

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



**MVOMERO DISTRICT COUNCIL**

**Vote Code: 79K5**



**FIVE YEAR MEDIUM TERM STRATEGIC PLAN FOR**  
**MVOMERO DISTRICT COUNCIL**  
**2016/17 TO 2020/21**

Prepared by: -

District Executive Director

P.O.BOX 663

**MOROGORO.**

[TEL:+255 023-2613223](tel:+2550232613223)

[FAX:+255 023-2613007](tel:+2550232613007)

**DECEMBER, 2015**

## ADMINISTRATIVE BOUNDARIES OF MVOMERO DISTRICT.



# TABLE OF CONTENT

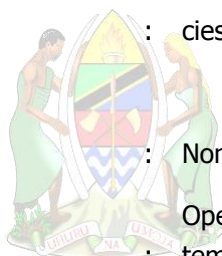
|   |             |
|---|-------------|
| <b>ADMINISTRATIVE BOUNDARIES OF MVOMERO DISTRICT.....</b> | <b>II</b>   |
| <b>TABLE OF CONTENT .....</b>                             | <b>II</b>   |
| <b>ABBREVIATIONS.....</b>                                 | <b>VI</b>   |
| <b>DEFINITION OF TERMS: .....</b>                         | <b>VIII</b> |
| <b>PREFACE: .....</b>                                     | <b>X</b>    |
| <b>.....</b>  | <b>X</b>    |
| <b>EXECUTIVE SUMMARY:.....</b>                            | <b>XI</b>   |
| <b>CHAPTER ONE – INTRODUCTION .....</b>                   | <b>1</b>    |
| <b>Background of the council: .....</b>                   | <b>1</b>    |
| <b>Methodology of developing the plan: .....</b>          | <b>1</b>    |
| <b>Purpose of the Plan: .....</b>                         | <b>2</b>    |
| <b>Layout of the plan:.....</b>                           | <b>2</b>    |
| <b>CHAPTER 2 – SITUATION ANALYSIS .....</b>               | <b>4</b>    |
| <b>2.1 Council Profiles:.....</b>                         | <b>4</b>    |
| 2.1.1location: .....                                      | 4           |
| 2.1.2 ADMINISTRATION: .....                               | 4           |
| 2.1.3 Demography .....                                    | 21          |
| 2.1.4 Climate.....  | 22          |
| 2.1.5 VEGETATION:.....                                    | 22          |
| <b>i. Highland and Mountains Zone: .....</b>              | <b>22</b>   |
| <b>ii. Miombo Woodland Zone.....</b>                      | <b>22</b>   |
| <b>iii. Savannah River Basin Line .....</b>               | <b>23</b>   |
| 2.1.6 Soils: .....  | 23          |
| 2.1.7 Forests.....  | 24          |
| 2.1.7 BEEKEEPING: .....                                   | 25          |
| 2.1.8 ROAD network: .....                                 | 25          |
| • <b>Regional Roads. ....</b>                             | <b>26</b>   |
| • <b>District Roads. ....</b>                             | <b>26</b>   |
| • <b>Feeder Roads .....</b>                               | <b>26</b>   |
| 2.1.9 AGRICULTURE: .....                                  | 27          |
| 2.1.10 WATER AND SANITATION: .....                        | 27          |
| 2.1.11 HEALTH:.....                                       | 27          |
| 2.1.12 EDUCATION: .....                                   | 28          |

|   |           |
|---|-----------|
| <b>2.2 Background:</b>  | <b>29</b> |
| <b>2.3 Mandate of District Council:</b>   | <b>29</b> |
| <b>2.4 Objective of the District Council in performing its functions:</b>                     | <b>32</b> |
| <b>2.5 Current Vision:</b>  | <b>32</b> |
| <b>2.6 Current Mission statement:</b>   | <b>32</b> |
| <b>2.7 Performance Review of (2010/11-2015/16 Strategic plan):</b>                            | <b>32</b> |
| Achievements:   | 32        |
| <b>Stakeholder's analysis:</b>  | <b>46</b> |
| List of main stakeholders:  | 46        |
| Services offered and stakeholders Council expectations:                                       | 47        |
| <b>Organizations scan:</b>  | <b>53</b> |
| <b>KEY ISSUES:</b>  | <b>55</b> |
| <b>CHAPTER 3 -THE PLAN (2016/17- 2020/21)</b>   | <b>56</b> |
| <b>Vision statement:</b>  | <b>56</b> |
| <b>Mission statement:</b>   | <b>56</b> |
| <b>Core values:</b>   | <b>56</b> |
| <b>Objectives, Strategies, Targets and Performance Indicators:</b>                            | <b>57</b> |
| Objectives:   | 57        |
| Objective A:  | 58        |
| Improve services and reduce HIV/AIDS infection.   | 58        |
| <b>Strategies;</b>  | <b>58</b> |
| <b>Targets:</b>   | <b>59</b> |
| <b>Key Performance Indicators:</b>  | <b>59</b> |
| Objective B:  | 60        |
| <b>Enhance, sustain and effective implementation of the National Anti-Corruption Strategy</b> | <b>60</b> |
| <b>Strategies:</b>  | <b>60</b> |
| <b>Targets:</b>   | <b>61</b> |
| <b>Key Performance Indicators:</b>  | <b>61</b> |
| Objective C:  | 61        |
| <b>Strategies:</b>  | <b>61</b> |
| <b>Targets;</b>   | <b>62</b> |
| Objective D:  | 65        |

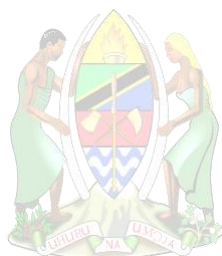
|  |           |
|--|-----------|
| <b>Targets:</b> .....  | <b>66</b> |
| <b>Key Performance Indicators:</b> .....   | <b>67</b> |
| <b>OBJECTIVE: E</b> .....  | <b>67</b> |
| <b>Good Government and Administrative Services Enhanced</b> .....                        | <b>67</b> |
| <b>Objective description:</b> .....  | <b>67</b> |
| <b>Targets</b> .....   | <b>67</b> |
| <b>Key Performance Indicators</b> .....  | <b>68</b> |
| <b>Objective F.</b> .....  | <b>69</b> |
| <b>Social welfare, gender, community empowerment and good governance improved.</b> ..... | <b>69</b> |
| <b>Strategies:</b> .....   | <b>70</b> |
| <b>CHAPTER 4-RESULTS FRAMEWORK</b> .....   | <b>73</b> |
| <b>Purpose and structure:</b> .....  | <b>73</b> |
| <b>The Function/Objectives:</b> .....  | <b>73</b> |
| <b>Beneficiaries (of District Council Services):</b> .....                               | <b>73</b> |
| <b>The Result Framework Matrix:</b> .....  | <b>74</b> |
| <b>MONITORING, EVALUATION, REVIEW AND REPORTING PLANS:</b> .....                         | <b>74</b> |
| <b>MONITORING PLAN:</b> .....  | <b>76</b> |
| <b>EVALUATION:</b> .....   | <b>76</b> |
| <b>PLANNED REVIEWS:</b> .....  | <b>76</b> |
| <b>REPORTING PLAN:</b> .....   | <b>79</b> |
| <b>Internal Reporting Plan:</b> .....  | <b>79</b> |
| <b>EXTERNAL REPORTING PLAN:</b> .....  | <b>80</b> |
| <b>LINKING M&amp;E TO PERFORMANCE MANAGEMENT AND STAFF APPRAISAL:</b> .....              | <b>81</b> |
| <b>ANNEXES:</b> .....  | <b>81</b> |
| <b>COUNCIL ORGANIZATION STRUCTURE:</b> .....   | <b>82</b> |
| <b>MEDIUM TERM STRATEGIC PLAN MATRIX:</b> .....  | <b>83</b> |

# ABBREVIATIONS

|       |  |
|-------|--|
| AIDS  | : Acquired Immune Deficiency Syndrome              |
| DAS   | : District Administrative Secretary                |
| HIV   | : Human Immunodeficiency Virus                     |
| ICT   | : Information Communication Technology             |
| IT    | : Information Technology                           |
| KPI   | : Key Performance Indicator                        |
| KRA   | : Key Results Area                                 |
| LAN   | : Local Area Network                               |
| LGA   | : Local Government Authority                       |
| MDAs  | : Ministries, Independent Departments and Agencies |
| NGOs  | : Non - Government Organizations                   |
| OPRAS | : Open Performance Review and Appraisal System     |
| PMS   | : Performance Management System                    |
| RC    | : Regional Commissioner                            |
| RAC   | : Regional Accountant                              |
| RMO   | : Regional Medical Officer                         |
| PSRP  | : Public Sector Reform Programme                   |
| SDT   | : Service Delivery Target                          |
| SO    | : Strategic Objective                              |
| WAN   | : Wide Area Network                                |
| LGA   | : Local Government Authority                       |
| MTSP  | : Medium Term Strategic Plan                       |
| TA    | : Technical Assistant                              |



|          |  |
|----------|--|
| IA       | : Internal Auditor                               |
|          | President's Office - Regional Administration and |
| PO-RALG  | : Local Government                               |
| CSO      | : Civil Society Organization                     |
| NGO      | : Non-Governmental Organization                  |
| DC       | : District Commissioner                          |
| MTEF     | : Medium Term Expenditure Framework              |
| PMO      | : Prime Minister's Office                        |
|          | Prime Minister's Office-Regional Administration  |
| PMO-RALG | : and Local Government                           |
| PMU      | : Procurement Management Unit                    |
| CCM      | : Chama Cha Mapinduzi                            |



## DEFINITION OF TERMS:

**Accountability**, Obligation to demonstrate that work has been conducted in compliance with agreed rules and standards (including performance measures)

**Activity**, the actions taken or work performed in order to produce a given target. Activities are what institutions do and describe processes which are largely internal to the institution. They describe HOW a target is to be produced

**Appraisal**, an overall assessment of the relevance, feasibility, and potential sustainability of a series of interventions prior to a decision to undertake or fund them

**Assumptions**, Hypotheses about factors or risks which could affect the progress or success of an intervention

**Baseline Indicator Value**: historical value of an indicator. Includes an associated date called the baseline indicator date.

