

**THE UNITED REPUBLIC OF TANZANIA
PRIME MINISTER'S OFFICE
REGIONAL ADMINISTRATION AND LOCAL GOVERNMENT**



**SENGEREMA DISTRICT
COUNCIL**

STRATEGIC PLAN

(FROM YEAR 2012 – 2015)

DISTRICT EXECUTIVE DIRECTOR
P.O.BOX , 175
SENGEREMA, Tanzania
Tel: 028-2590162, Fax: 028-2590249
Email dedsengerema@ymail.com, Website: www.sengerema.go.tz

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PREFACE

This three years Strategic (2012/2013 - 2014/2015) is aimed at fulfilment of the district council vision and mission so as to attain quality social and economic services to the people which in turn will accelerate economic growth and attain sustainable development.

The strategic plan of 2012/2013 - 2014/2015 emphasis on improving productivity through strengthening of extension services, infrastructure, strengthening of district savings and credit societies (SACCOS) and improvement of fishing equipment for enhanced fisheries production as well as improvement in veterinary services. The said are expected to help to increase production and productivity as well.

Other priority areas during the period of the strategic plan include Financial Management and Accountability, Human Capital Development and Quality Social Services delivery.

Good Governance is the key component consideration in order to bring about conducive environment for social economic development and enhancing peace and security.

In addition, Sengerema District Council has been putting concerted efforts into implementing cross cutting issues of environment, gender and HIV/AIDS through community sensitization, awareness creation and conducive environment creation for women and all disadvantaged groups. Apart from the support of LGCDG System, the UNCDF has established new local empowerment programme namely Support to Local Economy in Mwanza (SLEM) which is piloted in Sengerema and Misungwi Districts assigned the task of empowering the communities especially Marginalized and disadvantaged groups through the main components of capacity building and capital investment.

With respect of HIV/AIDS pandemic, there is continued effort of making the Community to be aware of prevention, community care, treatment and support as well as impact mitigation, considerable effort is being done through public Information, Education and Communication (IEC) in collaboration with TACAIDS, Civic societies organizations (CSOs) and other development partners.

The document combines a number of key issues ranging from situation analysis of the District, vision statement and mission .It also defines organisation objectives, targets and develops strategies so as to attain the desired plan. In this document performance indicators have been highlighted including organization chart of the Council .Where necessary data has been given to explain the subject matter.

Finally the Council would like to thank all those who have made this task of preparing SP to be possible. Special appreciations go to the following; Councillors, Ward and village Executive Officers, Division Secretaries ,Political Party Leaders, Religious Leaders ,Civil societies and others.

The Council extends the acknowledgement to all Council technical staffs for their highly contribution to make this document successful.

Last but not least we thank Prof E.Gabriel and MS Devota of Edenconsult CO.Ltd.for their facilitation during the course of preparing this SP.

It is my sincere hope that the 2012/2013 - 2014/2015 Strategic Plan will bring about considerable achievement in our District Socially, economically and politically.



Signature Date

MATHEW NDALAHWA LUBONGEJA

CHAIRMAN

SENGEREMA DISTRICT COUNCIL

EXECUTIVE SUMMARY

The Strategic Plan for 2012/2013 - 2014/2015 of Sengerema District Council has been prepared by putting into consideration MKUKUTA, Vision 2025, Millennium Development Goals (MDGs) and other policy documents.

The main focus during preparation of this Strategic Plan has been guided by the on going socio economic reforms aimed at achieving about macroeconomic stability, to be realized through achieving the set objectives. This document consists of five chapters. Chapter one giving the general overview of the approach used in preparing the strategic plan document, objective of the plan, local government reforms and District socio-economic profile.

Chapter two of the document tries to highlight the review of social and economic services delivery of different sectors as well as SWOT analysis while chapter three consist of the Vision, Mission and strategic objectives.

The District council vision statement states that “Sengerema district council aims at having a learned community with improved standard life, who are living harmoniously and peacefully by June, 2015”.

While its mission statement states that, “Sengerema District Council is to use all available resources from all development partners on equitable and participatory manner, so as to provide high quality service to the entire people, reduce poverty and achieving high economic growth and sustainable development.

The formulation of the vision, mission and core values through stakeholders workshop held in the district were done together with identification of objectives, target and strategies, so as to attain the end results.

Chapter four of the document gives out the targets and strategies which have been derived from the agreed Strategic Objectives. Also it indicates the key indicators, means of verification and responsible person for each target.

Monitoring, evaluation and recommendation are indicated in chapter five of this document.

Lastly but not least, I would like to express my sincere gratitude to all stakeholders participated in preparation of the Sengerema District Strategic Plan for 2012/2013 - 2014/2015.

Signature Date

MADIGA JULIUS (Mr.)

DISTRICT EXECUTIVE DIRECTOR

SENGEREMA

LIST OF ABBREVIATIONS

AIDS-Acquired Immune Deficiency Syndrome
AO-Accounting Officer
BDS-Business Development Shop
CDO-Community Development Officer
CHAC-Council HIV/AIDS Coordinator
CIA-Council Internal Auditor
CO-Cooperative Officer
DALDO-District Agriculture and Livestock Development Officer
DCO-District Cooperative Officer
DED-District Executive officer
DEO-District Executive Director
DHRO-District Human Resource Officer
DLO-District Legal Officer
DMHCO-District Maternal Health Coordinator
DMO-District Medical Officer
DNRO-District Natural Resource Officer
DOTs-Direct Observation treatments
DPLO-District Planning Officer
DSHCO-District School Health Coordinator
DTLCO-District Tuberculosis and Leprosy Coordinator
DVO-District Veterinary Officer
DWE-District Water Engineer
HIV-Human Immune Virus
HMIS-Health Management Information System
HOD-Heads of Departments
HRO-Human Resource Officer
IMCI-Integrated Management of childhood illness
IPT-Intermittent Preventive treatment

ITNs-Impregnated Treated Nets

MFI-Micro Finance Institutions

MTUHA-Mfumo wa Taarifa na usimamizi wa huduma za Afya

MVC-Most Vulnerable Children's

PHAST-Participatory Hygiene and Sanitation Transformation

PLO-Planning Officer

PLWHA-People Living with HIV AIDS

PMCTC-Prevention of mother to child

PMU-Procurement Management Unit

PPO-Public Procurement Officer

SDDH-Sengerema District Designated Hospital

SMS-Subject Matter Specialist

VEO-Village Executive Officer

WEC-Ward Education Officer

WEO-Ward Executive Officer

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CHAPTER ONE

1.0 Introduction:

1.1 Approach adopted in preparation of the plan:

The preparation of this Strategic Plan is in accordance to the requirements of Act No. 9 of 1982 which requires LGA's to prepare three years Strategic Plans to be used as guidelines during preparation of MTEF plans and budgets. In response to the Locally Identified priorities of service delivery and normal routine of annual reviews conducted by communities through opportunity and obstacles to Development (O & OD) in a participatory manner.

1.2 The Purpose of the Strategic Plan:

The Strategic Plan developed as an Instrument of fulfilling the district council's vision, mission and objectives as well as interventions to be carried out. The purpose of this Strategic Plan is as follows:

- Ensures Co-ordination of the people's efforts, minds and local and national resources to attain development objectives set.
- Articulates roles and responsibilities of different sectors (public and private) in achieving the vision and mission.
- To focuses on community identified priorities by all stakeholders in the district council.
- Provides an opportunity to address fundamental questions and to take initiatives to improve performance.
- Enhances monitoring and evaluation of projects for performance improvement.

1.3 Background of Sengerema District Council

Sengerema District Council is among the 8 district Council within Mwanza Region, Located South West of Mwanza City Council. The head quarter of Sengerema District Council is located at Sengerema town, 35 kms from Mwanza City. The district Council has an area of 8,817 square kilometers. Out of this area, 3,335 square kms are dry while 5,482 are covered by water of Lake Victoria.

The main objective of the Council is to deliver services to its people. While the district council has been intended to achieve development vision 2025 aims to achieve the followings:

- ❖ Good quality life to its people.
- ❖ Good governance
- ❖ Educated people as well as with interest of learning.
- ❖ Competitive economy.

In order to attain the objectives and strategies of the national vision, Tanzania has formulated various development plans including those for the National strategy for growth and Reduction of Poverty in Tanzania and local Government reform etc. Sengerema district Council is among the Councils which have been joined with Local Government Reform.

1.4 Local Government Reforms

Sengerema district council is among 11 district councils which were involved in local Government Reform programme started in 1999. While the second phase of the reform started in 2003 where Sengerema District Council is currently implementing 7 steps out of 11. The main objective of local government reform is building capacity reform; the following have been taken into consideration by Sengerema District Council.

- ❖ Reform of Council organization review
- ❖ Administration
- ❖ Public service management
- ❖ Finance

With regard of council organization review, Sengerema district council is at the fifth stage of verification and justification objective and strategies identified by the stakeholders. Other stages already done are the stakeholders' workshops are data collection and analysis and second stake holder's workshop.

1.5 Basic information of the district council

Sengerema district council was introduced in 1975 after being divided from Geita district which was very big, therefore did not delivery administrative services properly to its people.

1.5.1 District council location and its boundaries

Sengerema district Council lies between altitude 2⁰ to 3⁰ south of equator and longitude 31⁰ and 45⁰ East of Greenwich. The district borders with Ukerewe District (an Island in the Lake Victoria) to the North, Ilemela and Nyamagana Districts of Mwanza City to the East, Misungwi District to the South and Geita District to the West.

1.5.2 Area and Population.

The district has an area of 8817 square kilometers of which 3,335 square kilometers are covered by land, while 5,452 square kilometers are covered with water (Lake Victoria and Rivers), the area covered with forest is 677.41 square kilometers of which 638.21 square

Kilometers are covered with planted forest. According to the national census of 2002 the district had a total population of 498,993 people Out of which 253, 018 were males and 254,875 were females, at a growth rate of 3.6% per year.

