020/2021.	-To procure 2 fridge, 2 freezer and 4 cooler boxes.	DRCHco	100% procured 2 fridge, 2 freezer and 4 cooler
3.	To conduct 2 days refresher training to 6 Laboratory staff from each Health facility producing blood components by year 2020/2021	-80% of health transfusion facilities received 80% of their safe blood requirement.	DRCHco	Number of laboratory staff trained
4.	To conduct 2 days on comprehensive PMTCT training to 15 health care workers from PMTCT sites by year 2020/2021.	Reduce Mother to Child HIV transmission from 8.6% to below 5% by 2020	DRCHco	Number of Health care workers
5.	To conduct 2 days on BEmONC training to 14 midwives from dispensary, health center by year 2020/2021	70% of health centers and dispensaries provide Basic EmOC by 2020	DRCHco	80% of BEmONC training to midwives conducted
6.	To conduct quarterly preventive and maintenance of medical	100% of health centers and Dispensaries conducted	DHS/DMO	100% of maintenance of medical equipment

S/NO	AIM OF THE STRATEGIC	STRATEGY	RESPONSIBLE PERSON	AREAS OF RESULTS
	equipment for Mamba and Usevya by year 2020/2021.	maintenance of medical equipment.		
7.	To conduct 2 days training to 20 staffs participating in blood collection activities by year 2020/2021.	60% of staff participate in blood collection	DLT/DMO	20 staffs participate in blood collection
8.	To conduct 5 days FP week events on quarterly basis by 4 service provides and 2 supervisors by year 2020/2021.	80% conducted Family plan in five days on quarterly	DRCH/DMO	Number of staff provide Family plan.
9.	To conduct 2 days quarterly services cancer screening at Mamba and Usevya to identify women at risk by year 2020/2021	80% of women identify cervical cancer	DRCH/DMO	Number of women identified
10.	To procure 4 delivery kits of essential equipment's and commodities for Mamba and Usevya by year 2020/2021	95% of essential equipment and commodities procured	DPHARM/DMO	Number of essential equipment and commodities procured
11.	To conduct 2 days training on Mother and child cohort monitoring system from all PMTCT sites to 13 service providers by year 2020/2021	80% of mother and child cohort monitoring system from all PMTCT site	PMTCTco/DMO	Number of staff trained
12.	To conduct quarterly ordering of 3 kits of quality assured ant malaria doses to 2 public health facilities by year 2020/2021	60% of ant malaria procured	Malaria FP/DMO	Number of ant malaria procured
13.	To procure and install ITNs to Inpatient department to Mamba and Usevya health center by year 2020/2021	90% of ITNs procured	Malaria FP/DMO	Number of ITNs procured
14.	To conduct screening for people with alcohol problems and	80% of screen for people with	DMO	Number for people with alcohol

S/NO	AIM OF THE STRATEGIC	STRATEGY	RESPONSIBLE PERSON	AREAS OF RESULTS
	management of alcohol abuse of early diagnosis and referral of patients 2020/2021	alcohol problems and management of alcohol abuse		problems and management of alcohol abuse
15.	To conduct 3 days training on proper management of injuries and surgical care to 12 health care workers by 2020/2021	70% of health workers trained on proper management of injuries and surgical care	DMO	Number of health workers trained on proper management of injuries and surgical care
16.	To procure 4 first aid kits for Mamba and Usevya health center by 2020/2021	95% of first aid kits procured	DPHARM/DMO	Number of first aid kits procured
17.	To procure cartons of liquid soap, towels, buckets with cork for hand washing and alcohol hand rub by year 2020/2021	80% of cartons of liquid soap, towels, buckets with cork for hand washing and alcohol hand procured	DPHARM/DMO	Number of cartons of liquid soap, towels, buckets with cork for hand washing and alcohol hand procured
18.	To procure and construct rain harvesting tanks for health facilities by year 2020/2021	75% of procure and construct rain harvesting tanks for health facilities	DHS/DMO	Number of procure and construct rain harvesting tanks for health facilities
19.	To procure cartons of essential equipment for waste segregation (color coded bins ,safety boxes, stainless steel bucket for placenta) by year 2020/2021	85% of cartons of essential equipment for waste segregation (color coded bins ,safety boxes, stainless steel bucket for placenta)	DPHARM/DMO	Number cartons of essential equipment for waste segregation (color coded bins ,safety boxes, stainless steel bucket for placenta)
20.	To create good working condition environmental by providing facility with refreshment to day and night shift staffs for 2 health facility by year 2020/2021	80% of staffs create good working condition environmental by providing facility with refreshment to day and night	DPHARM/DMO	Number of staffs create good working condition environmental by providing facility with refreshment to day and night
21.	To facilitate award for best to 8 employees during May day by year 2020/2021	90% of health workers provide award	DHS /DMO	Number of health workers provide award