**Benchmark**, reference point or standard against which performance or achievement can be assessed. A benchmark often refers to the performance that has been achieved in the recent past by other comparable institutions, or what can be reasonably inferred to have been achieved in the circumstances.

**Capacity Building** a process leading to either (i) skill upgrading, (both general and specific), (ii) procedural improvements, and (iii) institutional strengthening. Capacity building refers to investment in people, institutions, and practices.

**Impact**, An effect on well-being. A significant long-term developmental change induced in the user of a service or product. May be direct or indirect, intended or unintended.

**Indicator**, a number having a particular measurement purpose. A Quantitative or qualitative factor or variable that provides a simple and reliable means to measure achievement, to reflect the changes connected to an intervention, or to help assess the performance of a party or institution. Or, a variable that allows the verification of changes in the development intervention or shows results relative to what was planned. Indicators are usually indirect measures of an underlying phenomena or quality (the way "smoke indicates fire" and are usually stated in SMART format. Indicators are often disaggregated to compare results and frequently have time-specified target and baseline values.



**Objective (MTEF Objective)**, a broad statement of what is to be achieved and the improvements to be made. An objective describes an intended outcome or impact and summarizes why a series of actions have been undertaken.

**Outcome**, the likely or achieved short-term and medium-term effects of an intervention's outputs. A direct, but intermediary change or improvement in the welfare of the customer or beneficiary as a result of the use of a service (or output). Examples include improved health after visiting a dispensary, or increased knowledge after completing school. Short change in knowledge, skills, attitude, motivation and awareness; medium change in behavior, practices, policies and procedures and long change in situation in environment, social, conditions, economic conditions and political condition and are measured by outcome indicators

**Output**, the products, time, money, partners, equipment, facilities, goods and services which result from an intervention; may also include changes (usually of an immediate nature) resulting from the intervention which are relevant to the achievement of outcomes.

**Programme:** A time-bound intervention that differs from a project in that it usually cuts across sectors, themes and/or geographic areas, uses a multi-disciplinary approach, involves more institutions than a project, and may be supported by different funding sources.

**Results**, the output, outcome or impact (intended or unintended, positive and/or negative) of a development intervention.

**Stakeholders**, all of those who have an interest (either direct or indirect) in an institution, its activities and its achievements. These may include clients or customers, partners, employees, shareholders/owners, government or regulators.

**Strategies** are broad statements about how something is to be done. They describe how the institution will achieve its objectives; they link Objectives to Targets. Each objective will have its own set of unique strategies which describe the broad approach to effect change

**Target (MTEF Target)**, the final products, goods, or services produced over a given period of time, by an institution, in order to achieve its objectives. An MTEF target corresponds to an output.

## PREFACE:

Mvomero District Council is well regarded as a provider of quality services and is working hard to communicate effectively with the community about what it is doing. Local Government in the 21<sup>st</sup> century is the form of government most closely connected with the community, but it cannot singularly deliver everything that is required. We therefore need to work more closely with other stakeholders.

The Mvomero District Council Strategic Plan for the year **2016/2017 to 2020/2021** is a reflection of the priorities of the District Council in the next five years. The plan has been aligned to the Vision 2025, Sector policies, Five Year Development Plan (FYDP1) and 2015-2020 CCM Election Manifesto and Big Results Now.

The Mvomero District Council major roles are; to facilitate the maintenance of peace, order and good governance; promote the social welfare and economic well-being of all people in its area of jurisdiction; further the social and economic development in its area of jurisdiction and subject to national policies and plans for rural and urban development.

In unveiling a vision, we have identified a wide range of key issues which will form the basis of the **2016/17 – 2020/21 strategic plan**. The Plan is geared towards promoting socio-economic development, through efficient coordination between ministries and local authorities, good governance, and facilitation of local government initiatives in providing improved and quality services in order to enhance the socio- economic welfare of the community as a whole. The purpose of the Plan is to review the Strategic Plan 2010/11 -2015/16 objectives and strategies to ensure that all interventions in Strategic Plan 2016/17-2020/21 address the critical issues which have been identified.

My sincere appreciation goes to District Executive Officer, members of Council Management Team, staffs and stakeholders for their persistent efforts of guiding and supervising the preparation of Mvomero Strategic Plan (2016/17 -2020/210). The unveiling of this document could not be possible without their invaluable and positive contribution.

.....  
Hon. Jonas Van Zeeland

**CHAIRMAN**

**MVOMERO DISTRICT COUNCIL**



## EXECUTIVE SUMMARY:

Mvomero District Council Strategic Plan covers the Five-year period of 2016/17 - 2020/21. The plan describes our Mission, Vision, Core Values, Mandate, Objectives, Targets and Key Performance Indicators.

The Strategic Plan begins with a situation analysis which is meant to provide a review of the reality of Mvomero District Council operating environment, which will impact on the plan and provide strategic alternatives. The Strategic Plan has taken into account the Tanzania Development Vision (TDV) 2025, Sector Strategic Plans, Medium Term Expenditure Framework (MTEFs), Reforms Programme policies, Priorities Action Programme of Ministries departments and Agencies (MDAs), the Millennium Development Goals (MDGs), Sectoral policies, Five Year Development Plan (FYDP1) and 2015-2020 Ruling part CCM Election Manifesto.

The Vision, Mission, Objectives and Core Values of Mvomero District Council were derived from a detailed review process including Stakeholders Analysis, Strength, Weakness, Opportunities & Challenge (SWOC), and Performance Review.



**However, the plan layout is as follows: -**

The plan is presented in four chapters, **chapter 1:** introduction and methodology, while **chapter 2** reviews of previous strategic plan of 2010/11 – 2015/16 - situation analysis, current mission, vision and core values, mandate, roles and functions, performance review of strategic objectives, stakeholder analysis, SWOC analysis which draws out the strengths, weaknesses, opportunities, threats and critical/key issues facing the council during the period. **Chapter 3:** SP 2016/17- 2020/21 -vision, mission, core values, objectives, strategies, targets and key performance indicators. **Chapter 4:** Result framework, monitoring and evaluation plan.

**Annex 1:** Organizational chart, the council's organization structure is presented in

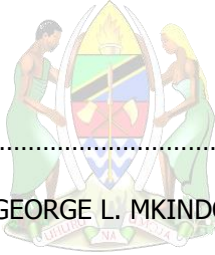
**Annex 2:** Strategic plan Matrix.

The preparation of this Strategic Plan has benefited from the input of many people and stakeholders. Mvomero District Council staff took many hours, days and numerous discus-

sions in conducting the SWOT analysis, which was an important input to the process. The Staff also participated in the planning workshop at Mvomero District Council Conference Hall and various other group meetings during which draft reports were discussed.

The Staff of Mvomero District Council are determined to work towards the achievement of the stated vision and mission. Collectively, we have committed to implement this Plan. With strong work ethic, realization of the added value in collaborating and supporting each other, a strong sense of commitment to success, dedication to excellence in all of our service delivery, and motivated by the desire to contribute to the betterment of the livelihoods of Mvomero District Council, making Mvomero District Council the better place of service delivery excellence.

Council needs to continually respond to the needs of residents, of children and young people, of businesses and of visitors. As the custodian of public money and services, and ultimately responsible for the future of Mvomero District, the council is accountable to the people of District Council. I welcome your views and any comments you may like to make.



GEORGE L. MKINDO

**DISTRICT EXECUTIVE DIRECTOR**

**MVOMERO.**

# CHAPTER ONE – INTRODUCTION

## Background of the council:

Mvomero District is one of the seven (7) districts in Morogoro Region. It is a new District formed by splitting the former Morogoro District and the District was formally gazetted on 17<sup>th</sup> September 2004 vide the Government Notice Number 453. Other districts in the Morogoro region are Morogoro, Kilosa, Gairo, Kilombero, Malinyi and Ulanga. The seven districts form nine councils namely Mvomero, Morogoro, Kilosa, Gairo, Kilombero, Malinyi, Ifakara Town, Ulanga and the Morogoro Municipality.

## Methodology of developing the plan:

The Strategic Plan was developed in accordance with the Medium Term Strategic Planning and Budgeting Manual of the United Republic of Tanzania as updated in January 2015. The Plan was prepared in a participatory approach involving internal management, stakeholders and the Management.

This plan was drawn in collaboration with Mvomero District Council Staff from all Departments, Sections, Units and facilitation carried out by regional facilitator Mr. Makota. The process involved reviewing the old Strategic Plan by a thorough examination of the vision and mission statements, situation analysis Objectives, Targets and performance indicators. The reviews done were presented and agreed in a stakeholders meeting as well as group work and plenary sessions involving departmental heads.