Based on the annual growth rate, the current population (2009) stands at 639,157 of which 315,068 are males and 324,089 are females.

1.5.3 Administrative structure

Administratively, Sengerema district council is divided into five (5) divisions, thirty four (34) Wards, with one hundred twenty six (126) registered villages). The district council has 35 Councillors inclusive 2 Honorable members of Parliament from Sengerema and Buchosa Constituencies. At the village level there are 126 village chairpersons elected as well as 766 sub-villages chairpersons. In order to ensure participation of the people in development, the District Council established the Sengerema Town Ship Authority .

1.5.4 Weather and climatic conditions.

The district receives short and long rains. The rains start in October and reach the peak in December and end in January. The long rains start in February and end in May. The average temperature ranges from 21⁰C to 23⁰C August is the hottest month. The conducive climate condition (rains and constant temperature) contributes to high production of crops based on two main agro – ecological zones.

1.6 Agro-ecological zones.

1.6.1 Southern Agro – ecological zone:

This zone received rainfall ranging from 900mm to 1200mm per year. This zone covers division of kahunda and Buchosa including wards of Nyamatongo and Buzilasoga in katunguru and Sengerema divisions. The zone is very potential for production of agricultural produce such as maize, paddy, cassava, sweat potatoes, cotton, fruits coffee and legumes. Coffee is produced at a small.

1.6.2 Northern Agro – Ecological zone.

This zone includes divisions of Nyanchenche and Katunguru as well as wards of Tabaruka and Busisi in Sengerema division. This zone receives rainfall ranging from 800mm to 900mm per year. This zone is very potential in crop existing low rainfall such as bulrush millet, groundnuts, cotton, sweat potatoes and cassava.

1.7 Soil Condition.

Soil condition for Sengerema district council is favourable for agricultural in food and cash crops like maize, paddy, cassava, leguminous spp, cotton, sweat potatoes, groundnuts, coffee, sunflowers and vegetables.

Soil is divided into four types namely sandy, clay, sand loam, and clay loan. Due to frequent cultivation of land there is soil infertility. In order to overcome the problem of soil infertility, farmers are using composite manure as well as industrial fertilizers.

1.8 Physical features.

Sengerema district is at 900mm to 1300mm above the sea level. There are hills and up and lower streams which have seasonal rivers in the North West part. The southern East part of the district has flat land with seasonal rivers. Also there are charcoal dams for providing service of water for livestock to village of Buzilasoga, Sima, Nyamizeze, Nyakasungwa, Nyampande and Sotta.

1.9 Economic activities.

The economy of the district mainly is from agriculture sector, whereby more than 80% of its population largely depends on agriculture activities. However contribution of the agriculture sector to the district economy have been affected by unpredictable weather condition, taking into consideration that agriculture sector depends on rainfall, hand hoe and poor infrastructure such as impassable roads throughout the year also affect the sector.

1.10 Per capital income for residence

The district income is estimated to be Tshs. 54,206,820,000/= (for the year 2009). According to this statistics per capita income for Sengerema district residence per year is approximately Tshs. 305,000/=. The contribution of agriculture sector to the district income is approximately 80%. Other sectors contributing to the district income are: livestock, fishing, business, and small industries which contribute 20% of the district income. In relation to per capita income of the residence per year it is obvious that poverty to the people of Sengerema district is still high.

CHAPTER TWO:

SITUATION ANALYSIS

2.1 REVIEW OF SOCIAL AND ECONOMIC SERVICE DELIVERY

2.1.1 SOCIAL SERVICES DELIVERY

2.1.1.1 EDUCATION

There is 1,351 total number of school classrooms in the district. This number of classrooms implies that the ratio of pupils per room is 113 compared to the ratio 40:1 nationally. A total of 3806 classrooms are still required to fulfil the actual requirements. Therefore, there are shortages of 2,455 classrooms in the district.

There are 25,950 desks which make a ratio of one desk to pupils to be 1:6 instead of 1:3 for the side of Teachers Sengerema District Council have a total of 2310 out of these 1,377 are males and 933 are females. There are 1969 number of teachers with grade IIIA, 26 has Diploma in education, and 313 teachers with grade IIIB/C. The ratio for one teacher to pupils currently is 1:67 the ratio for on book to pupils is 1:2.

For adult education there are 325 (males 191 and females 134 enrolled to participate MEMKWA classes, whereby a total of all have already started. Also there are 98 groups for integrated Programme for Education with 10,692 participants (males 5813 and 4379 females) and community who have already started for the purpose of production as well as learning for example leading, counting, writing and other knowledge in relation to their activities carried out.

2.1.1.2 HEALTH

The district council has one District Designated Hospital out of 3 required, 8 Health centres out of 32 required, and 51 dispensaries out of 117 required. In health sector various services are provided such as under one children vaccination, reduction of Malnutrition, Sexual Reproductive Health, family planning, purchase and distribution of drugs, disposal of solid waste and liquid waste. The children immunization coverage is at 80 % by 2009, severe malnutrition had been dropped from 2.2% 2005 to 2.% in 2009, while death for women during delivery have been dropped from 188/100,000 to 88/000,000 by 2009.. Regarding family planning 4% of women who have an age of being delivery have adopted family planning by 2009. The rate of collecting solid waste away is at 89%, while for disposing solid waste away is at 80%, while for disposing waste water is at 40%.

However health services for the community are still inadequate, there is only 4 Expert Doctors, therefore 1 doctor serves approximately 205,254 population. Also one health centre serves approximately 82,710 people, but according to the policy of Health one health centre is supposed to serve 50,000 population One dispensary serves approximately 12,061 people instead of 10,000 population required. Also the District Designated Hospital (DDH) serves 588,573 people instead of 100,000 actual members of population required. Therefore the requirement of health serves in the district council is still very high.

2.11.3 WATER SECTOR:

57.1% of the residence of Sengerema district are getting safe and clean water from various sources of water including Pipe scheme, boreholes shallow wells, rain water harvesting tanks and traditional water source (improved and unimproved). Therefore, there is a big number of people in the district who are not accessing safe and clean water who most of them are getting water for domestic consumption more than 400m.

2.1.2 ECONOMIC SERVICES DELIVERY

2.1.2.1 AGRICULTURE AND LIVESTOCK.

Sengerema district have an area of 68,963 Hectors suitable for grazing animals especially cattle which are 305,936, goats 169,042, sheep 9,801 and 281 donkeys. The area for grazing which is available is sufficient. However this sector is faced by various problems which contribute to low production of the district income.

The district council has a number of 279,312 farmers who need to access extension services from 68 extension workers available in the district .43 extension officers are located at ward and village levels . The ratio of extension workers to farmers is 1:4107. According to the national policy, one extension worker is supposed to serve 800 to 1,000 farmers based on population density in respective area and transport available. In order to achieve the required ratio, a number of 209 extension workers (106 Livestock extension officers and 103 crop extension officers are still required by the district council. The shortage of extension workers in agriculture and livestock sectors lead to inadequate extension services to farmers / livestock keepers.

2.1.2.2 ROADS.

The district has a total of 1,093.4 km of road, which 231 are under TANROAD (47km are tar mark and 184 are Gravel) and 862.4 km are District roads (706.9 are earth and 155.5km are gravel). About 50 % of the road is passable for the whole year and 50 percentages of the roads are not passable during the rain seasonal. Good roads lead to better transportation of crops produced to various markets as a result crops marketed to businessman at good price which raise the farmer's income or all alleviating the farmers from poverty.

2.1.2.3 CO – OPERATIVES SECTOR:

Currently Sengerema district council has a total of 191 registered cooperative societies which has 17,726 members. However these co-operative societies need be strengthened and their members are still very few with very small capitals. The district council recognizes the contribution of co-operative sector including savings and credit Co-operative Societies (SACCOS). These CO-operative societies are pillars in boasting capitals community as a result can enhance the community to get lead of poverty. In the period of 3 years to come, the district council will mobilize the community in order to join them together and introduce Savings and Credit Co-operative Societies for their own development to get lead of poverty. In the period of 3 years to come, the district council will mobilize the community in order to join them together and introduce Savings and Credit Co-operative Societies for their own development.

2.2 MAIN RESOURCES AVAILABLE:

Sengerema district council is endowed in various resources such as fertile land, Lake Victoria, forest, livestock and Human resource. Mining sector is still being investigated in village namely; Sotta and Lubungo for extraction of gold.

2.2.1 LAND

Land is the resource and very important as a main pillar of the district economy. The area of dry land is 3335 square kms which are suitable for various economic activities. Distribution of land is as follows;

Table 2.2.1: The use of land in the District

No.	Use	Area Ha.
1	Available land	265,573
2	Land for cultivation	155,000
3	Suitable land for irrigation	8,130
4	Land for grazing cattle	68,963
5	Forest land	41,710
6	Resettlements area,	67,827

Source: District Socio Economic profile (2009)

However, currently the area which is used for agriculture is 155,000 Hectors which is 58.3% of the whole land suitable for agriculture.

2.2.2 FOREST

Forest is very important for timbers and selling of forest production such as fuel wood, timbers, and local medicine. Also forest assists in preserving land and avoids soil erosion and accelerates land fertility for agriculture however people have so far been used to clear forest for various domestic uses such as fuel wood, charcoal etc, without taken into consideration of the forest sector rules as resulted to land degradation. Distribution of forest reserves and free planting is indicated in the table above.

Table 2.2.2: forest reserves.