S/NO	AIM OF THE STRATEGIC	STRATEGY	RESPONSIBLE PERSON	AREAS OF RESULTS
22.	To provide emergency health care services after normal hours to 56 health care workers at 2 health centers by year 2020/2021	100% of provide emergency health care services after normal hours to 56 health care workers at 2 health centers	DHS/DMO	Number of health care provide training
23.	To conduct biannual meeting with stake holders supporting community based health services by year 2020/2021	78% of conduct biannual meeting with stake holders supporting community based health services	DHS /DMO	Number of meeting conducted
24.	To conduct mapping and coordination 10 tradition and alternative health practitioners association in the council by year 2020/2021	90% of mapping and coordination 10 tradition and alternative health practitioners association	DHS /DMO	Number of mapping tradition and alternative identified
25.	To conduct 1 day CCHP pre-planning meeting all stakeholders who Health center and one representative from CHMTs members by year 2020/2021	CCHP pre-planning meeting all stakeholders who Health center and one representative from CHMTs members	DHS /DMO	Number of meeting conducted

FORM NO .2 (A) DEPARTMENT OF HEALTH.

S/N O	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	ESTIMATION OF COST PER YEAR (BUDGET)					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
1.	Shortage of medicine, medical equipment's and diagnostic supplies in Health facilities reduced from 44% to 38% by	-To procure medicine, medicine, medical equipment's and diagnostic supplies in Health facilities -To distribute procure medicine, medicine, medical equipment's and diagnostic	To procure 1 kit of medicine, medical equipment's and diagnostic supplies for Mamba and Usevya by June 2018.	57,019,200	84,391,200	96,489,000	109,012,000	118,900,200	129,349,000

S/N O	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	ESTIMATION OF COST PER YEAR (BUDGET)					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
	2020.	supplies in Health facilities							
2.	To procure at least 2 fridge, 2 freezer and 4 cooler boxes for storage and transfer of blood units and blood samples in HC by year 2020/2021.	-To procure 2 fridge, 2 freezer and 4 cooler boxes.	To procure at least 2 fridge, 2 freezer and 4 cooler boxes for storage and transfer of blood units and blood samples in HC by June 2018.	4,000,000	5,500,000	6,050,000	6,655,000	7,315,000	12,515,500
3.	To conduct 2 days refresher training to 6 Laboratory staff from each Health facility producing blood components by year 2020/2021.	-80% of health transfusion facilities received 80% of their safe blood requirement.		4,000,000	5,500,000	6,050,000	6,655,000	7,315,000	12,515,500
4.	To conduct 2 days on BEmONC training to 14 midwives from dispensary, health center by year 2020/2021	70% of health centers and dispensaries provide Basic EmOC by 2020	- To conduct 2 days on BEmONC training to 14 midwives from dispensary, health center by June 2018.	27,500,000	30,250,000	33,275,000	36,602,500	40,262,750	167,890,250