Reference was made to the Tanzania Development Vision (Vision 2025), the National Strategy for Growth and Reduction of Poverty (MKUKUTA), CCM Election Manifesto 2015, the Public Service Reform Programme Phase II (PSRP II), the 1998 Policy on Local Government Reform, the Local Government Medium Term Plan (2010-15), Sector Policies, the Plans and budget guidelines, and the Millennium Development Goals (MDGs). More inputs were also obtained from Mvomero District Council draft Strategic Plan for 2010/11 - 2015/16.

## Purpose of the Plan:

This Strategic Plan is intended for the service delivery and business of Mvomero District Council and its stakeholders. Its Objectives are derived from the functions prescribed to District mandate. On the other hand, the established targets are drawn against achieving broad objectives and during implementation it is envisaged that a continued collaborative effort sustained among District staff and stakeholders in order to support each other in achieving national framework strategies. The overall purpose of this Strategic Plan therefore can be summarized as follows:

- Be a frame of reference for all stakeholders
- Indicate the timing of implementation
- Indicate how progress will be measured against baselines
- Enable the preparation of performance budgets
- Used as a management tool

## Layout of the plan:

The Strategic Plan for 2016/17 to 2020/21 document contains four chapters preceded by preface and an executive summary. Thereafter, there are three annexes.

**The preface and executive summary** briefly outlines key performance issues, the mission, vision and objectives and outline the broad strategies to be undertaken in the implementation of the plan.

### **Chapter one.**

This chapter provides the background to the District Strategic plan namely background to the council, methodology, rationale or purpose for the plan.

### **Chapter two.**

This chapter presents the Situational Analysis. The organization profile is also outlined in this chapter as well as service delivery performance, SWOT analysis the basis of which Mvomero District Council vision, mission statement and objectives were developed.

### **Chapter three.**

This chapter is about the vision and mission statements and objectives of the council's strategic plan, strategies, targets, performance indicator and service delivery target or activities are described. Each target is given under a sub-vote (Department). Strategies for each objective are outlined technically to achieve the set targets.

### **Chapter Four.**

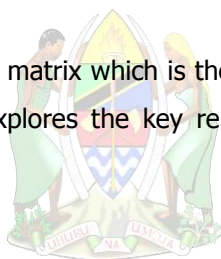
The results frameworks matrix and plan review are shown in this chapter. In this chapter also the monitoring and evaluation of plan is discussed and presented here.

#### **ANNEX 1**

**Annex 1** describes the organization chart of Mvomero District Council.

#### **ANNEX 2**

**Annex 2** is about the strategic plan matrix which is the summary of the key result areas of the Strategic Plan. This section explores the key result area which the plan intends to achieve.



# CHAPTER 2 – SITUATION ANALYSIS

## 2.1 Council Profiles:

### 2.1.1 location:

Mvomero district is located at latitude 06° 26' South and longitude 37° 32' East. It borders Handeni district in the North, Bagamoyo district in the East, Kilosa district in the West, Morogoro Rural and Morogoro Urban (Municipality) in the south. The total area is **7,325** square kilometers.

### 2.1.2 ADMINISTRATION:

Mvomero District is administratively divided into four (4) divisions, thirty (30) wards, 130 registered villages and 686 hamlets. The district headquarters is located at Wami Sokoine.

Table 2. 1 Mvomero District Administrative Areas.

| Division     | Na. | Wards  | Na. | Villages | Na. | Hamlets              |
|--------------|-----|--------|-----|----------|-----|----------------------|
| <b>MLALI</b> | 1   | Melela | 1   | Melela   | 1   | Melela               |
|              |     |        |     |          | 2   | Kololo               |
|              |     |        |     |          | 3   | Majengo              |
|              |     |        | 2   | Kibaoni  | 4   | Kibaoni              |
|              |     |        |     |          | 5   | Vianzi A             |
|              |     |        |     |          | 6   | Vianzi B             |
|              |     |        |     |          | 7   | Vitemvu              |
|              |     |        | 3   | Magali   | 8   | Longoya              |
|              |     |        |     |          | 9   | Twange               |
|              |     |        |     |          | 10  | Vikangaga            |
|              | 2   | Mangae | 4   | Mela     | 11  | Sadala               |
|              |     |        |     |          | 12  | Kilimahewa           |
|              |     |        |     |          | 13  | Visangali            |
|              |     |        |     |          | 14  | Mkwajuni             |
|              |     |        |     |          | 15  | Matangani            |
|              |     |        | 5   | Mangae   | 16  | Makangwa             |
|              |     |        |     |          | 17  | Mlinge               |
|              |     |        |     |          | 18  | Shuleni              |
|              |     |        | 6   | Mlandizi | 19  | Mlandizi A           |
|              |     |        |     |          | 20  | Mlandizi B           |
|              |     |        |     |          | 21  | Kimunyu              |
|              |     |        |     |          | 22  | Mlandizi Mas-hambani |



|  |   |         |    |              |    |               |
|--|---|---------|----|--------------|----|---------------|
|  |   |         |    |              | 23 | Mlandizi juu  |
|  | 3 | Mlali   | 7  | Mlali        | 24 | Peapea        |
|  |   |         |    |              | 25 | Majengo       |
|  |   |         |    |              | 26 | Gudugudu      |
|  |   |         |    |              | 27 | Vitonga       |
|  |   |         | 8  | Pekomisegese | 28 | Bogolwa       |
|  |   |         |    |              | 29 | Msikitini     |
|  |   |         |    |              | 30 | Tarazo        |
|  |   |         | 9  | Vitonga      | 31 | Mpingoni      |
|  |   |         |    |              | 32 | Misufini      |
|  |   |         |    |              | 33 | Makome A      |
|  |   |         |    |              | 34 | Makome B      |
|  |   |         |    |              | 35 | Lamba         |
|  |   |         | 10 | Mkuyuni      | 36 | Mkuyuni A     |
|  |   |         |    |              | 37 | Mkuyuni B     |
|  |   |         |    |              | 38 | Ostabei       |
|  |   |         |    |              | 39 | Mbalala       |
|  |   |         |    |              | 40 | Majengo Mapya |
|  |   |         | 11 | Kipera       | 41 | Njia panda    |
|  |   |         |    |              | 42 | Kipera        |
|  |   |         | 12 | Lugono       | 43 | Mbuyuni       |
|  |   |         |    |              | 44 | Vikongowe     |
|  |   |         |    |              | 45 | Lulevi        |
|  |   |         |    |              | 46 | Lugono        |
|  |   |         | 13 | Kinyenze     | 47 | Kinyenze      |
|  |   |         |    |              | 48 | Kilimanjaro   |
|  |   |         | 14 | Mongwe       | 49 | Kariakoo      |
|  |   |         |    |              | 50 | Kisuke        |
|  |   |         |    |              | 51 | Kenge         |
|  |   |         |    |              | 52 | Kilimahewa    |
|  | 4 | Homboza | 15 | Homboza      | 53 | Visalawe      |
|  |   |         |    |              | 54 | Visada        |
|  |   |         |    |              | 55 | Muhombe       |
|  |   |         | 16 | Chohero      | 56 | Chohero       |
|  |   |         |    |              | 57 | Kitangiri     |
|  |   |         |    |              | 58 | Kididimo      |
|  |   |         |    |              | 59 | Matindi       |
|  |   |         |    |              | 60 | Furukiza      |
|  |   |         |    |              | 61 | Tini          |
|  |   |         | 17 | Manza        | 62 | Mahabusu      |

|  |   |               |    |            |     |                 |
|--|---|---------------|----|------------|-----|-----------------|
|  |   |               |    |            | 63  | Visada          |
|  |   |               |    |            | 64  | Kibogozi        |
|  |   |               | 18 | Yowe       | 65  | Yowe            |
|  |   |               |    |            | 66  | Maseto          |
|  |   |               |    |            | 67  | Mkololo         |
|  |   |               |    |            | 68  | Kidugulu        |
|  |   |               |    |            | 69  | Vigugu          |
|  |   |               |    |            | 70  | Mikuyu          |
|  |   |               |    |            | 71  | Mganga          |
|  |   |               |    |            | 72  | Lukumi          |
|  | 5 | <b>Mzumbe</b> | 19 | Tangeni    | 73  | Kariakoo        |
|  |   |               |    |            | 74  | Tangeni juu     |
|  |   |               |    |            | 75  | Kikoya          |
|  |   |               |    |            | 76  | Chalinze        |
|  |   |               |    |            | 77  | Simbo           |
|  |   |               |    |            | 78  | Mang'ong'oni    |
|  |   |               |    |            | 79  | Mihuburu        |
|  |   |               |    |            | 80  | Gongo           |
|  |   |               | 20 | Mnyanza    | 81  | Kinyamaze       |
|  |   |               |    |            | 82  | Kibumi          |
|  |   |               |    |            | 83  | Changa          |
|  |   |               |    |            | 84  | Kisolwe         |
|  |   |               |    |            | 85  | Gongo           |
|  |   |               |    |            | 86  | Lung'ala        |
|  |   |               |    |            | 87  | Mnyanza         |
|  |   |               |    |            | 88  | Gulo            |
|  |   |               |    |            | 89  | Mtamba          |
|  |   |               |    |            | 90  | Mbalala         |
|  |   |               |    |            | 91  | Mnzasa          |
|  |   |               | 21 | Changarawe | 92  | Changarawe A    |
|  |   |               |    |            | 93  | Changarawe B    |
|  |   |               |    |            | 94  | Maili kumi      |
|  |   |               |    |            | 95  | Mongola         |
|  |   |               |    |            | 96  | Kiwanjani       |
|  |   |               |    |            | 97  | Oysterbay A     |
|  |   |               |    |            | 98  | Oysterbay B     |
|  |   |               |    |            | 99  | Chemchem        |
|  |   |               |    |            | 100 | Mshimoni        |
|  |   |               |    |            | 101 | Changarawe Kati |