No.	Name of forest reserves	Areas Ha.
1	Sima	1,820
2	Kome	2,100
3	Maisome	12,000
	Total	15,920

Source: District Socio-Economic profile (2009)

Table 2.2.3: Forest planted wood land:

No.	TYPE	AREA (HA)
1	Ngitiri and wood land planted	1,999
2	Nyamahona planatation	156
3	Buhind plantation	3,200
	Total	5,355

Source: District Socio Economic profile (2009)

2.2.3 FISHERY:

This sector is one of the resources in Sengerema district under Natural Resource department, fisheries activities are mostly done in areas of Lake Victoria shores. The district has an estimated number of 12,607 fishers who the majority are using traditional equipments. However a small number of fishers are using modern equipments. Fishing production is used for domestic use such as for food and some for selling to fishing industries in Mwanza City; therefore this sector contributes income to the people and is boasting the district economy in general.

2.2.4 BEE – KEEPING

Bee-keeping sector has not yet developed at large in the district. There are 190 people who are dealing with bee-keeping. Also there are 4,792, total Bee hives in the district. Bee-keeping sector have not done at a satisfactory scale to contribute the community income to raise the district economy in general. In order to improve this sector, the district council aims to increase the number of bee-keepers to 300 and 5,000 number of Bee hives.

2.3 STAKEHOLDER ANALYSIS

Sengerema district council as other councils in the country is legally responsible to provide essential services to its people. The services are in two major groups, basic services and services which can be provided under agents/private sector. This Strategic Plan for Sengerema district council has been prepared based on the National development vision 2025.National Strategy for improving Economy and Poverty alleviation (MKUKUTA 2). Local Government Reform programme, and peoples priorities as identified by various stakeholder from the second stakeholders workshop held in the district.

Stakeholders' analysis and expectations are summarized as follows:

Table 2.3 Stakeholders Analysis

(Note: For Priority Ranking; H = High, M =Medium and L = Low)

NAME OF THE STAKEHOLDER	EXPECTATIONS	IMPACT IF EXPECTATIONS ARE NOT MET	PRIORITY RANKING (H,M & L)
COMMUNITY	Improved living standards of the community as well as provision of timely and adequate social economic services.	-Increased poverty. -Inadequate service delivery.	H
FARMERS AND BUSINESS MEN / WOMEN	-Increased agricultural and business products. -Improved transport and communication network.	-Poor agricultural production. -Poor business out turn.	H
CENTRAL GOVERNMENT (MOF, PMO-RALG, POPEE) AND RAS	Implementing poverty reduction strategy, macro economic stability, and accelerating economic growth.	-Inadequate service delivery.	L
CIVIL SERVANTS	Better working environment.	Poor performance in service delivery.	M
NGOs and DEVELOPMENT PARTNERS.	Collaboration with the District Council in service delivery to the community.	Poor performance in service delivery.	M
POLITICIANS	Better social and economic services delivery to the community.	Inadequate voters' confidence.	L
MASS MEDIA	Sufficiency and reliable communication.	Communication breakdown	L
PARASTATAL ORGANISATION	Improved social services and communications	Inadequate communications and services	L

MDAs	Collaborating with LGAs to implement Country policies	Poor service delivery into community	H
COOPARATIVE SOCIETIES	Accelerating community economic growth	Increasing poverty among citizens	M
PARLIAMENT	Enforcement different country Laws and political stability	inadequate political will	H
TRADE UNION	Improved workers rights and working environments as well as morality employees	Increasing strikes into organization	M
VULNERABLE GROUP	Improved special services as well as opportunity for them	Poor service delivered and lack of opportunity	H
FISHERMEN	Improved fishing tools/activities security	Decrease of income	H
LIVESTOCK KEEPERS	Increase livestock products	Increase of poverty	H
LEARNING INSTITUTIONS	Learned community	Non educated community	M
FINANCIAL INSTITUTIONS	Improved social activities Citizen secured. Access of loan	Increase of poverty	L

2.4 SAOC ANALYSIS

2.4.1 STRENGTHS, AREAS FOR IMPROVEMENT, OPPORTUNITIES, AND CHALLENGES

The District has got various investment areas, which are used as opportunities, such area are as follows:

SECTOR	STRENGTHS	AREAS FOR IMPROVEMENT	OPPORTUNITIES	CHALLENGES
1. Agriculture	<p>There are some piece of land suitable for paddy and maize production, these areas are:</p> <ul style="list-style-type: none"> -Katunguru – 500 ha. -Butonga /Igaka 300ha -Luhorongoma/Kafunzo 200 ha -Luchili/Nyakasungwa 60 ha -Nyibanga/Kafunzo 80 ha <p>There are also some 200 ha. Suitable for cotton production at Buyagu.</p> <ul style="list-style-type: none"> -Existence of farmers 	<p>-42% of the productive land is not cultivated.</p> <p>-The Lake is not utilized properly due to poor technology.</p>	<p>-62% of the total area (5482 km² is covered by lake Victoria.</p> <p>-Arable land about 110,673 ha</p>	<p>-Lack of sufficient capital and appropriate technology to make use of water from the lake Victoria for irrigation.</p> <p>Low crop productivity is due to</p> <ul style="list-style-type: none"> • Rain dependency. • High cost of farm inputs. • Use of absolute technology for crop production. • Insufficient capital for investment. • Poor agricultural technology • Climatic fluctuation • Poor market for the produce • Existence of crops diseases (i.e cassava meal bug etc).

	<p>groups.</p> <p>-Use of draught animals.</p> <p>-70% of the total population is employed in agricultural sector.</p>			
Livestock	<p>There are a number of livestock on the district such as:</p> <p>-119,647 cattle</p> <p>-58,326 goats</p> <p>-7,135 sheep</p> <p>-4 livestock development clinics (LDC's)</p> <p>-Private veterinary stockiest.</p> <p>-Existence of various types of livestock (Cattle 164,045, goats 64,360, sheep 8,274)</p> <p>-Presence of infrastructure eg.28dips, 3 slaughter slab and 15 dams / charcos.</p>	<p>-Poor knowledge on modern animal keeping.</p> <p>-Shortage of livestock treating facilities.</p> <p>.Only 2 cattle dips out of 28 are Functioning and 26 need major rehabilitation.</p> <p>-Absence of modern abattoir.</p> <p>-Failure of cattle keepers to join together in cooperatives.</p>	<p>-There are 68,963 ha. Land suitable for livestock grazing and production activities.</p>	<p>-Existence of livestock diseases (especially tick borne diseases)</p> <p>-High price of veterinary supplies due to inflation.</p>
3.Transport	<p>There are 853 km of roads</p>	<p>-Delay of periodic</p>	<p>Lake Victoria</p>	<p>-Poor roads condition which needs</p>

	<p>network.</p> <ul style="list-style-type: none"> • 47 km truck road • 153 km regional roads. • 110 km district roads. • Presence of public and private ferries which facilitates the transport through Lake Victoria. • Availability of public transport facilities 	<p>maintenance of earth roads.</p>		<p>rehabilitation.</p> <p>-Deterioration of the government ferry which operates between Nyakaliro and Kome is unreliable</p>
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SECTOR	STRENGTHS	AREAS FOR IMPROVEMENT	OPPORTUNITIES	CHALLENGES
4. Health	<ul style="list-style-type: none"> • The district have 58 Health facilities • The district have CHF 	<p>-Inability of people to contribute for the medical user charge</p> <p>-Few investors in health sector</p>	<p>-Adequate land on which health facilities can be established</p> <p>-Population that supports the establishment of health facilities</p>	<p>-Outbreak diseases occurrences</p> <p>-Unreliable availability of medical equipment and drugs</p>
5.Environment protection.	<ul style="list-style-type: none"> • Community's readiness to participate in environmental conservation • Introduction of individual wood lots • Protected wet lands, river mouth and bays for fish breeding • Educated stakeholders on sustainable fishing and its beneficiaries. 	<p>-Lack of substitute energy for domestic use of charcoal.</p> <p>-Most of the people cannot afford the costs of electricity if they use electricity instead of charcoal.</p>	<p>-Existence of Natural forests reserve.</p>	<p>-Absence of interested investors to invest in these areas.</p> <p>-Natural disasters (ie. Floods)</p>

SECTOR	STRENGTHS	AREAS FOR IMPROVEMENT	OPPORTUNITIES	CHALLENGES
6. Tourism		Few investors in the district.	<p>-Presence of Historical sites and attractive scene like Kisaba (Maisome island) Bungoma (Kome Island)</p> <p>-Buhama village (Kome Island) where there is an attractive area suitable for building a suitable tourist hotel.</p>	<p>-Lack of funds to promote and develop these areas.</p> <p>-Absence of organizations or individuals who are ready to engage them in this sector.</p>
7. Mining	<p>-The southern part of Sengerema is being speculated to have various types of minerals especially gold. Particularly Sotta village, which is estimated to have minerals concentration</p>	<p>Lack of trained manpower in mining which leads to foreigners and outsider to benefit more on minerals while the resident people remaining poor.</p>		<p>-Lack of funds to employ an appropriate technology of mines under the earth surface.</p> <p>-Absence of interested companies to conduct through exploration.</p>

	more than Geita.			
8. Education	<p>-Trained teachers for primary and secondary school.</p> <p>-Existing secondary school and primary schools.</p>	<p>-Habit of some ethnic groups not considering education as capital investment.</p> <p>Inadequate follow up and supervision</p> <p>Shortages of classrooms/teachers' house and teaching materials in the district.</p>	<p>-Secondary schools at least one for each ward.</p> <p>-University etc and here is a good number of students to make use of these institutions.</p>	<p>-Inadequate funds and interested organization or individuals to invest in Higher learning education sector.</p>