S/N O	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	ESTIMATION OF COST PER YEAR (BUDGET)					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
5.	To conduct quarterly preventive and maintenance of medical equipment for Mamba and Usevya by year 2020/2021.	100% of health centers and Dispensaries conducted maintenance of medical equipment.	- To conduct quarterly preventive and maintenance of medical equipment for Mamba and Usevya by June 2018.	2,500,000	2,750,000	3,025,000	3,327,500	3,660,250	15,262,750
6.	To conduct 2 days training to 20 staffs participating in blood collection activities by year 2020/2021.	60% of staff participate in blood collection	- To conduct 2 days training to 20 staffs participating in blood collection activities by year by June 2018.	25,000,000	27,500,000	30,250,000	33,275,000	36,602,500	152,627,500
7.	To conduct 5 days FP week events on quarterly basis by 4 service provides and 2 supervisors by year 2020/2021.	80% conducted Family plan in five days on quarterly	To conduct 5 days FP week events on quarterly basis by 4 service provides and 2 supervisors by June 2018.	15,000,000	16,500,000	18,150,000	19,965,000	21,961,500	91,576,500

S/N O	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	ESTIMATION OF COST PER YEAR (BUDGET)					
				2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	TOTAL
8.	To conduct 2 days quarterly services cancer screening at Mamba and Usevya to identify women at risk by year 2020/2021	80% of women identify cervical cancer	- To conduct 2 days quarterly services cancer screening at Mamba and Usevya to identify women at risk by year by June 2018.	37,000,000	40,700,000	44,770,000	49,247,000	54,171,700	225,888,000
9.	To procure 4 delivery kits of essential equipment's and commodities for Mamba and Usevya by year 2020/2021	95% of essential equipment and commodities procured	To procure 4 delivery kits of essential equipment's and commodities for Mamba and Usevya by June 2017	20,000,000	22,000,000	24,200,000	26,620,000	29,282,000	121,102,000

S/NO	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	IMPLEMENTATION STRATEGY																CRITERIA FOR SURVEILLANCE				
				2016/2017				2017/2018				2018/2019				2019/2020					2020/2021			
1.	Shortage of medicine, medical equipment's and diagnostic supplies in Health facilities reduced from 44% to 38% by 2020.	To procure medicine, medicine, medical equipment's and diagnostic supplies in Health facilities	To procure 1 kit of medicine, medical equipment's and diagnostic supplies for Mamba and Usevya by June 2018.																					
2.	To procure at least 2 fridge, 2 freezer and 4 cooler boxes for storage and transfer of blood units and blood samples in HC by year 2020/2021.	-To procure 2 fridge, 2 freezer and 4 cooler boxes.	To procure at least 2 fridge, 2 freezer and 4 cooler boxes for storage and transfer of blood units and blood samples in HC by June 2018..																					
3.	To conduct 2 days refresher training to 6 Laboratory staff	-80% of health transfusion facilities	To conduct 2 days refresher training to 6																					



S/NO	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	IMPLEMENTATION STRATEGY																CRITERIA FOR SURVEILLANCE				
				2016/2017				2017/2018				2018/2019				2019/2020					2020/2021			
	from each Health facility producing blood components by year 2020/2021	received 80% of their safe blood requirement.	Laboratory staff from each Health facility producing blood components by year 2020/2021																					
4.	To conduct 2 days on comprehensive PMTCT training to 15 health care workers from PMTCT sites by year 2020/2021.	Reduce Mother to Child HIV transmission from 8.6% to below 5% by 2020	To conduct 2 days on comprehensive PMTCT training to 15 health care workers from PMTCT sites by June 2018.																					
5.	To conduct 2 days on BEmONC training to 14 midwives from dispensary, health center by year 2020/2021	70% of health centers and dispensaries provide Basic EmOC by 2020	- To conduct 2 days on BEmONC training to 14 midwives from dispensary,																					

S/NO	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	IMPLEMENTATION STRATEGY																				CRITERIA FOR SURVEILLANCE
				2016/2017				2017/2018				2018/2019				2019/2020				2020/2021				
			health center by June 2018.																					
6.	To conduct quarterly preventive and maintenance of medical equipment for Mamba and Usevya by year 2020/2021.	100% of health centers and Dispensaries conducted maintenance of medical equipment.	- To conduct quarterly preventive and maintenance of medical equipment for Mamba and Usevya by June 2018.																					
7.	To conduct 2 days training to 20 staffs participating in blood collection activities by year 2020/2021.	60% of staff participate in blood collection	- To conduct 2 days training to 20 staffs participating in blood collection activities by year by June 2018.																					