|  |          |                |    |            |     |                     |
|--|----------|----------------|----|------------|-----|---------------------|
|  |          |                | 22 | Sangasanga | 102 | Mnazi Mmoja         |
|  |          |                |    |            | 103 | Mtambani            |
|  |          |                |    |            | 104 | Masanze             |
|  |          |                |    |            | 105 | Gezaulole           |
|  |          |                | 23 | Vikenge    | 106 | Mikongeni A         |
|  |          |                |    |            | 107 | Mikongeni B         |
|  |          |                |    |            | 108 | Vikenge             |
|  |          |                |    |            | 109 | Mahakamani          |
|  | <b>6</b> | <b>Lubungo</b> | 24 | Lubungo B  | 110 | Lubungo             |
|  |          |                |    |            | 111 | Chembweda           |
|  |          |                |    |            | 112 | Ndesembe            |
|  |          |                |    |            | 113 | Mpingoni            |
|  |          |                |    |            | 114 | Mbesegela           |
|  |          |                |    |            | 115 | Umasaini            |
|  |          |                | 25 | Mingo      | 116 | Kilimahewa          |
|  |          |                |    |            | 117 | Mji mpya            |
|  |          |                |    |            | 118 | Mnazimmoja          |
|  |          |                |    |            | 119 | Bengazi             |
|  |          |                |    |            | 120 | Mingo               |
|  |          |                | 26 | Kimambila  | 121 | Kimambila           |
|  |          |                |    |            | 122 | Mazimbu             |
|  |          |                |    |            | 123 | Mayanga             |
|  |          |                |    |            | 124 | Mkata<br>Kichangani |
|  |          |                | 27 | Vianzi     | 125 | Mafili              |
|  |          |                |    |            | 126 | Njovu               |
|  |          |                |    |            | 127 | Menge               |
|  |          |                |    |            | 128 | Vianzi              |
|  |          |                |    |            | 129 | Kichangani          |
|  |          |                | 28 | Mafuru     | 130 | Mafuru              |
|  |          |                |    |            | 131 | Kidiwa              |
|  |          |                |    |            | 132 | Mngani              |
|  |          |                |    |            | 133 | Luwe                |
|  | <b>7</b> | <b>Doma</b>    | 29 | Doma       | 134 | Doma<br>barabarani  |
|  |          |                |    |            | 135 | Doma Kilosa         |
|  |          |                |    |            | 136 | Doma Stoo           |
|  |          |                |    |            | 137 | Mtakenini           |
|  |          |                |    |            | 138 | Songa               |
|  |          |                |    |            | 139 | Ng'wambe            |
|  |          |                | 30 | Maharaka   | 140 | Kibalawa            |
|  |          |                |    |            | 141 | Zonwe               |

|              |          |                 |    |            |     |                   |
|--------------|----------|-----------------|----|------------|-----|-------------------|
|              |          |                 |    |            | 142 | Kipunguli         |
|              |          |                 |    |            | 143 | Mdugile           |
|              |          |                 |    |            | 144 | Kitopeni          |
|              |          |                 |    |            | 145 | Mabwe             |
|              |          |                 |    |            | 146 | Kibaoni           |
|              |          |                 | 31 | Sewekipera | 147 | Mtakenini         |
|              |          |                 |    |            | 148 | Kikoya            |
|              |          |                 |    |            | 149 | Sewe Kipera       |
|              |          |                 | 32 | Misengele  | 150 | Kipara            |
|              |          |                 |    |            | 151 | Misengele         |
|              |          |                 |    |            | 152 | Dasi              |
|              |          |                 |    |            | 153 | Sewe              |
|              |          |                 | 33 | Dasi       | 154 | Mbamba            |
|              |          |                 |    |            | 155 | Kikumbilu         |
|              |          |                 |    |            | 156 | Tega              |
|              |          |                 |    |            | 157 | Mafate            |
|              |          |                 |    |            | 158 | Dasi              |
|              | <b>8</b> | <b>Msongozi</b> | 34 | Mkata      | 159 | Mkata shuleni     |
|              |          |                 |    |            | 160 | Mkata CCM         |
|              |          |                 | 35 | Mitupile   | 161 | Mtipule Njiapanda |
|              |          |                 |    |            | 162 | Mtipule Juu       |
|              |          |                 |    |            | 163 | Mtipule Shuleni   |
|              |          |                 | 36 | Msongozi   | 164 | Pasua             |
|              |          |                 |    |            | 165 | Gwata             |
|              |          |                 |    |            | 166 | Gole              |
|              |          |                 |    |            | 167 | Mission           |
|              |          |                 |    |            | 168 | Mtipule           |
|              |          |                 | 37 | Kihondo    | 169 | Kihondo Juu       |
|              |          |                 |    |            | 170 | Kihondo Mbuyuni   |
|              |          |                 |    |            | 171 | Ludia             |
| <b>MGETA</b> | <b>9</b> | <b>Langali</b>  | 38 | Pinde      | 172 | Lukukulwa         |
|              |          |                 |    |            | 173 | Kilanzi           |
|              |          |                 |    |            | 174 | Kiwale            |
|              |          |                 |    |            | 175 | Kidome            |
|              |          |                 |    |            | 176 | Kinanzi           |
|              |          |                 |    |            | 177 | Kipera            |
|              |          |                 |    |            | 178 | Mbegani           |
|              |          |                 | 39 | Langali    | 179 | Nyepenu A         |
|              |          |                 |    |            | 180 | Nyepenu B         |

|  |    |         |    |          |     |              |
|--|----|---------|----|----------|-----|--------------|
|  |    |         |    |          | 181 | Magogo       |
|  |    |         |    |          | 182 | Tengero      |
|  |    |         |    |          | 183 | Mgini        |
|  |    |         |    |          | 184 | Visala       |
|  |    |         |    |          | 185 | Visomolo     |
|  |    |         |    |          | 186 | Lolo         |
|  |    |         | 40 | Bumu     | 187 | Bumu         |
|  |    |         |    |          | 188 | gole         |
|  |    |         |    |          | 189 | Kigandu      |
|  |    |         |    |          | 190 | Pera         |
|  |    |         |    |          | 191 | Mizigu       |
|  |    |         |    |          | 192 | Lugongo      |
|  |    |         |    |          | 193 | Fuwe         |
|  | 10 | Mgeta   | 41 | Lusungi  | 194 | Mbundi       |
|  |    |         |    |          | 195 | Mtengu       |
|  |    |         |    |          | 196 | Mbetu        |
|  |    |         |    |          | 197 | Myamundi     |
|  |    |         |    |          | 198 | Maloo        |
|  |    |         |    |          | 199 | Kisengu      |
|  |    |         |    |          | 200 | Mwemba       |
|  |    |         |    |          | 201 | Langaza      |
|  |    |         | 42 | Kibaoni  | 202 | Senze        |
|  |    |         |    |          | 203 | Mbuo         |
|  |    |         |    |          | 204 | Lukong'o     |
|  |    |         |    |          | 205 | Kidege       |
|  |    |         |    |          | 206 | Msumba       |
|  |    |         |    |          | 207 | Diniro       |
|  |    |         |    |          | 208 | Kibirindu    |
|  |    |         | 43 | Lukuyu   | 209 | Msewe        |
|  |    |         |    |          | 210 | Gwani        |
|  |    |         |    |          | 211 | Goloka       |
|  |    |         |    |          | 212 | Kigube       |
|  |    |         |    |          | 213 | Kisima       |
|  |    |         |    |          | 214 | Dosa         |
|  |    |         |    |          | 215 | Masalawe     |
|  |    |         |    |          | 216 | Kibanda hodi |
|  |    |         |    |          | 217 | Mombo        |
|  | 11 | Bunduki | 44 | Kibigiri | 218 | Hobwe        |
|  |    |         |    |          | 219 | Mbamba       |
|  |    |         |    |          | 220 | Wango        |
|  |    |         |    |          | 221 | Sunza        |

|  |    |       |    |          |     |              |
|--|----|-------|----|----------|-----|--------------|
|  |    |       |    |          | 222 | Gongo        |
|  |    |       |    |          | 223 | Ndagoni      |
|  |    |       |    |          | 224 | King'okwa    |
|  |    |       | 45 | Bunduki  | 225 | Msepa        |
|  |    |       |    |          | 226 | Kifuru       |
|  |    |       |    |          | 227 | Angela A     |
|  |    |       |    |          | 228 | Angela B     |
|  |    |       |    |          | 229 | Mtama        |
|  |    |       | 46 | Tandali  | 230 | Mkenge       |
|  |    |       |    |          | 231 | Nambukizi    |
|  |    |       |    |          | 232 | Kibiki       |
|  |    |       |    |          | 233 | Chino        |
|  |    |       |    |          | 234 | Mahunga      |
|  |    |       |    |          | 235 | Maomi        |
|  |    |       | 47 | Vinile   | 236 | Tambazi      |
|  |    |       |    |          | 237 | Misalani     |
|  |    |       |    |          | 238 | Kenge        |
|  |    |       |    |          | 239 | Tawa         |
|  |    |       | 48 | Maguruwe | 240 | Kidohe       |
|  |    |       |    |          | 241 | Bonde        |
|  |    |       |    |          | 242 | Mtano        |
|  |    |       |    |          | 243 | Malongole    |
|  | 12 | Kikeo | 49 | Kikeo    | 244 | Masalawe A   |
|  |    |       |    |          | 245 | Kiswaga      |
|  |    |       |    |          | 246 | Masalawe B   |
|  |    |       |    |          | 247 | Kikeo Sokoni |
|  |    |       |    |          | 248 | Mkuka        |
|  |    |       | 50 | Mhale    | 249 | Kisulu A     |
|  |    |       |    |          | 250 | Kipondwa A   |
|  |    |       |    |          | 251 | Kizagila     |
|  |    |       |    |          | 252 | Kisulu B     |
|  |    |       |    |          | 253 | KipondwaB    |
|  |    |       | 51 | Ng'owo   | 254 | Vilanzi      |
|  |    |       |    |          | 255 | Kidangala    |
|  |    |       |    |          | 256 | Kimbalu      |
|  |    |       |    |          | 257 | Ndete        |
|  |    |       |    |          | 258 | Maduga       |
|  |    |       | 52 | Chohelo  | 259 | Chohelo A    |
|  |    |       |    |          | 260 | Kihara       |
|  |    |       |    |          | 261 | Vumi         |
|  |    |       |    |          | 262 | Bonde        |