SECTOR	STRENGTH S	AREAS FOR IMPROVEMENT	OPPORTUNITIES	CHALLENGES
9. Forestry	<p>-Ability to afforest ate ie. Buhindi forest (3,200 ha)</p> <p>-Ability to area lumbering industries.</p>	-Slow rate of a forestation of the harvested forests.	<p>67,741 sq k.m are covered by vegetations which composes of soft and hard woods such as mtundu (Barclay stegis SPP), Mninga (plerocarpus angolensis) Muyenzenze (Albizia SPP) Mihumulo(Afzrihaquazensis).</p> <p>-Conducive environment for lumbering industry development.</p>	<p>-Lack of capital for conducting large scale saw milling (Lumbering industry).</p> <p>-Buhindi forest is not connected to electrical power supply. This leads to a condition where as all forest harvesting activities are done manually.</p>
10. Fisheries	<p>-Established 5 trained Beach Management Units (BMUs).</p> <p>-There is a possibility of conducting a medium and large commercial fishing.</p>	-Inadequacy in trained staffs.	<p>-The presence of Lake Victoria and fishing Island along the Lakes shore within Sengerema district.</p> <p>-The presence of fish fillet processing industries based in Mwanza City. These provide market opportunity for fish and its products.</p>	<p>-Lack of modern fishing gears.</p> <p>-Use of illegal fishing means and the use of gears which endangers the sustainable fishing occupation.</p> <p>-The depression of the lakes water level.</p>
11.Beekeeping	There are 184 people involved in	-Un certain market for	-There is a lot of planted and natural forest 677.41 sq km.	Lack of capital funds for procurement of modern beehives for Beekeepers.

	beekeeping.	wax. -Shortage of bee keeping professionals.	which is the goods home for bees.	
12. Water	-Constructed water facilities and networks (ie. 10 deep wells, 223 shallow wells and electrified piped water scheme) -Established 233 trained water user groups. -Existence of 466 trained pump attendants.	-Under utilization of the water source due to low pump efficiency. Lack of participation of the community in owning water facilities	-There is a reliable source of water (The lake Victoria and underground water. -Sengerema is connected to the National grid for powers supply.	Inadequate funds for construction of reliable water infrastructure. -Unreliable power supply. -Lake water level depression. -Excessive population growth. -CLIMETIC CHANGE
13. Women development	-Many women have exist stance of 146	-Shortage of entrepreneurship skills in		-Inadequate microfinance institutions in rural areas.

	organized women income generating groups.	project planning and management.		-High interest rate. -Lack of collaterals to access credits.
14. Industrial development	-Existence of small industries (EG carpentry, milk processing, crafts and blacksmiths.	-Lack of initiatives to create conducive environment to attract investors.	-There is adequate area for industrial establishment. Sengerema Headquarters is connected. -Electricity power supply. -Communications services eg. Telephones, Fax, Mobile phones and internet service. -Availability of raw materials such as <ul style="list-style-type: none"> • Cotton • Fruits • Milk • Fish etc. 	-Lack of organizations, companies or individuals to engage themselves in this economic under taking due to lack of interest. -Poor infrastructures (Roads) -Lack of electricity power in the rural areas.

CHAPTER THREE

VISION, MISSION, OBJECTIVES AND CORE VALUES

3.1. Vision

“The Sengerema district council aims at having a learned community with improved standard of life, who are living harmoniously and peacefully by June 2025”.

3.2 Mission

“Sengerema District Council is to use all available resources from all development partners on equitable and participatory manner, so as to provide high quality service to its entire people, reduce poverty and achieving a sustainable development and high economic growth.

The core values identified are as follows:-

- Equity in resource allocation
- Full community participation
- High quality services provision
- Good governance

3.3 Key Results Areas (KRAs)

Regarding vision and mission of the district council, people are expecting to see the results of public services reform in the following ten areas:

1. Enhancing sustainable economy.
2. Good social and economic services.
3. Community participation in identifying their development priorities in the district.
4. Good utilization of public resources and
5. Assurance of good governance.
6. Enhancing Peace and Security
7. Environment and Sanitation improved
8. Financial Management and Accountability
9. Human Capital Development
10. Total Quality Management on Service Quality

3.3.1 Economy Enhancement on Sustainable basis

The pillars of Sengerema district council economy is agriculture which contributes to an average of 80% of the district income. According to the population census of 2002, an average income for Sengerema residence per year is Tshs. 108,000/=, which is the result of low efficiency of agriculture sector, an average production in Agriculture sector and Livestock is at 50% only. The following factors are contributing to low production of agriculture sector:

- Inadequate extension services 25% of the farmers and livestock keepers do not access extension services.
- Unstable market for agriculture and livestock products.
- Inadequate of agricultural inputs
- Poor agricultural technologies and irrigation infrastructures for farms.
- Lack of capital to farmers and businessmen due to inadequate financial institutions at the community level and difficult loan conditional ties.

However, 62% of the District is covered by water whereby fishing activities are mostly done and contributes much to the district economy. Other sectors vital to the district economy are lumbering and trade.

For the three years to come, the district council will put more efforts in expansion of extension services, to increase their community capital through important co-operative sector, to improve irrigation activities and improving agricultural products. Also aims to improve the business environmental as well as the private sector to be fully involved.

3.3.2 Good social and economic services:

The situation of service delivery is still not satisfactory to the great majority of people. In Education sector, enrolment of children is at 99%. The ration of pupils per class is 1:104 contrary to the national standard of 1:45 .the ratio of one desk to pupils is 1:5 instead of 1:3 of the national standard. The ratio of teacher to pupils currently is 1:68; the ratio for book to one pupil is 1:4 instead of 1:1 national standard.

Health services also are not satisfactory. One doctor serves an average of 205,254 people. Also one health centre serves 82,710 patients. According to the National Health Policy, the ratio of one doctor is 30,000 patients per year. A health centre serves 50,000 patients; a dispensary serves an average of 12,061 people instead of 10,000. The District Designated Hospital (DDH) serves 588,573 instead of 100,000 required.

The residents of the district council who get water service within 400 meters are 57.1 % of total population. On improving of social and economic services, Strategic Plan of three years time aims to increase services from sectors namely Education, Health, and Water and Transport infrastructures.

3.3.3 Community Participation in Identification of the District Development Priorities:

Community Participation in planning, supervision and its implementation is one of the criteria's in sustainable planning and participation. The district council has been facilitating the community and their leaders in the whole process of identification of development priorities through provision of training on participatory planning.

The objective of the district council is to develop and improve such training to village and ward level leaders, in order to strengthen the level of community participation in identifying their development priorities sustain ably.

3.3.4 Use of Resources:

Sengerema district council is endowed in various resources such as a very fertile land, Lake, forest, livestock and labour as human resources. The district council aim is to improve and enhance community to own and utilize available resources wisely for their sustainable development.

3.3.5 Implementation of good Governance:

The district council have been implementing pillars of good governance by strengthening and fully involving the people in decision making through various meetings. The objective of the district council is to increase democracy, participation, good governance and the rule of law, transparency and accountability with emphasis of conducting meeting for Councillors, village governments and sub villages, Wards Development Committee etc. on rules and laws bases.

3.3.6 Enhancing Peace and Security

Sengerema District Council has been advocating for peace and security to ensure the community live in harmony and participate fully in all social, economic, political and cultural endeavours.

3.3.7 Environmental and Sanitation Improved

Environmental management and sanitation practices are emphasized to the Sengerema community. As required by the law, implementation of environmental legislation is taking place in development activities being undertaken in the district to ensure the impacts are minimized. The Sengerema community is emphasized to practice sanitation procedures to safeguard them from health risks

3.3.8 Financial Management and Accountability

The District Council ensures there's good management of financial resources in accordance to Government guidelines and regulations. For three consecutive years, the Council has been awarded clean certificates from the CAG's office.

3.3.9 Human Capital Development

The District has been investing much on developing the employees academically so that they become competent in the area of their relevant profession.

New staffs have been recruited to fill the vacancy positions. Incentives including houses and allowances are provided to make the district council a conducive environment for working to the newly recruited employees

3.3.10 Total Quality Management on Service Quality

To ensure there is efficiency in service delivery to the community, Sengerema District Management and working staffs are committed in the spirit of team work.

3.4 Corporate Objectives

During the period of this strategic plan, The Council strives to attain the following Corporate Objectives:-

- A. Service improved and HIV/AIDS infections reduced
- B. Enhance sustainable effective implementation of the Nation Anti corruption strategy
- C. Access and quality social services improved
- D. Effective and efficient utilization of public resources enhanced
- E. Quantity and quality of economic services and infrastructure improved

- F. Good governance and administration services enhanced
- G. Management of natural resources and environment improved
- H. Social welfare, Gender and Community empowerment improved
- I. Emergence preparedness and disaster management improved

CHAPTER FOUR

TARGETS AND STRATEGIES

The targets to be used in this Strategic Plan are derived from the agreed Strategic Objectives in Chapter Three. There are seven strategic objectives agreed for this period of a strategic Plan (Targets were developed from the department level as well as KPIs in order to complete the Matrix. The Strategic Objectives are as indicated below.