S/NO	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	IMPLEMENTATION STRATEGY																CRITERIA FOR SURVEILLANCE				
				2016/2017				2017/2018				2018/2019				2019/2020					2020/2021			
10.	To procure 4 delivery kits of essential equipment's and commodities for Mamba and Usevya by year 2020/2021	95% of essential equipment and commodities procured	To procure 4 delivery kits of essential equipment's and commodities for Mamba and Usevya by June 2017																					
11.	To conduct 2 days training on Mother and child cohort monitoring system from all PMTCT sites to 13 service providers by year 2020/2021	80% of mother and child cohort monitoring system from all PMTCT site	To conduct 2 days training on Mother and child cohort-monitoring system from all PMTCT sites to 13 service providers by June 2018.																					
12.	To conduct quarterly ordering of 3 kits of quality	60% of ant malaria procured	To conduct quarterly ordering of 3 kits of																					

S/NO	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	IMPLEMENTATION STRATEGY																				CRITERIA FOR SURVEILLANCE
				2016/2017				2017/2018				2018/2019				2019/2020				2020/2021				
	assured ant malaria doses to 2 public health facilities by year 2020/2021		quality assured ant malaria doses to 2 public health facilities by June 2018.																					
13.	To procure and install ITNs to Inpatient department to Mamba and Usevya health center by year 2020/2021		To procure and install ITNs to Inpatient department to Mamba and Usevya health center by June 2018.																					
14.	To conduct screening for people with alcohol problems and management of alcohol abuse of early diagnosis and referral of	80% of screen for people with alcohol problems and management of alcohol abuse	To conduct screening for people with alcohol problems and management of alcohol abuse of																					

S/NO	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	IMPLEMENTATION STRATEGY																				CRITERIA FOR SURVEILLANCE
				2016/2017				2017/2018				2018/2019				2019/2020				2020/2021				
	patients 2020/2021		early diagnosis and referral of patients by June 2018.																					
15.	To conduct 3 days training on proper management of injuries and surgical care to 12 health care workers by 2020/2021	70% of health workers trained on proper management of injuries and surgical care	To conduct 3 days training on proper management of injuries and surgical care to 12 health care workers by June 2018.																					
16.	To procure 4 first aid kits for Mamba and Usevya health center by 2020/2021	95% of first aid kits procured	To procure 4 first aid kits for Mamba and Usevya health center by June 2018.																					

S/NO	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	IMPLEMENTATION STRATEGY																CRITERIA FOR SURVEILLANCE					
				2016/2017				2017/2018				2018/2019				2019/2020					2020/2021				
17.	To procure cartons of liquid soap, towels, buckets with cork for hand washing and alcohol hand rub by year 2020/2021	80% of cartons of liquid soap, towels, buckets with cork for hand washing and alcohol hand procured	To procure cartons of liquid soap, towels, buckets with cork for hand washing and alcohol hand rub by June 2018.																						
18.	To procure and construct rain harvesting tanks for health facilities by year 2020/2021	75% of procure and construct rain harvesting tanks for health facilities	To procure and construct rain harvesting tanks for health facilities by June 2018.																						
19.	To procure cartons of essential equipment for waste segregation	85% of cartons of essential equipment for waste segregation (color coded	To procure cartons of essential equipment for waste segregation																						

S/NO	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	IMPLEMENTATION STRATEGY																CRITERIA FOR SURVEILLANCE				
				2016/2017				2017/2018				2018/2019				2019/2020					2020/2021			
	(color coded bins ,safety boxes, stainless steel bucket for placenta) by year 2020/2021	bins ,safety boxes, stainless steel bucket for placenta)	(color-coded bins, safety boxes, stainless steel bucket for placenta) by June 2018.																					
20.	To create good working condition environmental by providing facility with refreshment to day and night shift staffs for 2 health facility by year 2020/2021	80% of staffs create good working condition environmental by providing facility with refreshment to day and night	To create good working condition environmental by providing facility with refreshment to day and night shift staffs for 2-health facility by June 2018.																					
21.	To facilitate award for best to 8 employees	90% of health workers provide award	To facilitate award for best to 8																					