|  |           |                  |    |           |     |           |
|--|-----------|------------------|----|-----------|-----|-----------|
|  |           |                  |    |           | 263 | Kibwegele |
|  |           |                  |    |           | 264 | Chohelo B |
|  |           |                  | 53 | Lukunguni | 265 | Kidege    |
|  |           |                  |    |           | 266 | Kitemela  |
|  |           |                  |    |           | 267 | Kibao     |
|  |           |                  |    |           | 268 | Ghuta     |
|  |           |                  |    |           | 269 | Lukunguni |
|  |           |                  |    |           | 270 | Shuleni   |
|  | <b>13</b> | <b>Luale</b>     | 54 | Luale     | 271 | Luale     |
|  |           |                  |    |           | 272 | Muhombe   |
|  |           |                  |    |           | 273 | Kuyu      |
|  |           |                  |    |           | 274 | Mondoni   |
|  |           |                  |    |           | 275 | Kanzagala |
|  |           |                  | 55 | Kododo    | 276 | Lusange   |
|  |           |                  |    |           | 277 | Vikoko    |
|  |           |                  |    |           | 278 | Tamba     |
|  |           |                  |    |           | 279 | Kidubwa   |
|  |           |                  |    |           | 280 | Bomo      |
|  |           |                  |    |           | 281 | Nyاملungu |
|  |           |                  |    |           | 282 | Manga     |
|  |           |                  | 56 | Masalawe  | 283 | Masava    |
|  |           |                  |    |           | 284 | Debwe     |
|  |           |                  |    |           | 285 | Kokoya    |
|  |           |                  |    |           | 286 | Tagata    |
|  |           |                  |    |           | 287 | Lufune    |
|  |           |                  |    |           | 288 | Vikoza    |
|  |           |                  |    |           | 289 | Mnduzi    |
|  |           |                  | 57 | Londo     | 290 | Londo     |
|  |           |                  |    |           | 291 | Sunguti   |
|  |           |                  |    |           | 292 | Kirusungu |
|  |           |                  |    |           | 293 | Kirongwe  |
|  |           |                  |    |           | 294 | Kiwiwilo  |
|  | <b>14</b> | <b>Tchenzema</b> | 58 | Tchenzema | 295 | Vikoza    |
|  |           |                  |    |           | 296 | Kidando   |
|  |           |                  |    |           | 297 | Mfuguto   |
|  |           |                  |    |           | 298 | Madago    |
|  |           |                  |    |           | 299 | Hangula   |
|  |           |                  |    |           | 300 | Kinole    |
|  |           |                  |    |           | 301 | Kanavu    |
|  |           |                  | 59 | Mwarazi   | 302 | Nyange A  |
|  |           |                  |    |           | 303 | Nyange B  |

|         |    |          |    |           |     |           |
|---------|----|----------|----|-----------|-----|-----------|
|         |    |          |    |           | 304 | Dosa      |
|         |    |          |    |           | 305 | Kibambawe |
|         |    |          |    |           | 306 | Dabala    |
|         |    |          |    |           | 307 | Visada    |
|         |    |          | 60 | Kibuko    | 308 | Kibuko    |
|         |    |          |    |           | 309 | Lubunguni |
|         |    |          |    |           | 310 | Kisangile |
|         |    |          |    |           | 311 | Mluzi A   |
|         |    |          |    |           | 312 | Mluzi B   |
|         | 15 | Nyandira | 61 | Nyandira  | 313 | Msewe     |
|         |    |          |    |           | 314 | Mtamba    |
|         |    |          |    |           | 315 | Lubwe     |
|         |    |          |    |           | 316 | Magana    |
|         |    |          |    |           | 317 | Nyasungu  |
|         |    |          |    |           | 318 | Vidigisi  |
|         |    |          |    |           | 319 | Nyandira  |
|         |    |          | 62 | Ng'ungulu | 320 | Digilo    |
|         |    |          |    |           | 321 | Visu      |
|         |    |          |    |           | 322 | Kitete    |
|         |    |          |    |           | 323 | Nolo      |
|         |    |          |    |           | 324 | Misobwe   |
|         |    |          |    |           | 325 | Viseli    |
|         |    |          | 63 | Ndugutu   | 326 | Ndugutu   |
|         |    |          |    |           | 327 | Kitiba    |
|         |    |          |    |           | 328 | Lundi     |
|         |    |          |    |           | 329 | Mahanga   |
|         |    |          |    |           | 330 | Dosa      |
|         |    |          | 64 | Kibagala  | 331 | Kibagala  |
|         |    |          |    |           | 332 | Kinavu    |
|         |    |          |    |           | 333 | Silu      |
|         |    |          |    |           | 334 | Chembela  |
|         |    |          |    |           | 335 | Lumbwe    |
| MVOMERO | 16 | Mvomero  | 65 | Mvomero   | 336 | Kikambo   |
|         |    |          |    |           | 337 | Kamswake  |
|         |    |          |    |           | 338 | Ifumbo    |
|         |    |          |    |           | 339 | Chambika  |
|         |    |          |    |           | 340 | Mchucha   |
|         |    |          |    |           | 341 | Miembeni  |
|         |    |          |    |           | 342 | Kijoja    |
|         |    |          |    |           | 343 | Kipogolo  |
|         |    |          |    |           | 344 | Mtunge    |



|  |           |               |    |              |     |                                  |
|--|-----------|---------------|----|--------------|-----|----------------------------------|
|  |           |               |    |              | 345 | Kwamtunda                        |
|  |           |               | 66 | Makuyu       | 346 | Mikocheni                        |
|  |           |               |    |              | 347 | Ntongoro                         |
|  |           |               |    |              | 348 | Chanika                          |
|  |           |               |    |              | 349 | Majungu                          |
|  |           |               |    |              | 350 | Mahange                          |
|  |           |               |    |              | 351 | Kiburunge                        |
|  |           |               | 67 | Mgudeni      | 352 | Milongwe                         |
|  |           |               |    |              | 353 | Vikang'wa                        |
|  |           |               |    |              | 354 | Mgudeni Shu-<br>leni             |
|  |           |               |    |              | 355 | Miembeni                         |
|  |           |               |    |              | 356 | Mgudeni                          |
|  |           |               |    |              | 357 | Mpakani                          |
|  |           |               | 68 | Dibamba      | 358 | Minazini                         |
|  |           |               |    |              | 359 | Dibamba A                        |
|  |           |               |    |              | 360 | Kongowe                          |
|  |           |               |    |              | 361 | Kovuma                           |
|  |           |               | 69 | Matale       | 362 | Nyarutanga                       |
|  |           |               |    |              | 363 | Jegea                            |
|  |           |               |    |              | 364 | Kilimanjaro                      |
|  |           |               |    |              | 365 | Matale                           |
|  | <b>17</b> | <b>Dakawa</b> | 70 | Wami Luhindo | 366 | Wami Luhin-<br>do                |
|  |           |               |    |              | 367 | Mtakuja                          |
|  |           |               |    |              | 368 | Kambi ya<br>Vijana Sokoi-<br>ne  |
|  |           |               | 71 | Wami Sokoine | 369 | Kambi ya<br>Vijana Sokoi-<br>ne  |
|  |           |               |    |              | 370 | Sokoine<br>Shule ya<br>Msingi    |
|  |           |               |    |              | 371 | Mkambalani                       |
|  |           |               |    |              | 372 | Kibao cha<br>lanchi Sokoi-<br>ne |
|  |           |               |    |              | 373 | Kanisani                         |
|  |           |               | 72 | Wami Dakawa  | 374 | Msikitini                        |
|  |           |               |    |              | 375 | Kwa Pango                        |
|  |           |               |    |              | 376 | Magengeni                        |
|  |           |               |    |              | 377 | CCM                              |
|  |           |               |    |              | 378 | Dihombo<br>road                  |