COMMUNITY DEVELOPMENT

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
	Service improved and HIV/AIDS infections reduced	Advocacy and political commitment strengthened to 1500 leaders by June 2014.	- Awareness creation to the community leaders - Training of drama groups	-Number of community and political leaders strengthened -Number of drama groups trained	-Training reports	-CHAC - CDOs
		Stigma, denial and discrimination reduced in 126 villages by June 2014.	- Community and faith leaders sensitization	- Number of community and faith leaders trained	- Training reports	-CHAC - CDOs
		District and community HIV and AIDS response strengthened in 126 villages, wards and district by June 2014.	-Training of stakeholders on HIV and AIDS - Advocacy for improved provision of social services	- Number of stakeholders trained	- Training reports	- CHAC -CDOs
		School based gender sensitive sexual	- HIV/AIDS and STI orientation to primary	- Number of primary and	-Training reports	-CHAC

		reproductive health and HIV and AIDS education strengthened in primary schools and secondary schools by June 2014.	and Secondary schools - Orientation to primary committees on sexually and reproductive	secondary schools trained		-CDOs
		Risk of HIV and AIDS infection among the most vulnerable groups reduced in 50 villages by 2014.	-Training of Barmaids, drug users, and guest house providers on HIV/AIDS and behaviour change	-Number of barmaid, drug users and guest house providers trained.	Training reports	- CHAC -CDOs
		Work place HIV and AIDS programme developed in council by June 2014.	- Training of council employees on HIV and AIDS prevention and behaviour change	- Number of seminars, workshop conducted - Number of employees trained	- Training and workshop reports	- CHAC - CDOs
		Out reach services for 1000 mobile/migrant workers promoted by June 2014.	- Identification of high transmission areas of HIV and AIDS Sensitization of mobile workers out reach services	- Number of high transmission areas identified - Number of workers promoted	- Reports of high transmission areas identified.	- CHAC - CDOs

		Continuum of care, treatment and support to 80 groups of PLHIV by June 2014.	<ul style="list-style-type: none"> - Community awareness creation on PLHIV groups formation - Training of PLHIV groups on entrepreneurship skills -Provision of capital to groups of PLHIV for entrepreneurship activities 	<ul style="list-style-type: none"> - Number of PLHIV groups formed and supported with capital for economic activities - Number of Groups of PLHIV trained on entrepreneurship skills 	<ul style="list-style-type: none"> -Training reports of PLHIV groups - Amount of funds released to PLHIV groups. 	<ul style="list-style-type: none"> - CHAC - CDOs
		Community based MVCs/OVCs programme developed and implemented in 126 villages by June 2014.	<ul style="list-style-type: none"> - Identification of MVCs/OVCs - Provision of basic services to MVCs/OVCs - Fight stigma and discrimination for MVCs/OVCs 	<ul style="list-style-type: none"> - Number of MVCs/OVCs identified - Number of MVCs/OVCs accessible to the services 	<ul style="list-style-type: none"> - List of MVCs/OVCs supported. 	<ul style="list-style-type: none"> - CHAC - CDOs
		300 IG groups of widows, MVCs/OVCs and guardians in 80	<ul style="list-style-type: none"> - Identification of Widows, PLHIV, guardians and 	<ul style="list-style-type: none"> - Number of widows, PLHIV, guardians and MVCs/OVCs 	<ul style="list-style-type: none"> - List of Widows, Guardians PLHIV and MVCs/OVCs 	<ul style="list-style-type: none"> - CHAC - CDOs

		villages strengthened by June 2014.	MVCs/OVCs - Economic and social support for people, families and communities affected by HIV and AIDS	identified -Number of widows, PLHIV, guardians and MVCs/OVCs supported.	supported	
		Coordination and management of HIV and AIDS interventions in 25 wards by June 2014.	- Monitoring and evaluation	-Number of meetings conducted - Amount of funds used -Number of re-tooling purchased	- Annual physical and financial reports	- CHAC - CDOs
		HIV and AIDS plan prepared and mainstreamed in council comprehensive plans by June 2014.	Mainstreaming HIV and AIDS	- HIV and AIDS plan prepared and compiled - Number of feedback meetings conducted	HIV and AIDS plan	- CHAC
		Council HIV and AIDS comprehensive plans implemented by June 2014	- Monitoring and evaluation	- Number of quarterly reports - Number of CMAC meeting conducted	- Annual physical and financial reports	- CHAC - CDOs

	Good governance and administration services enhanced.	Community participation in development activities in 123 villages enhanced by June 2014.	<ol style="list-style-type: none"> 1. Awareness creation to community on development activities. 2. Community involvement in all process of development activities 3. community resource mobilization 4. Advocacy to the community leaders and influential people 	<ul style="list-style-type: none"> - Number of community development activities implemented in the villages. - Number of people participated in implementation of development activities in the village -Effective support for implementation of development activities provided by leaders. 	-Reports from VEOs	<ul style="list-style-type: none"> -DCDO -CDOs
	Quantity and quality of economic services and Infrastructure improved.	Financial services with capital and technical assistance to Micro, Small and Medium enterprises (MSMEs) improved from 250 to 1000 economic groups by 2014.	<ul style="list-style-type: none"> - Mobilization of the community on entrepreneurship groups formation. -Provision of credit and saving services to MSMEs 	<ul style="list-style-type: none"> - Number of MSMEs formed - Number of MSMEs supported with loans -Amount of loans supported to 	<ul style="list-style-type: none"> - Quarterly and annual local economic capital development fund progress reports - M & E reports 	<ul style="list-style-type: none"> - Focal person -MFI

				MSMEs -Number of MSMEs became sustainable		
		Business development services (BDS) provided to 500 businessmen by June, 2014.	<ul style="list-style-type: none"> -Mobilization of the community to be aware of using non financial services -Provision of formal Training -Transfer of technology development options to MSMEs -Improve consultancy and counseling services -Information access and dissemination to MSMEs 	<ul style="list-style-type: none"> -% increase of the Business development service shop users -Technical and new business skills acquired and the MSMEs current skills improved - Reduced the need for MSMEs to obtain the services of a consultant 	<ul style="list-style-type: none"> -Quarterly and annual progress reports -M& E reports 	<ul style="list-style-type: none"> - Focal person - BDS provider (private)
	Social welfare, Gender and community empowerment improved.	Income generating activities for 120 women economic groups formed by June 2014.	<ul style="list-style-type: none"> -Awareness creation to community on women groups formation -Training of women 	<ul style="list-style-type: none"> -Number of women economic groups formed - Number women 	<ul style="list-style-type: none"> - Quarterly and annual reports - Field visit 	<ul style="list-style-type: none"> -DCDOs -CDOs

			<p>economic groups</p> <ul style="list-style-type: none"> - Provision of loans to women economic groups 	<p>groups trained</p> <ul style="list-style-type: none"> -Number of women economic groups supported with loans -Number of women economic groups with Sustainable projects 		
		<p>Access to social welfare services to 10,000 disadvantage people improved by June 2014.</p>	<ul style="list-style-type: none"> -Identification of MVC/OVC -Advocacy for improved provision of services -awareness creation to women rights and gender discrimination -Gender mainstreaming in development programme 	<ul style="list-style-type: none"> -Number of MVC/OVC identified and accessible to the services -Increased participation of men and women in implementing development programme -Reduced gender bias in the community 	<ul style="list-style-type: none"> - Quarterly and annual reports 	<ul style="list-style-type: none"> -DCDOs -CDOs

HEALTH DEPARTMENT

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
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	Access and quality social services improved	1.Malaria prevalence reduced from 30% to 16% by June 2014	<p>1. Promote prompt and accurate malaria diagnosis and case management</p> <p>2.promote intermittent preventive treatment for malaria in pregnancy (IPT)</p> <p>3. Enhance use of impregnated treated net (ITNs)</p> <p>4.community malaria IMCI</p> <p>5.Integrated environmental malaria control</p>	Prevalence rate	<p>-Health facility reports</p> <p>-Report from DMO</p>	DMO
		2. Maternal death reduced from 84/100,000 to 78/100,000 by June 2014	1. Early antenatal booking for pregnant woman of less than twenty weeks.	Number of maternal death	Health facilities report MTUHA	DMO

			<p>2. Routine syphilis screening for antenatal woman</p> <p>3. Reduce prevalence of anaemia among pregnant women.</p> <p>4. Established prevention of mother to child transmission of HIV/AIDS (PMCTC) services</p> <p>5. Capacity building to health service providers</p> <p>6. Availability of equipments, drugs and supplies to manage obstetric complications</p> <p>7. Enhance family planning</p>			
		3. Under five mortality reduced	1. Strengthen integrated	Under five	Health facilities	

		from 350 to 300 by June 2014	<p>management of child illness (IMCI)</p> <p>2. capacity building to health service providers</p> <p>3. Infant and young children feeding and nutrition</p>	mortality rate	report MTUHA	
		4. Immunization coverage raised from 90% to 93 % by June 2014	<p>1. Advocacy targeting community</p> <p>2. Provision of equipments and supplies.</p> <p>3. Quality sharps and waste management</p> <p>4. Capacity building to health workers</p> <p>5. monitoring and evaluation</p> <p>6. Outreach and</p>	Immunization coverage	<p>-HMIS</p> <p>-Health facilities report</p>	DMO

			mobile services			
		5. Water and environmental sanitation improved from 86% to 91% by June 2014	<p>1. Participatory Hygiene and sanitation transformation (PHAST)</p> <p>2. School health based services</p> <p>3. Solid and liquid waste management</p> <p>4. Inspection of food and business premises</p>	<p>-Number of PHAST teams trained</p> <p>-Number of refuse bay constructed</p> <p>-Number of food business premises inspected.</p>	<p>-Inspection Reports</p> <p>-Training reports</p> <p>-Visiting</p>	DSHCO
		7. Detection and treatment of mental health cases raised from 900 to 1210 by June 2014	<p>1. Improved treatment of physical diseases and injury</p> <p>2. Advocacy regarding health risk behaviours (tobacco alcohol and drug users)</p>	-Number of mental patients detected and treated	Health facilities reports	DMHCO
		8. Detection and treatment rate for TB	1. Improve TB/Leprosy care	-Number of TB and leprosy	SDDH Reports	DTLCO

		and Leprosy case raised from 700 to 800 by June 2014	management 2. Defaulter tracing 3. Direct observation treatment (DOTs). 4. Integration of HIV and TB	patients detected and treated		
		9. Quality of health infrastructure improved from 72% to 80 % by 2014	1.Minor rehabilitation 2. Community sensitization and participation	-Number of health infrastructures Constructed and rehabilitated	-Visit -Implementation reports	DMO
		10. Knowledge and skills on data management improved from 85% to 90% by June 2014.	1. Capacity building to staff 2. ensuring availability of data management system	-Number of staff trained on data base management -Presence of HMIS	-Reports	DMO
		11.Detection and treatment of new blind cases increased from 6500 to 7500case by	1. Awareness creation 2. Outreach services	-Number of New blindness cases detected and treated	SDDH REPORT -HMIS	DMO