S/NO	AIM OF THE STRATEGY	STRATEGY	ACTIVITIES	IMPLEMENTATION STRATEGY																		CRITERIA FOR SURVEILLANCE		
				2016/2017			2017/2018			2018/2019			2019/2020			2020/2021								
24.	To conduct mapping and coordination 10 tradition and alternative health practitioners association in the council by year 2020/2021	90% of mapping and coordination 10 tradition and alternative health practitioners association	To conduct mapping and coordination 10 tradition and alternative health practitioners association in the council by 2018.																					
25.	To conduct 1 day CCHP pre-planning meeting all stakeholders who Health center and one representative from CHMTs members by year 2020/2021	CCHP pre-planning meeting all stakeholders who Health center and one representative from CHMTs members	To conduct 1 day CCHP pre-planning meeting all stakeholders who Health center and one representative from CHMTs members by June 2018.																					

CHAPTER FIVE

IMPLEMENTATION, MONITORING, EVALUATION FRAMEWORKS AND RISK ANALYSIS

5.1 Implementation

The District Executive Director (DED), who is the Chief Executive Officer of the Council shall be responsible and accountable for the implementation of the Mpimbwe District Council's (2016/2017 – 2020/2021) Strategic Plan. DED will be an overseer for the Strategic Plan implementation. The DED with the support of the Management team shall regularly report to the Full Council with regards to the Plan implementation and its overall performance.

For the successful coordination of all thematic areas, the Planning Statistics and Monitoring Department is dedicated to coordinate and provide oversight on the implementation, monitoring and evaluation of the strategic plan. Thus, the respective Departments and Units/Sections shall be responsible for the day-to-day operationalization of the Strategic Plan with a helping hand from the key stakeholders from within and outside the District boundary.

5.2 Monitoring

Monitoring and evaluation are essential feedback mechanisms within the adaptive management framework to keep the strategic plan dynamic and responsive to changing conditions. Monitoring and evaluation provide the public and partners with information on the progress and results of the strategic plan implementation. Monitoring of the Mpimbwe District Council's Strategic plan includes both simple observation of the results of planned activities and more rigorous and systematic data collection, to provide a basis for periodic evaluation of the plan.

Therefore monitoring implementation of the plan shall be a continuous process. Its objectives shall include the following:

- Determine whether implementation is focused on the fulfillment of the vision and mission of the District Council
- Facilitate review of the implementation process
- Facilitate feedback to management which is necessary for decision making
- Ensure that strategic objectives are being accomplished within the expected timeframe and taking necessary measures for timely implementation
- Ensure that the activities are carried out as planned, and that any deviations are corrected promptly
- Ensure that financial discipline as a cornerstone for proper and prudent use of resources is sustained.

Monitoring reports shall be prepared quarterly, semi-annually and annually and shall be presented by the Head of the planning statistics and monitoring department to the organs representing Mpimbwe District Council Community members such as the Council Management Team (CMT) and Full Council. In order that the progress reports presented are adequately informative, precise and therefore credible, Table 5.1 shall guide the format of the progress reports.

Table 5.1: Example of quarterly progress report

S/No	Strategic objective	Targets	Strategy	Indicator	Baseline	Data Source	Frequency	Responsible Person

A part from reporting at the various Council committees, there shall be one internal review meeting which will be conducted annually, bringing together the representative of all internal stakeholders to review the strategic plan implementation process, once in two years. These meetings will also involve external stakeholders. These meetings together with the discussions in various committees will provide opportunities to enhance awareness and ownership of the strategic plan.

5.3 Evaluation

In order to assess the Plan performance, there shall be annual Plan Evaluation exercises for the entire plan period. In order to match activity funding with plan implementation, evaluation and review; is recommended that the evaluation exercises are conducted at the end of the financial year. Two types of evaluations are further recommended. These are Interim Evaluation to be conducted after two and half years and to be carried out by internal evaluators. The second type of evaluation to be carried at the end of the planned period (Five years) using external evaluators with the assistance from internal evaluators. These reports, including the quarterly ones, shall form the basic inputs of updating and rolling over the planned but unexecuted activities of the Strategic Plan activities.