|  |    |         |    |             |     |                     |
|--|----|---------|----|-------------|-----|---------------------|
|  |    |         |    |             | 379 | Fungafunga          |
|  |    |         |    |             | 380 | Zaire               |
|  |    |         |    |             | 381 | Gamba               |
|  |    |         |    |             | 382 | Mtakuja             |
|  |    |         | 73 | Kwa Mhunzi  | 383 | Makutire            |
|  |    |         |    |             | 384 | Magogo              |
|  |    |         |    |             | 385 | Pazi                |
|  |    |         |    |             | 386 | Kwa Mhunzi          |
|  |    |         | 74 | Milama      | 387 | Mjimkuu             |
|  |    |         |    |             | 388 | Msikitini           |
|  |    |         |    |             | 389 | Subiria             |
|  |    |         |    |             | 390 | Mtakuja             |
|  | 18 | Hembeti | 75 | Hembeti     | 391 | Hembeti CCM         |
|  |    |         |    |             | 392 | Mvuleni             |
|  |    |         |    |             | 393 | Dibamba             |
|  |    |         |    |             | 394 | Mtembe Kumi         |
|  |    |         |    |             | 395 | Mkuyuni             |
|  |    |         |    |             | 396 | Mbuyuni             |
|  |    |         |    |             | 397 | Madengo             |
|  |    |         |    |             | 398 | Mpapa               |
|  |    |         | 76 | Dihombo     | 399 | Dihombo CCM         |
|  |    |         |    |             | 400 | Beghi               |
|  |    |         |    |             | 401 | Shuleni             |
|  |    |         |    |             | 402 | Mji Mpya            |
|  |    |         |    |             | 403 | Kagurukilo          |
|  |    |         | 77 | Msufini     | 404 | Msufini             |
|  |    |         |    |             | 405 | Kigugu              |
|  |    |         |    |             | 406 | Mpapa               |
|  |    |         | 78 | Kisimangulu | 407 | Mnene               |
|  |    |         |    |             | 408 | Mondo               |
|  |    |         |    |             | 409 | Kisimagulu          |
|  | 19 | Mkindo  | 79 | Mkindo      | 410 | Buguma              |
|  |    |         |    |             | 411 | Mtakuja             |
|  |    |         |    |             | 412 | Gulioni             |
|  |    |         |    |             | 413 | Kilanga wa-<br>geni |
|  |    |         | 80 | Bungoma     | 414 | Sabudugwa           |
|  |    |         |    |             | 415 | Bungoma             |
|  |    |         |    |             | 416 | Minazini            |
|  |    |         |    |             | 417 | Mwedongo            |
|  |    |         |    |             | 418 | Matola              |

|  |           |               |    |           |     |             |
|--|-----------|---------------|----|-----------|-----|-------------|
|  |           |               |    |           | 419 | Kitega      |
|  |           |               |    |           | 420 | Kisazile    |
|  |           |               | 81 | Kambala   | 421 | Mwangaza    |
|  |           |               |    |           | 422 | Mgelegesi   |
|  |           |               |    |           | 423 | Maroroi     |
|  |           |               |    |           | 424 | Upareni     |
|  |           |               |    |           | 425 | Baga        |
|  |           |               | 82 | Mndela    | 426 | Mndela      |
|  |           |               |    |           | 427 | Msika       |
|  | <b>20</b> | <b>Pemba</b>  | 83 | Pemba     | 428 | Kinyambogo  |
|  |           |               |    |           | 429 | Mgalai      |
|  |           |               |    |           | 430 | Disanga     |
|  |           |               |    |           | 431 | Komzambala  |
|  |           |               |    |           | 432 | Kemikongowe |
|  |           |               |    |           | 433 | Ndeme A     |
|  |           |               |    |           | 434 | Ndeme B     |
|  |           |               | 84 | Gonja     | 435 | Dukani      |
|  |           |               |    |           | 436 | Nyakonge    |
|  |           |               |    |           | 437 | Viega       |
|  |           |               |    |           | 438 | Kwamabanda  |
|  |           |               |    |           | 439 | Kisauke     |
|  |           |               |    |           | 440 | Uliza       |
|  |           |               |    |           | 441 | Kwenjudi    |
|  |           |               |    |           | 442 | Vuga        |
|  |           |               | 85 | Masimba   | 443 | Masimba     |
|  |           |               |    |           | 444 | Kwambugo    |
|  |           |               |    |           | 445 | Kongo       |
|  |           |               |    |           | 446 | Manyinga    |
|  |           |               |    |           | 447 | Sagasa      |
|  |           |               |    |           | 448 | Kizota      |
|  |           |               | 86 | Msolokelo | 449 | Msolokelo   |
|  |           |               |    |           | 450 | Kitigo      |
|  |           |               |    |           | 451 | Malowa      |
|  |           |               |    |           | 452 | Zimbili     |
|  |           |               |    |           | 453 | Gombelo     |
|  | <b>21</b> | <b>Kibati</b> | 87 | Dibuluma  | 454 | Ikulu       |
|  |           |               |    |           | 455 | Kauzeni     |
|  |           |               |    |           | 456 | Lusimba     |
|  |           |               |    |           | 457 | Kikwanyu    |
|  |           |               | 88 | Kibogoji  | 458 | Mgambo      |
|  |           |               |    |           | 459 | Kibogoji    |

|  |           |                |    |            |     |                     |
|--|-----------|----------------|----|------------|-----|---------------------|
|  |           |                | 89 | Pandambili | 460 | Mkungu              |
|  |           |                |    |            | 461 | Matindi             |
|  |           |                |    |            | 462 | Sange               |
|  |           |                |    |            | 463 | Godauni             |
|  |           |                |    |            | 464 | Pandambili          |
|  |           |                | 90 | Hoza       | 465 | Kikwazu             |
|  |           |                |    |            | 466 | Mandela             |
|  |           |                |    |            | 467 | Kwang'anga          |
|  |           |                |    |            | 468 | Vikomba             |
|  |           |                | 91 | Salawe     | 469 | Ng'ai               |
|  |           |                |    |            | 470 | Difungo             |
|  |           |                |    |            | 471 | Dukani              |
|  |           |                |    |            | 472 | Kipera              |
|  |           |                |    |            | 473 | Mkinga              |
|  |           |                |    |            | 474 | Vigeleka            |
|  |           |                |    |            | 475 | Kitungiko           |
|  | <b>22</b> | <b>Maskati</b> | 92 | Maskati    | 476 | Mgero               |
|  |           |                |    |            | 477 | Lusele              |
|  |           |                |    |            | 478 | Chalua              |
|  |           |                | 93 | Dibago     | 479 | Sembo A             |
|  |           |                |    |            | 480 | Korogwe             |
|  |           |                |    |            | 481 | Dibago              |
|  |           |                |    |            | 482 | Sembo B             |
|  |           |                |    |            | 483 | Kitwango            |
|  |           |                | 94 | Kipangilo  | 484 | Kanisani            |
|  |           |                |    |            | 485 | Sogoso Shu-<br>leni |
|  |           |                |    |            | 486 | Lusele              |
|  |           |                |    |            | 487 | Kipangilo           |
|  |           |                | 95 | Magunga    | 488 | Shuleni             |
|  |           |                |    |            | 489 | Digoboke            |
|  |           |                |    |            | 490 | Sogoso kwa-<br>juni |
|  |           |                |    |            | 491 | Magunga             |
|  | <b>23</b> | <b>Kinda</b>   | 96 | Ndole      | 492 | Mnyata              |
|  |           |                |    |            | 493 | Kitope              |
|  |           |                |    |            | 494 | Muheza              |
|  |           |                | 97 | Kinda      | 495 | Dibuti              |
|  |           |                |    |            | 496 | Manguruwe           |
|  |           |                |    |            | 497 | Lugombe B           |
|  |           |                |    |            | 498 | Unyasi              |
|  |           |                |    |            | 499 | Lugombe A           |

|                |           |               |     |            |     |             |
|----------------|-----------|---------------|-----|------------|-----|-------------|
|                |           |               | 98  | Semwali    | 500 | Chaza       |
|                |           |               |     |            | 501 | Chapa       |
|                |           |               |     |            | 502 | Semwali     |
|                |           |               |     |            | 503 | Msalama     |
|                |           |               | 99  | Makate     | 504 | Masilu      |
|                |           |               |     |            | 505 | Makate      |
|                |           |               |     |            | 506 | Dilambo     |
|                |           |               |     |            | 507 | Kwekulo     |
|                |           |               |     |            | 508 | Miula       |
| <b>TURIANI</b> | <b>24</b> | <b>Mhonda</b> | 100 | Kichangani | 509 | Komnyinga   |
|                |           |               |     |            | 510 | Rest House  |
|                |           |               |     |            | 511 | Madukani    |
|                |           |               |     |            | 512 | Msufini     |
|                |           |               |     |            | 513 | Ngomeni A   |
|                |           |               |     |            | 514 | Mapalamba A |
|                |           |               |     |            | 515 | Mapalamba B |
|                |           |               |     |            | 516 | Ngomeni B   |
|                |           |               | 101 | Mhonda     | 517 | Kwawamanga  |
|                |           |               |     |            | 518 | Mantando    |
|                |           |               |     |            | 519 | Msufini     |
|                |           |               |     |            | 520 | Mstalanga   |
|                |           |               |     |            | 521 | Minazini    |
|                |           |               |     |            | 522 | Mvaji       |
|                |           |               |     |            | 523 | Dagaya      |
|                |           |               |     |            | 524 | Kibaoni     |
|                |           |               | 102 | Kwelikweji | 525 | Lumba juu   |
|                |           |               |     |            | 526 | Lumba chini |
|                |           |               |     |            | 527 | Kibuti      |
|                |           |               |     |            | 528 | Chamakale   |
|                |           |               |     |            | 529 | Dikele      |
|                | <b>25</b> | <b>Kweuma</b> | 103 | Luwamba    | 530 | Lunyemba    |
|                |           |               |     |            | 531 | Dihalawe    |
|                |           |               |     |            | 532 | Mikwanga    |
|                |           |               |     |            | 533 | Mzinga      |
|                |           |               |     |            | 534 | Dibago      |
|                |           |               | 104 | Mafuta     | 535 | Dihombo     |
|                |           |               |     |            | 536 | Dikukula    |
|                |           |               |     |            | 537 | Mapanga     |
|                |           |               |     |            | 538 | Digodogodo  |
|                |           |               |     |            | 539 | Komzinge    |
|                |           |               |     |            | 540 | Dikoka      |