		June 2011	3. prompt diagnosis and treatment			
	Services improved and HIV/AIDS infections reduced.	HIV prevalence rate reduced from 7% to 6% by June 2014	<p>1. Advocacy</p> <p>2. fighting stigma and discrimination</p> <p>3. workplace intervention</p> <p>4. Safety blood, blood products and universal precautions in health care (medical waste Management)</p> <p>5. HIV/AIDS and STI Orientation to primary and secondary schools.</p>	-Infection rate	HIV testing reports.	DMO
		Care and treatment to PLWHAs increased from 1,203 to 2500 by June 2014	<p>1. Treatment for common opportunistic infections including ARV</p> <p>2. Strengthening</p>	<p>Number of patients treated and given ARVs</p> <p>-Number of PLWHAs visited</p>	<p>-Health facilities report on PLWHAs.</p> <p>-Report from DMO</p>	DMO

			Home based care unit			
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EDUCATION DEPARTMENT (PRIMARY)

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
	Access and quality social services improved	Education administration system improved from 75% to 89% by 2014.	<ol style="list-style-type: none"> 1. Provision of incentives and other benefits to workers. 2. Strengthening communication and information systems in the offices. 3. Ensuring availability of working materials 4. Capacity building to education staffs. 5. Strengthening monitoring and evaluation system 	<ul style="list-style-type: none"> • Increased performance • Availability of materials. • Fully presentations of Education monitoring reports. • Access of vehicles and availability of fuel. 	<p>Attendance register</p> <p>Reports</p> <p>Monthly department meeting minutes.</p> <p>Records</p> <p>Store ledger</p> <p>Furniture and office equipments</p>	<p>DED</p> <p>DEOs</p>

		<p>2. Academic performance in Primary school improved from 50% to 75% by June 2014.</p>	<p>1.Provision of incentive and other benefits to teachers.</p> <p>2. Ensuring availability of education teaching and learning materials</p> <p>3.Monitoring of teachers attendance ,teaching and learning process.</p> <p>4.Monitoring and evaluation of std IV and VII Mock and Nationals examinations.</p> <p>5.School inspection</p>	<ul style="list-style-type: none"> • Number of education staff. • Availability of teaching and learning materials at school • Increased of accountability. • percentage of pupils performance. 	<p>School monthly report</p> <p>Store and cash books</p> <p>School ledger</p> <p>Report from head teachers and WECs</p> <p>Examination Results</p> <p>Evaluation Reports</p> <p>Inspection reports</p>	<p>WECs</p> <p>H/T</p> <p>DEO</p> <p>WECs</p> <p>H/Ts</p> <p>CSI</p>
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EDUCATION DEPARTMENT (SECONDARY)

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
	Access and quality of social services improved	1.Conducive environment for teaching and learning improved by 2014	1 Constructing classrooms 2 Constructing staff houses 3.rehabilitating old building	Number of Classrooms constructed Number of staff houses constructed Number of houses rehabilitated	Signed contracts PVs	DED,DEO,HOD
		2.Increasing number and quality of staff from....to....by 2014	1.Training teachers at higher learning institutions 2.Recruitment of new teachers	Number of teachers trained Numbers of teachers recruited	Copies of admission letters Release letters Admission in institution	DED,DEO,Teachers
		3.Improved teaching and learning environment from	1.Construction of laboratories 2.Construction of	Number of laboratories constructed Number of	Signed contact,PVs Signed contract	DED,DEO,HODs

		75% to 85% by 2014	libraries 3.Procurement of teaching and learning materials	libraries constructed Number of books procured	and PVs. Delivery note ,invoices, store ledgers.	
CULTURAL SECTION						
	Social welfare, Gender and Community empowerment improved	Improvement of good cultural behaviour and elimination of bad behaviour to 25 wards by June 2014	1.Advocacy seminars to the community 2.Debating and Festivals commemorations	Number of meetings/seminars conducted Number of debates and festival commemorated.	-Minutes/ seminars reports - Commemoration reports	DCO
		Improvement and conservation of 4 Historical sites by June 2014	Identification of historical sites	Number of historical sites identified	Reports	DCO
		Creation of good entertainment halls and playing grounds	Construction and rehabilitation.	Number of halls and playing ground constructed	Field visits	DCO

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WATER DEPARTMENT

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
	Access and quality of social services improved	Population with access to clean and safe water increased from 57.1% to 75% by June 2014	<ol style="list-style-type: none"> 1.Design/construction of water facilities. 2. Rehabilitation and Replacement of water Wells Hand Pump. 3. Designing and construct simple technologies of Rain water Harvesting facilities. 4. Identifying ground water sources. 5. Increasing number of water piped supply. 	% of population with access to clean and safe water	<ul style="list-style-type: none"> -Water statistical report -Site visit of water sources 	DWE DED

			<p>6. Mobilization of water user groups to formulate water committees based on gender equality.</p> <p>7. Community sensitization on the gender equality on water Committees.</p>			
		Capacity building to water department strengthened by June 2014	<p>1. Training of District water and Sanitation Team (DWST)</p> <p>2. Procurement of survey Equipment</p>	Number of DWST and staff trained	<p>- Training report</p> <p>- Delivery note</p>	<p>DWE</p> <p>DED</p>

LAND, NATURAL RESOURCE AND ENVIRONMENT

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
	A. Quantity and quality of Infrastructure improved.	1. Planned Land Settlements in Urban and rural areas increased to 60% by June 2014	1. Surveying and Mapping of plots in urban centres. 2. Establishment of Town Planning drawings in urban centers 3. Mobilization to the community to contribute for survey costs. 4. Surveying of farms 5. Land use Planning in rural and urban area. 6. Involvement of	-Number of plots surveyed -Number of drawings prepared -Number of awareness meetings conducted -Number of farms surveyed -Number of Land Use plans prepared -Number of contractors involved	-Reports and minutes of meetings prepared/submitted -Field visits conducted -Attendance register -Approved Land Use Plans -Approved Town Planning Drawing -Land certificates issued	DNL

			contractors for survey works			
		2. Conducive working environment to staff ensured by June, 2014	1. Staff recruitment. 2. Enhancement of working tools. 3. Long and short courses training.	-Number of staff recruited -Number of working tools provided -Number of trainings offered	-Certificate awarded -Working tools procured	
		3. Technical knowledge in management and utilization of natural resources ensured by June, 2013.	1. Long and short courses training. 2. Community capacity building	-Number of staff trained -Number of community members trained	-Certificate awarded -Attendance register books	
	Good governance and administration services enhanced.	1. Office accommodation in the Land department increased from 3 to 8 offices by June 2014	Budgeting for office building.	Number of office rooms built	-Presence of the building	
		2. Office accommodation in the Natural Resources Sector	1. Budgeting for office building.	Number of office rooms built	-Presence of the building	

		increased from 3 to 5 offices by June 2014				
		3. Office accommodation in the Environment Sector increased from 0 to 2 offices by June 2014	Budgeting for office building. 2. Staff recruitment	Number of office rooms built	-Presence of the building	
		4. House holds with legal ownership and access to use of Land increased from 25% to 45% by June 2014	1. Community Sensitization on Land occupation. 2. Mobilization of the community to pay for Land fees	Number of meetings conducted Number of mobilization meetings conducted	-Attendance register books -Minutes of the meetings conducted	
	Management of natural resources and environment improved	1. Village with operational Land use Plans increased from 0 village to 25 villages by June 2014	1. Land use Planning in rural areas. 2. Community sensitization and training on Land use Planning. 3. Mobilization of	-Number of Land Use Plans -Number of training conducted -Number of mobilization meetings conducted	-Approved Land Use Plans -Attendance register books -Minutes of the meetings conducted	LAND OFFICER SURVEYOR

			the community to contribute for survey/planning costs			
		2. Operational forest management plans increased by 10% by June 2014	1. Support the preparation of forest Management plans.	-Number of forest Management Plans prepared	-Forest Management Plans Report	DNRO DFO
		3. Participatory Fisheries Management enhanced by June 2014.	1. Enhancement of BMUs and Fisheries staff on law enforcement	-Number of BMUs enhanced on law enforcement -Number of fisheries staff enhanced on law enforcement	-Field reports	DNRO DFsO
		4. Beekeeping activities improved by June 2014	1. Support to beekeeping groups	-Number of beekeeping groups supported	-Field reports -Field observation	DNRO DBO
		5. Wildlife activities management enhanced by June 2014	1. Conservation of the endangered wildlife species	-Number of wildlife species conserved	-Wildlife areas protected	DNRO DGO
		6. Environmental	1. Enforcement of	-Number of	-Field observation	

		Management enhanced by June 2014	Environmental Management Act	environmental issues addressed -Number of development projects subjected to environmental conservation	-Reports	DLNREO EMO
	Enhance sustainable effective implementation of the Nation Anti corruption strategy	1. Transparency rate to the community increased to 15% by June 2014	1. Efficiency in service delivery	-Number of people receiving the service	-Customer turn-up	DED DLNREO
		2. Responsibility and accountability increased to 30% by June 2014	1. Schedule of duties to be adhered by civil servants.	-Number of staffs with schedule of duties	-Log books available -Reports submitted	DED DLNREO