Specifically, the evaluation of the Mpimbwe District Council Strategic Plan (2016/17 – 2020/21) shall largely aim at:

- i. Establishing whether the Council is mobilizing adequate resources and the use of such scarce resources is justifiable.
- ii. Assessing the reasons given with regards to success or failure in achieving implementation targets
- iii. Understanding whether the Plan implementation is achieving desired impact in fulfilling the Mpimbwe District Council vision and mission

During evaluation, performance indicators or evidence that shows the extent of the strategic plan implantation progress will be developed. These will be a base to determine success or failure of the plan. Moreover, these will help in collecting useful data and in search for required evaluation tools and information sources. Performance indicators as a unit of success will be both quantitative (Number of people served with a particular service and number of services delivered) and qualitative (such as positive or negative feedback, problems, complaints, and comments).

5.4 Review

Plan review is important in order to remain focused in realizing the Mpimbwe District Council core missions, strategic objectives, targets and therefore stay the course to the vision. Plan reviews shall be triggered by the results of evaluation activities. That is, plan reviews are meant to be responsive to

the shortcomings in the course of plan implementation. There shall be minor plan reviews annually, medium plan reviews after one and half years and a major Plan review after three years.

5.5 Risks Management and Assumptions

For the successful implementation of Mpimbwe District Councils' Strategic Plan risk, management will presupposes the strengthening of existing analysis, management and communication capacities and calls for the need to set up and implement preventive, mitigation and reactive plans. Systematic management of risk at all levels of the District council and at each stage of programming will improve planning efficiency and service delivery, and will allow better and more reliable decision-making. Risk management therefore will form an integral part of strategic plan implementation and results based management (Table 5.2).

Table 5.2: For risk management in Mpimbwe District Council, the following risks were identified for mitigation

SNO.	RISK CATEGORY	ILLUSTRATION ISSUE TO CONSIDER
1.	Environmental	Invasion of some villages by wild animals
2.	Economic	Budget deficit from internal source of fund. Fluctuation of exchange rates
3.	Socio-cultural	Demographic change might affect demand for services; stakeholder expectations change
4.	Technological	Obsolescence of current systems Cost of procuring best technology available Ability to seize opportunity arising from technological development
5.	Legal or regulatory	Regulation changes, laws/regulations which impose requirements
6.	Programmatic	Un adapted, ill-conceived or overly ambitious sector programmes
7.	Organizational/ administration	general Heavy bureaucratic procedures and lack of flexibility leading to time delays Dividing up of common budget earmarked for one theme/field of activity between several teams / sectors reduces delivery possibilities and ability for effective follow-up.
8.	Human capital / people risks	Human Resource (staff capacity / skills / recruitment) Ability to attract and retain qualified staff Loss of institutional memory if short-term staff are not retained or with the use of consultants

SNO.	RISK CATEGORY	ILLUSTRATION ISSUE TO CONSIDER
9.	Integrity	Risks relating to regularity and propriety / compliance with relevant requirements / ethical considerations Corruption and fraud
10.	Information technology	Reliability of information used for project management / monitoring Risks linked to information (inadequate information preventing sound decision making, lack of privacy and data protection, unreliable or inadequate databases and IT technology)
11.	Financial	Insufficient project funding, poor budget management Inadequate use of funds, failure to deliver activity within a set budget frame

5.5.1 Risk Mitigation

In controlling the identified risks, the Mpimbwe District Council shall adopt some mitigation measures for smooth implementation of the strategic plan.

(i) To increase efficiency

To maximize its impact, an organization has to take risks. Managing risk enables Mpimbwe District Council to take the lead in its field of competence and achieve better results especially working in adverse or unreliable environments. Risk management facilitates decision making and priority-setting and thus contributes to achieving the organization's objectives more efficiently.

(ii) To increase the credibility of the organization

Risk management improves results and gives assurance to member states and other stakeholders that goals will be met and thus improves the organization's credibility and reputation. Effective risk management enables us to avoid costly surprises both in terms of spending and credibility or reputation.

(iii) Wisely allocation of resources by the management team

Having conducted risk management will help the Mpimbwe District Councils' senior management to plan strategically, allocate resources more wisely. It enables more responsible decision-making and helps to constrain threats to the organization. Monitoring the results of risk management will become a part of performance auditing ensuring a closer link between expected outcomes, results and evaluation. Existing management and reporting mechanisms will be used in order not to increase staff workload.