|  |           |                |     |             |     |                |
|--|-----------|----------------|-----|-------------|-----|----------------|
|  |           |                | 105 | Ubiri       | 541 | Kwamzule       |
|  |           |                |     |             | 542 | Kisiwani       |
|  |           |                |     |             | 543 | Kibwende       |
|  |           |                |     |             | 544 | Mlogolo        |
|  | <b>26</b> | <b>Sungaji</b> | 106 | Kilimanjaro | 545 | Kwamayambi     |
|  |           |                |     |             | 546 | Kwazigua       |
|  |           |                |     |             | 547 | Msikitini      |
|  |           |                |     |             | 548 | Mtoni          |
|  |           |                |     |             | 549 | Kwawanyasa     |
|  |           |                |     |             | 550 | Myungeni       |
|  |           |                |     |             | 551 | Dunduma        |
|  |           |                | 107 | Kisala      | 552 | Manungu        |
|  |           |                |     |             | 553 | Kisali Kati    |
|  |           |                |     |             | 554 | Kagera         |
|  |           |                |     |             | 555 | Dibuti         |
|  |           |                | 108 | Komtonga    | 556 | Kijijini       |
|  |           |                |     |             | 557 | Komtonga       |
|  |           |                |     |             | 558 | Ofisini        |
|  |           |                |     |             | 559 | Sungaji        |
|  |           |                |     |             | 560 | Digongo        |
|  |           |                |     |             | 561 | Mkesika        |
|  |           |                |     |             | 562 | Kwa Mafili     |
|  |           |                |     |             | 563 | Legeza mwendo  |
|  |           |                | 109 | Mlaguzi     | 564 | Kanisani       |
|  |           |                |     |             | 565 | Digugu         |
|  |           |                |     |             | 566 | Mpilani        |
|  |           |                |     |             | 567 | Mkenge         |
|  |           |                | 110 | Mbogo       | 568 | Chazi juu      |
|  |           |                |     |             | 569 | Mtego wa Simba |
|  |           |                |     |             | 570 | Mhovuge        |
|  |           |                |     |             | 571 | Mkwajuni       |
|  |           |                | 111 | Kigugu      | 572 | Msente         |
|  |           |                |     |             |     |                |
|  |           |                |     |             | 573 | Shuleni        |
|  |           |                |     |             | 574 | Misajini       |
|  |           |                |     |             | 575 | Bogolwa        |
|  |           |                |     |             | 576 | Chazi          |
|  |           |                |     |             | 577 | Barabarani     |
|  |           |                |     |             | 578 | Mvuleni        |
|  |           |                |     |             | 579 | Dizungu        |

|  |           |                 |     |          |     |                 |
|--|-----------|-----------------|-----|----------|-----|-----------------|
|  |           |                 |     |          | 580 | Nkungwi         |
|  | <b>27</b> | <b>Mtibwa</b>   | 112 | Madizini | 581 | Barabarani      |
|  |           |                 |     |          | 582 | K.K.K.T         |
|  |           |                 |     |          | 583 | Mpingoni        |
|  |           |                 |     |          | 584 | Kwakibaite      |
|  |           |                 |     |          | 585 | Mji Mpya        |
|  |           |                 |     |          | 586 | Madizini        |
|  |           |                 | 113 | Kunke    | 587 | Ikulu           |
|  |           |                 |     |          | 588 | Mnazi mmoja     |
|  |           |                 |     |          | 589 | Kunke Mashariki |
|  |           |                 |     |          | 590 | Kunke kati      |
|  |           |                 |     |          | 591 | Kunke Kaskazini |
|  |           |                 |     |          | 592 | Manwalu         |
|  |           |                 |     |          | 593 | Kwenkole        |
|  |           |                 |     |          | 594 | Mafuta          |
|  |           |                 | 114 | Kidudwe  | 595 | Kwa Mchun-guzi  |
|  |           |                 |     |          | 596 | Kwa Torondo     |
|  |           |                 |     |          | 597 | Mgudeni         |
|  |           |                 |     |          | 598 | Mnazi mmoja     |
|  |           |                 |     |          | 599 | Kwa Zuberi      |
|  |           |                 |     |          | 600 | Kwa Sungura     |
|  |           |                 | 115 | Mlumbilo | 601 | Masangalawe     |
|  |           |                 |     |          | 602 | Kivungwe        |
|  |           |                 |     |          | 603 | Mweajuni        |
|  |           |                 |     |          | 604 | Kichangani      |
|  |           |                 | 116 | Lukenge  | 605 | Songambebe      |
|  |           |                 |     |          | 606 | Lukenge A       |
|  |           |                 |     |          | 607 | Lukenge B       |
|  |           |                 | 117 | Lungo    | 608 | Kichangani A    |
|  |           |                 |     |          | 609 | Kichangani B    |
|  |           |                 |     |          | 610 | Shuleni         |
|  |           |                 |     |          | 611 | Godown          |
|  |           |                 |     |          | 612 | Kwamwenge       |
|  |           |                 |     |          | 613 | Kanisani        |
|  |           |                 |     |          | 614 | Mkwami          |
|  | <b>28</b> | <b>Diongoya</b> | 118 | Manyinga | 615 | Shuleni         |
|  |           |                 |     |          | 616 | Njiapanda       |
|  |           |                 |     |          | 617 | Bwagala Gengeni |
|  |           |                 |     |          | 618 | Mvuleni         |

|  |           |              |     |          |     |                      |
|--|-----------|--------------|-----|----------|-----|----------------------|
|  |           |              |     |          | 619 | Kichangani           |
|  |           |              |     |          | 620 | Kanisani             |
|  |           |              |     |          | 621 | Mtakuja              |
|  |           |              |     |          | 622 | Mavumbi              |
|  |           |              |     |          | 623 | Madago               |
|  |           |              | 119 | Digoma   | 624 | Bandabichi           |
|  |           |              |     |          | 625 | Digoma               |
|  |           |              |     |          | 626 | Diinde               |
|  |           |              |     |          | 627 | Kwa Makuyu           |
|  |           |              |     |          | 628 | Mapanga              |
|  |           |              | 120 | Lusanga  | 629 | Komtali              |
|  |           |              |     |          | 630 | Kilingeni            |
|  |           |              |     |          | 631 | Lusanga A            |
|  |           |              |     |          | 632 | Mkuyuni              |
|  |           |              | 121 | Kwadoli  | 633 | Kwadoli Shu-<br>leni |
|  |           |              |     |          | 634 | Magotwe              |
|  |           |              |     |          | 635 | Kwa<br>Muhombwa      |
|  |           |              |     |          | 636 | Nyagala              |
|  |           |              |     |          | 637 | Luhanga              |
|  |           |              | 122 | Digalama | 638 | Mgombeni             |
|  |           |              |     |          | 639 | Kinyami              |
|  |           |              |     |          | 640 | Mahuwi               |
|  |           |              |     |          | 641 | Mlembule             |
|  |           |              |     |          | 642 | Kizimbi              |
|  | <b>29</b> | <b>Kanga</b> | 123 | Difinga  | 643 | Hoza                 |
|  |           |              |     |          | 644 | Chobo                |
|  |           |              |     |          | 645 | Lukindu              |
|  |           |              |     |          | 646 | Lusonge              |
|  |           |              |     |          | 647 | Matomodino           |
|  |           |              |     |          | 648 | Komnama              |
|  |           |              | 124 | Kanga    | 649 | Kisauke              |
|  |           |              |     |          | 650 | Chalongwe            |
|  |           |              |     |          | 651 | Sechambo             |
|  |           |              |     |          | 652 | Lusonge              |
|  |           |              |     |          | 653 | Lukindu              |
|  |           |              | 125 | Dihinda  | 654 | Komtonga             |
|  |           |              |     |          | 655 | Kibwende             |
|  |           |              |     |          | 656 | Kaole                |
|  |           |              |     |          | 657 | Ndavidani            |
|  | 30        | <b>Mziha</b> | 126 | Mziha    | 658 | Kambini              |



|  |  |  |     |          |     |                   |
|--|--|--|-----|----------|-----|-------------------|
|  |  |  |     |          | 659 | Njeula            |
|  |  |  |     |          | 660 | Kwa Konje         |
|  |  |  |     |          | 661 | Kwa Firuka        |
|  |  |  |     |          | 662 | Kwa Beku          |
|  |  |  |     |          | 663 | Bwage Sele-<br>wa |
|  |  |  |     |          | 664 | Komkomba          |
|  |  |  | 127 | Kibatula | 665 | Kibatula          |
|  |  |  |     |          | 666 | Tomoro            |
|  |  |  |     |          | 667 | Lusekezi          |
|  |  |  |     |          | 668 | Masalaka          |
|  |  |  |     |          | 669 | Kwengwamba        |
|  |  |  | 128 | Njeula   | 670 | Mkwajuni          |
|  |  |  |     |          | 671 | Nikulidus         |
|  |  |  |     |          | 672 | Salama            |
|  |  |  |     |          | 673 | Lukwemzi          |
|  |  |  | 129 | Kaole    | 674 | Kaole             |
|  |  |  |     |          | 675 | Mchanapwani       |
|  |  |  |     |          | 676 | Mnazi mmoja       |
|  |  |  |     |          | 677 | Mji Mpya          |
|  |  |  |     |          | 678 | Kihindo           |
|  |  |  |     |          | 679 | Gezaulole         |
|  |  |  | 130 | Bwage    | 680 | Apendae           |
|  |  |  |     |          | 681 | Mnemele           |
|  |  |  |     |          | 682 | Kichangani        |
|  |  |  |     |          | 683 | Mkuyuni           |
|  |  |  |     |          | 684 | Kisauke           |
|  |  |  |     |          | 685 | Chalongwe         |
|  |  |  |     |          | 686 | Kigugu            |

Source: Mvomero District Council; August, 2014.