Strategic objective	Target	strategies	Indicators	Means of verification	Responsible officer
LIVESTOCK SECTION					
Quantity and quality of economic services and infrastructure improved	Prevalence of tick borne diseases in Livestock reduced from 65% to 45% June 2014	<ul style="list-style-type: none"> -Construction of new cattle dips -Rehabilitation of dilapidated cattle dips -Formation of livestock keepers ASSOCIATION -Training of livestock keepers on cattle dip management and tick borne diseases control -Create ECF Vaccination awareness to livestock keepers -conduct ECF vaccination 	<ul style="list-style-type: none"> -Number of cattle dips -Numbers of livestock keepers trained -Number of cattle vaccinated 	<ul style="list-style-type: none"> - Implementation report - Vaccination report -supervision report 	<ul style="list-style-type: none"> -DALDO -DVO -LIVESTOCK KEEPERS -WARD & VILLAGE LEADERS -EXTENSION STAFF
	Livestock infrastructures improved from 20% to 35% by June 2014	<ul style="list-style-type: none"> -Construction of charco dams -Construction of dams -Rehabilitation of silted/damaged dams -Construction of slaughter houses and associated infrastructures 	<ul style="list-style-type: none"> -Number of operating dams and charco dams -Number of slaughter houses -Number of hides 	<ul style="list-style-type: none"> - Implementation report - meat inspection report 	<ul style="list-style-type: none"> - DALDO -DVO -LIVESTOCK KEEPERS -WARD &

		<ul style="list-style-type: none"> -Fencing of slaughter houses -Construction of hides and skin Bandas -Rehabilitate and equip livestock development centers with working facilities -Identification and Demarcation of stock routes -Construction, fencing and rehabilitation of livestock markets and associated infrastructures -Construction of water troughs & cattle crushes -Construction of shallow wells and Boreholes -rehabilitation and construction of night camps 	<ul style="list-style-type: none"> &skin Bandas -Number of water troughs and cattle crushes -Number of bore hole and shallow wells -Number of livestock markets -KM of stock route establishes and maintained 	<ul style="list-style-type: none"> -zoo sanitary reports -field supervision report 	<ul style="list-style-type: none"> VILLAGE LEADERS -EXTENSION STAFF -DWE -DE
	<p>Quality and Quantity of livestock and livestock products improved from 55% to 65% by June 2014</p>	<ul style="list-style-type: none"> -Introduction of artificial insemination technology in Cattle - Acquisition of Artificial insemination kits -Conduct awareness creation on artificial insemination technology to 	<ul style="list-style-type: none"> -Number of cattle artificially inseminated -number of AI equipments -number of improved Bulls distributed to 	<ul style="list-style-type: none"> - artificial insemination reports - implementati on reports 	<ul style="list-style-type: none"> -DALDO -DVO -EXTENSION STAFF

		<p>wards and village leaders</p> <p>-Use of improved breeds of cattle (Bulls) and chickens (Cockerels)</p> <p>-Introduction of dairy Goats</p> <p>-Training of livestock keepers and extension officers on improved livestock production technologies</p> <p>-Registration of livestock and livestock keepers</p> <p>- Livestock keepers awareness on natural forest and fodder (Ngitili) conservation</p> <p>-Livestock diseases control through vaccination against infectious diseases</p> <p>-Training of livestock keepers, extension staff and other stakeholders on leather improvement</p>	<p>PFGs</p> <p>-Number of dual purpose chicken breeds</p> <p>-number of livestock keepers and extension staff trained in livestock production technologies</p> <p>-number of live stocks and livestock keepers registered</p> <p>-% age of livestock vaccination coverage</p>	<p>-training reports</p>	
<p>Emergence preparedness and disaster management improved</p>	<p>Capacity on disaster preparedness and management of livestock infectious diseases improved</p>	<p>-Awareness creation to livestock keepers, extension staff and other stakeholders on prevention and control of livestock infectious diseases</p> <p>-Vaccination campaigns against</p>	<p>-Number of livestock keepers trained</p> <p>-% age of Livestock vaccination coverage</p>	<p>-vaccination reports</p> <p>-zoo sanitary inspection report</p>	<p>-DVO</p> <p>-DALDO</p> <p>-</p> <p>ZOOSANITARY INSPECTOR</p>

	55% to 75% by 2014	<p>infectious livestock diseases</p> <p>-Institute stringent measures (zoo sanitary inspection) on control of livestock movement</p>		<p>-number of livestock keepers trained</p> <p>-number of extension staff trained</p>	-
AGRICULTURAL SECTION					
	Area under Irrigation farming increased from 40 Ha to 400 Ha by June 2014	<p>-Construction of irrigation infrastructures (water control structures and irrigation canals)</p> <p>-procurement water pumps for small scale irrigation PFGs</p> <p>- training to farmers on irrigation water resources management and proper rice husbandry</p> <p>-formation of water user associations</p> <p>-training of farmers and extension staff on irrigation technologies</p> <p>-conducting farmers and extension staff study tours to irrigation schemes</p> <p>-Mobilize and sensitize the community to construct and managing irrigation</p>	<p>-Ha. Of land under irrigation</p> <p>-Number of farmers and extension staff trained</p>	- implementati on report	<p>-DWE</p> <p>-DALDO</p> <p>-IRRIGATIONN TECH</p>

		<p>schemes</p> <p>-Mobilize communities to establish sustainable small scale irrigation farming groups</p>			
	<p>Agricultural extension services delivery improved by 65% by 2014</p>	<p>-Procurement of ICT Equipments</p> <p>-Procurement of transport facilities for DALDO's office</p> <p>-To facilitate extension workers at ward and village levels with working facilities, particularly motorcycles and bicycles to enable them disseminate the appropriate technologies to farmers</p> <p>-Procurement of working gears for extension officers</p> <p>-Recruitment of new extension staff</p> <p>-proved short course training to extension staff on information technology</p>	<p>-number of ICT equipments</p> <p>-transport and working facilities</p> <p>-number of extension staff</p> <p>-Number of extension staff trained</p>	<p>-training reports</p> <p>-procurement reports</p>	<p>- PROCUREMENT OFFICER</p> <p>-DALDO</p> <p>-DHRO</p>
	<p>Quantity and quality of crops and crops byproducts improved</p>	<p>-Strengthening farmers groups, associations and organizations to enable farmers have access to farm inputs</p>	<p>-Number of Farmers with access to inputs</p> <p>-research-extension</p>	<p>-SACCOS development report</p>	<p>- DCO</p> <p>-DALDO</p>

	by 30% by 2014	<p>credits through local savings-SACCOS.</p> <p>-Enhancing Research-Extension linkage through participatory agriculture technology development</p> <p>-Capacity building to both extension workers and farmers through local training, residential training, exchange visits and farmers field schools</p> <p>-Use of certified planting materials and seeds</p>	<p>linkage reports</p> <p>-Ha. Of planted with certified seeds/planting materials</p> <p>-number of extension workers trained</p>	<p>- implementation reports</p> <p>-Training reports</p>	-SMS CROPS
	Infrastructures for facilitating marketing of Agricultural products improved by 40% by year 2014	<p>-Rehabilitation of district/rural feeder roads</p> <p>-Construction of feeder roads</p> <p>-Construction of crop markets</p> <p>-Construction of bridges and culverts</p>	<p>-Number of bridges/culverts</p> <p>-KM of feeder roads</p> <p>-Number of crop markets</p>	<p>- Implementation reports</p> <p>-procurement reports</p>	<p>-DE</p> <p>-DALDO</p> <p>- PROCUREMENT OFFICER</p>
	Use of agricultural labour saving technologies increased by 52% by 2014	<p>-To mobilize and sensitize farmers to use draught animals in agricultural farming and power tillers</p> <p>-Mobilization of farmers to acquire and use Agriculture Value adding Equipments like oil press and coffee</p>	<p>-number of farmers trained</p> <p>-number of agro0processing equipment</p> <p>-number of power</p>	<p>- Implementation reports</p> <p>-procurement reports</p>	<p>-DALDO</p> <p>- PROCUREMENT OFFICER</p>

		<p>pulping machines</p> <p>-Procurement of power tillers and tractors for PFGs</p>	<p>tillers/ animal drawn implements</p>		
	<p>Farmers access to better agriculture/Livestock extension services increased 45% by 2014</p>	<p>-sensitization of farmers and other stake holders to participate in agricultural show (nane nane)</p>	<p>-number of stake holders participating in Nanenane Agric.shows</p>	<p>-Nanenane participation reports</p>	<p>-DED</p> <p>-DALDO</p> <p>-EXTENSION STAFF</p> <p>-DED</p> <p>-DC</p> <p>-DSMS</p>
<p>Emergence preparedness and disaster management improved</p>	<p>Vermin and queleaquelea control strengthened from 75% to 90% by June 2014</p>	<p>-Vermin hunting</p> <p>-Early detection of queleaquelea</p> <p>-Survey and spraying of colonies</p>	<p>-Number of vermin and birds killed</p>	<p>-Vermin control report</p>	<p>DALDO</p> <p>PPO</p>

COOPERATIVE SECTION					
	Number of cooperative members increased from 16,000 in 2010 to 100,000 by 2014	<ul style="list-style-type: none"> -Mobilize the community to establish strong cooperative societies -Training of cooperative board members on proper cooperative management -Provision of working facilities to the cooperatives office -auditing/inspection of cooperative societies -training of SACCOS treasurers and Board members on Business skills and book keeping -supervision of cooperative societies annual general meetings 	<ul style="list-style-type: none"> - number of SACCOS members -number and type of working facilities 	<ul style="list-style-type: none"> -Audit report -Meeting minutes 	<ul style="list-style-type: none"> -DCO -DALDO

	Knowledge and skills on data management for 8 staffs improved by June 2014	To train 8 staffs on data Management	Number of Staff Trained	Training Report	DED DCO COs
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PLANNING DEPARTMENT