(iv) To facilitate innovation field

To be innovative implies taking risks. Risk management encourages staff to take risks wisely, which means it supports innovation while insuring prudent decision making and maintaining stakeholder trust.

(v) To foster a supportive work environment for self-reliance

Risk management serves as a tool for analyzing causes and consequences of difficult situations rationally and systematically. This enables staff to account for risk management decisions by explaining reasons and evidence on which they are based and thus increases confidence and self-reliance. It is a tool for proactive thinking, learning from experience and for improving teamwork. It leads to improved stewardship and accountability.

For the Strategic objectives of this strategic plan (2016/2017-2020/2021) to be achieved, the following are the major assumptions, which need close monitoring and timely response by Mpimbwe District Council management.

- Continued good conducive political and socio-economic environment
- Continued willingness of stakeholders to support and respond effectively to the needs of Mpimbwe District Council in implementing the strategic plan
- Improved conditions for effective staff retention and motivation.
- Timely disbursement of fund from Central government
- Continued provision of technical support, policies, guidelines and financial support from respective ministries
- Continues stability and improved economic growth of the country
- Continued good leadership at the District council level
- Community participation in contribution to the development projects.

LIST OF DISTRICT COUNCIL'S TECHNICAL TEAM INVOLVED IN THE PREPARATION OF STRATEGIC PLAN

NO.	NAME	POSITION	MOBILE NO.
1.	ERASTO N. KIWALE	DED	0754332772
2.	PASTORY M. LUKANGALA	DPLO	0752654061
3.	SAKA MOUK	Ag.DSEO/DEMO	0769722082
4.	EVALINE P. MERAY	DLNRO	0754526243
5.	KENNETH NZILANO	DAICO	0762719044
6.	SAADI NYAGAWA	DLFO	0754235188
7.	AMANDO KANONDO	DEOp	0753297334
8.	HABIBA NGIGWA	SLO	0753954260
9.	ELIAZA KIDJOUT	DT	0754302070
10.	MALEGULA MOSHI	HRO.	0787513595
11.	HUSSEIN LUFULONDAMA	HRO	0755348115

NO.	NAME	POSITION	MOBILE NO.
12.	JUHUDI A. KITIWILI	ECONOMIST	0767990855
13.	LUKAS KOMBE	ECONOMIST	0764717105
14.	PAUL IBRAHIM KAHOYA	ECONOMIST	0766989555
15.	CHAILA LUPINDU	DS	0762506889
16.	RACHEL KALIMBO	Ag.DBO	0753475860
17.	ISAAC GILBERT	DWE	0752405477
18.	SAID RASHID ALI	Ag. DIA	0762704479
19.	LUKAS MROPE	DHS	0766520008
20.	ENG MANENO MAKORONGO	DWE	0764295800
21.	KIBI MSAKA	ACCOUNTANT	0786137725
22.	STANLEY KIRITA	ACCOUNTANT	0755806525
23.	MOHAMMED LUNGIA	ACCOUNTANT	0767890270
24.	MAIRA OLUOMBA	ACCOUNTANT	0784827200
25.	BERNARD GEMBA	CHAC	0769167524
26.	SEBASTIAN SIWALE	DMO	0753737077
27.	MALIFIMBO MALIFIMBO	HPMU	0768816611
28.	ALLY O. NCHURIKA	DBO	0623978098
29.	CHRISTOPHER PONDAMALI	DEOp	0756516405
30.	IGURUTA PETER	SLO	0754948135
31.	GODFRID NKUBA	Ag. DCDO	0764125249
32.	SIBONIKE LAZARO	CC	0755733132
33.	HUSSEIN FUNGAMEZA	TECH	0786444542
34.	MSEMO MAVARE	DEOs	0718144422
35.	JABIR MAKOMBE	DHRO	0757698894
36.	LUKAS NYAMBARA	DFO	0752006161
37.	DICKSON MWENDA	DTP	0763221572
38.	MOSES LUMBWE	DRIVER	0756953596