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
	Good governance and administration services enhanced	Quality of council plan and budget approved two months before end of Financial year annually by the year 2014	<ul style="list-style-type: none"> Capacity building to villages, wards and District O&OD teams Early provision of planning guidelines. Timely preparation of plan and budget. 	<ul style="list-style-type: none"> % of villages with plans and budget. Date of guidelines received at village and ward levels Date of plans and budget submitted 	Plans and budget documents Letter of acknowledgement	DED, DPLO ,PLOs ,WEOs ,VEOs

					Letter of acknowledgement	
		Participatory planning, implementation, monitoring and evaluation system increased from 25 to 34 wards by June 2014	<ul style="list-style-type: none"> Capacity building to stakeholders Stakeholders involvement. 	<ul style="list-style-type: none"> Number of teams trained Number of stakeholders involved. 	Training reports Attendance list	DPLO, PLOs
		Strengthening district database system by June 2014	<ul style="list-style-type: none"> Capacity building to staffs Availability of data storage systems 	<ul style="list-style-type: none"> Number of staff trained on data collection, analysis and storage Number of devices procured. 	Training reports Delivery Note and legers	DPLO, STATISTICIAN, PLOs

ADMINISTRATION DEPARTMENT

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
	Good governance and administration services enhanced	1.Quatory village meetings improved to 504 by 2014	-Advocacy -To ensure that every village has got a Village Executive Officer. - To ensure availability of stationeries and other materials.	Number of meetings Number of stationeries and materials provided.	Meeting minutes	DHRO,HRO,
		2.Departmental meetings improved to 192 by June 2014	Advocacy	Number of meetings conducted.	Meeting minutes	DHRO,HRO
		3.Working conditions to Council staff improved from 50%	-provision of working tools and facilities -Timely payment of	Number of working tools and facilities bought. Number of Offices	Increase of working morale among workers	DHRO,HRO

		to 75% by June 2014	staffs rights -To ensure availability of offices	constructed		
		4.Human resources capacity building enhanced from 235 to 350 by 2014	-Conduct trainings and seminars to workers (On job training)	Number of trainings and seminars conducted	Training and seminar reports.	DHRO,HRO
		5.Open Performance Appraisal System enhanced by June 2014	-To train workers on how they can fill the OPRAS form -To ensure the effectiveness of OPRAS by filling the forms	Number of trainings conducted. Number of forms filled	Training reports. Forms.	DHRO,HRO
		6.The Human Resource functions improved by June 2014	- Recruit staff in different Departments -Provision of training to workers -Promotion and recategorisation of workers in different departments.	Number of staff recruited Number of training conducted Number of workers promoted and recategorized.	Staff recruited Training reports. Workers promoted and recategorized.	DHRO,HRO

LEGAL, INTERNAL AUDIT AND PROCUREMENT SECTIONS

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
<i>INTERNAL AUDIT SECTION</i>						
	Effective and efficient utilization of public resources enhanced	clean Audit Certificates maintained yearly by June 2014	1.Council Audit committee in place 2.Improved Quarterly Audit Reports 3.Capacity building to Staffs 4. ensuring External audit Queries have been responded	1.Number of Quarterly Audit committee meetings 2 Number of .Quarterly Audit Report submitted and Replied 3 Number of .Internal Audit recruited and trained. 4. External Audit Report management report replied.	1.Audit Committee minutes 2.Quarterly audit Report 3. Appointment letters and training reports 4.Auditors reports	1.AO 2.CIA

PROCUREMENT SECTION						
Good governance and administration services enhanced	Ensuring procurement procedures are adhered to by 2014	<p>1.Tender Board formed and functioning.</p> <p>2. Procurement Management Unit formed and functioning as per Procurement Regulations 2005</p> <p>3 Improved procurement plan</p> <p>4. Ensuring Procurement Act Regulations and guideline in place.</p> <p>5.Capacity building to TB members, PMU staffs .</p>	<p>1. Tender board members are appointed and trained.</p> <p>2. Tender board meetings are in place.</p> <p>3. Tender board quarterly reports are in place.</p> <p>4. Tenders are advertised and awarded according to the stipulated regulations.</p> <p>5. Standard Tender bidding documents are prepared in timers and used to solicit tenders.</p> <p>6.Number of Procurement staffs recruited.</p> <p>7.Public Procurement Act No 21 2004, Public Procurement Regulations (Goods, Works, Non Consultancy, service and Disposal of Public Assets by tender) 2005 are in place</p>	<p>1. Appointment letters.</p> <p>2. TB Minutes.</p> <p>3. TB Reports.</p> <p>4. Tender Advertisement.</p> <p>5. PMU Chart.</p> <p>6. PPA No 21 2004.</p> <p>7.Reg 2005 and LGR 2007</p> <p>8.New appointees files</p> <p>9.No of seminars and training attended</p>	<ul style="list-style-type: none"> • AO • TB • PMU STAFFS • HoDs 	

LEGAL SECTION						
		1. Council legal rights and enforcement of by laws enhanced by June 2014.	1. Capacity building to VEO's and members of the ward tribunal and village land council about Village Land Act and By laws. 2.. Improved monitoring and evaluation..	1. Presence of 126 By laws. 2. The use of 126 By law by village council. 3. Presence of good legal frame work.	Books of bylaws M&E reports	DLO

			1. Representing the council for cases raised..	1. Number of cases represented.	Judgement reports	DLO
			1. Availability of village land Act. 2. Distribute respective copies to village and ward tribunal.	1. Number of copies of land act. 2.Number of copies distributed	Receipt voucher ,Ledger. Receipt voucher, Ledger	DLO

FINANCE AND TRADE DEPARTMENT

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
TRADE SECTION						
	Quantity and quality of economic services and infrastructure improved.	Conducive working environment to staffs	-Provision of incentives -Capacity building	Number of staffs Number of staff trained	PVs Training reports	DTO,TOs
		Strengthening the SMEs sector by 20% by June 2014	-SMEs group formulation -Strengthening M&E -Capacity building to SMEs	Number of SMEs Number of MSEs visited Number of SMEs trained	SMEs ledger M&E reports Training reports	DTO,TO
FINANCE						
	Effective and efficient utilization of public resources	Council Revenue collection increased from 800m to 1b by	-Identification of new revenue sources -Strengthening monitoring and	Amount of revenue collected	-Council revenue collection report	DT

	enhanced	June 2014	supervision of outsourced revenue sources.			
		Financial rules and regulation adhered by June 2014.	<ul style="list-style-type: none"> -All revenues collected are banked. -All expenditure are issued through cheque -All financial transactions are posted in books of accounts 	Adherence of financial rules and regulations	<ul style="list-style-type: none"> -Bank transactions -Books of accounts -Vouchers -Ledger 	DT
		Working environment to finance staffs improved by June 2014	<ul style="list-style-type: none"> -Provision of working tools -Capacity building to staff 	-working tools procured	-Ledger	DT

WORKS DEPARTMENT

S/N	Strategic Objectives	Targets	Strategies	Key performance indicators	Means of verification	Responsible officer
	Quantity and quality of economic services and infrastructure improved.	Increase the Pass ability of District Road Network throughout the year from 50% to 80% by June 2014	(i)Routine maintenance of 440 km of Feeder, District & Urban roads	No. of km that will have been maintained	Roads maintained ,signed contracts & payment vouchers	DED,DE TECHNICIANS
			(ii)Spot improvement of 200 km of Feeder, District & Urban roads	No. of km that will have been maintained	Roads maintained, signed contracts & payment vouchers	DED,DE TECHNICIANS
			(iii) Periodic maintenance of 75 km of District & Urban roads	No. of km that will have been maintained	Roads maintained, signed contracts & payment vouchers	DED,DE TECHNICIANS
			(iv)Periodic maintenance of 20 bridges	No. of bridges that will have been maintained	Roads & Bridges maintained ,signed contracts & payment vouchers	DED,DE TECHNICIANS
			(v)Closer supervision	No. km of roads & No of bridges that will	Bridges maintained, signed contracts &	DED,DE

			by technical staff	have been maintained	payment vouchers	TECHNICIANS
		Works office strengthened from 60% to 80% by June 2014	<ul style="list-style-type: none"> - Provision of office and working tools -Provision of incentives to workers -Strengthen the supervision level of works projects 	<ul style="list-style-type: none"> -Number of office working tools procured -Number of staffs received incentives -Number of supervision routes 	<ul style="list-style-type: none"> PVs, Store ledger, Supervisor reports 	<ul style="list-style-type: none"> DE TECHNICIANS
		60 Council buildings improved by June 2014	Provide conducive working environment to Works staff	Number of council building improved	<ul style="list-style-type: none"> Building reports Asset register 	<ul style="list-style-type: none"> DE TECHNICIANS
		22 Council vehicles maintained by June 2014	Provide conducive working environment to Works staff	Number of vehicles maintained	<ul style="list-style-type: none"> PVs LPO Maintenance reports 	<ul style="list-style-type: none"> DE TECHNICIANS

CHAPTER FIVE

MONITORING AND EVALUATION (M&E)

Monitoring is a routine supervision of implementation of strategic plan (SP) to see whether is being implemented as planned.

Evaluation is a process which attempts to critically, systematically and objectively determine the worth of Strategic Plan, whether it is proposed, on going or completed.

The SP will be monitored through implementation of Departmental targets that are correlating with those mentioned in the District Strategic Plan.

INTERVALS OF MONITORNG AND EVALUATION

The District Strategic Plan will be monitored and evaluated on annual basis that is before planning process where Departments will review implementation of targets and see how they have been achieved.

RECOMMENDATIONS.

- The prepared Strategic Plan should be used properly by Heads of Departments and Heads of sections in order to achieve the objectives of the Sengerema District Council.
- The comprehensive District plans and budget should adhere to District Strategic Plan.