### 2.1.3 Demography

- Total Population

In the last national census of 2012 Mvomero district had **312,109** people of which **154,843** were males and **157,266** were females. This represented a net increase of 52,762 people over the 2002 district population which was 259,347 at a growth rate of 1.86

- **Population Density**

The average population density of Mvomero District is estimated to be 42.6 people/ km<sup>2</sup> while population distribution within the District depends on economic activities engaged by people, the geographical location and soil types.

## **2.1.4 Climate:**

The climate varies from semi and warm tropical to cool high altitude tropical. Rainfall is unimodal, with short rain season in October to December and long rain season in March – May every year. Rainfall ranges between 700mm in lowland areas to 2300mm in high altitudes and adjacent areas. The altitudes range from 300 – 2300m above sea level. The mean monthly temperature is 26°C. Temperatures range between 18°C and 30°C and rainfall ranges between 600 to 2000mm. Rainfall pattern is divided into two seasons namely; long rains and short rains seasons.

## **2.1.5 VEGETATION:**

### **AGRO - ECONOMIC ZONES:**



Geographically the District lies on the following three ecological zones: -

#### **i. Highland and Mountains Zone:**

The zone occupies about 25% of the district area extending on Nguru Mountain Ranges (Mtandao wa Milima ya Unguru). This zone lies within altitude of 1200-2,000m above sea level. The major occupations in this zone are Agriculture, Horticulture and marginal Live-stock keeping. Therefore, the zone is very potential for growing field crops, cash crops, spices, fruits and vegetables.

#### **ii. Miombo Woodland Zone**

The zone occupies about 20 % of the District area with low flat lowland physical features. The zone lies within the altitude of 600 - 1,200m above sea level. Average annual rainfall is between 600 and 1,200mm. The major occupations in this zone are Agriculture, Livestock, National Parks, and Forestry. This zone is the best for optimum use of agriculture production and livestock grazing.

### iii. Savannah River Basin Line

This zone extends alongside the great rivers of Mkata, Wami, Mgeta, Mlali, Divue, Diburuma, Mkindo and Mburumi. The zone is potential for irrigation, dry season cultivation, production of paddy, sugarcane, cotton, vegetables and fishing.

## 2.1.6 Soils:

There are flat alluvial plains with homogenous sedimentation pattern. Major soils are imperfectly to poorly drained, deep, dark grey or grey brown, often mottled clays (clay 40-70%), more compact and contain fewer sandy strata. Natural fertility status is low to moderate. For instance, the Mgongola plains in Kambala, Dakawa in Mvomero Division possess the characteristics. The soils of these types normally lie on the altitudes ranging from 400 – 500m above sea level.

The area is mainly well drained, flat to rolling plains, low altitude developed on intermediate metamorphic rocks. Major soils are well drained, moderately deep to deep, reddish and yellowish sandy clay loams and sandy clays, often with more sandy topsoil, with weak structure and low natural fertility; and somewhat excessively to moderately well drained, moderately deep to deep, reddish, brown or grey loamy sands, sandy loams and sandy clay loams with weak structure and low natural fertility; and well drained, moderately deep to deep, yellowish or reddish sandy clays with weak structure, very low to low natural fertility that lies between 200 and 750 m above sea level. This covers Maskati and Kanga Wards.

In the mainly mountainous topography at high altitude, either with extensive, undulating to hilly plateau crests or strongly dissected with limited plateau crests. Major soils are well drained, deep yellowish or reddish sandy clays to clays with moderate to strong structure with moderate natural fertility and complex of rock outcrops, surface ironstone, very stony soils and very shallow soils. This covers Pemba and part of Maskati ward.

In the mainly well drained, gently undulating to rolling plains and plateau, altitude of between 500 and 1200m the soils are developed on gneissic rocks. There are poorly drained flat wide topographical depressions developed on young alluvium. Sloppy areas are strongly dissected, often rocky and severely eroded. Dominant soils are well drained, moderately deep to deep, dark reddish brown, yellowish red or red sandy clay loams and sandy clays with weak or moderate structure and low natural fertility; and moderately well to imperfectly drained, deep, brown, pale yellow, light grey or white mottled sands and loamy sands with poor structure with very low natural fertility, mainly in Kibati area.

Physiographic units range from well drained, level to rolling plains at low altitude (200-500m) to strongly dissected uplands and low hills transitional to mountains at altitude 500 – 1000 m; mainly developed on intermediate metamorphic rocks.

Major soils are well drained, moderately deep to deep, yellowish or reddish sandy clays to clays with moderate to very low natural fertility (Covers parts of Mzumbe, Mlali and Mvomero Wards).

### 2.1.7 Forests.

The forests in Mvomero district are important for the products and environmental services they provide. In addition, the forests safeguard the natural vegetation and regeneration capacity and productivity, harboring endemic species of animal and plants, provision of animal habitats and conservation and management of water sources. They also form wonderful landscapes.

The habitats of Mvomero are suitable for valuable tree species such as *Khaya anthotheca*, *Paurosa spp* and several species of *Brachystegia* and *Albizzia*, associated with other kinds of trees providing both good timber and wood fuel. The habitat also has some *Pterocarpus angolensis*, *Militia excelsa*, and *Dalbergia melanoxylon* which are now endangered due to over exploitation.

Due to over-exploitation, tree species of low value in terms of timber and low calorific value such as *Acacia polycantha* and *Sclerocarya birrea* are now dominant and characteristics of the changing landscapes.

The forest sector in the District plays an important role in the livelihoods of many communities and in the economic development of many countries. They provide energy, food, timber and non-timber forest products (NTFPs) and are important contributors to wealth and health at the household, community, national, sub-regional, regional or even global level. Forests and woodlands are also key components of the environment and provide essential services that are critical to combating land degradation and climate change, as well as to conserving wetlands, coastal areas and freshwater systems.

Forests supply timber, wood for energy, construction materials and NTFPs including food and medicines. Other services include provision of shade, habitat functions, grazing, cultural

(sacred graves, shade, peace trees and plants, meeting places, boundaries and training areas) and aesthetic values. The overall value of these goods and services is immense: it is suggested that if the value of carbon sequestration is added to the above values, the local value of forests could easily support flourishing local livelihoods, while allowing forest-adjacent communities to maintain their security.

### **2.1.7 BEEKEEPING:**

Mvomero district has a potential area suitable for beekeeping involving both the agricultural and forest lands. A part from Catchments forest reserves (43, 778ha), beekeeping activities can be carried out all over the remaining district land as it has reliable and plenty source of bee forage namely nectar and pollen. It is estimated that the District has 800 modern and improved beehives and 1,500 traditional beehives (pot, bark and log). Two types of bees are distinguished in the district. These are stingless bees: *Apis mellifera trigona* or *mellipona*, and sting bees known as *Apis mellifera scutellata*.

#### **Contribution of Beekeeping sector to the district economy.**

The sector contributes in creating employment opportunities. Numbers of institutions that are donor funded and are dealing with development of the sector are found in the district.

These enacted groups involved in activities that include beehive making, honey harvesting/production, processing, packaging, and marketing of bee products such as bee honey and, bee wax. This contributes to the development of small business firms that deal with bee products.

### **2.1.8 Road network:**

Mvomero district has a very poor road density because the network has got no required length. The district is crossed by a Dar- Dodoma road as well as Dar- Iringa road and thus enables motorcars to pass over throughout the year. This has played a big part in attracting investors to the district.

Roadworthiness in Mvomero is particularly satisfactory especially for the highways which pass through the district except the feeder roads towards the ward headquarters and village centers. Hence, investment in opening up new feeder roads and improving road surfaces and bridges will open up many areas to agricultural production and investment in other sectors in the rural Mvomero.

- **Regional Roads.**

Regional roads are the ones that join to National/ Trunk and District roads within the region. These are taken care of by the bulk of government funds because such roads are the backbone of the whole system. These roads are in good condition due to regular maintenance, which makes them passable throughout the year. In Mvomero district this road category is not available.

- **District Roads.**

District roads are those roads linking district headquarters with ward centers and important centers within district. Most of district roads are in poor condition, because of erratic or no maintenance. Most of them are of gravel surface or earth roads, connecting district headquarters within the region and other ward centers. Centers which are connected with this category of roads include Mlali, Turiani, Mgeta and Mvomero. District roads contribute 16% of total road length in the Mvomero district.

- **Feeder Roads**

Feeder and district roads are mainly earth roads, with poor condition accelerated by either ad-hoc or lack of maintenance for long time. Local residence using available manpower mostly carries out roads maintenance.

Feeder roads connect potential areas such as sisal estate, forests, mining, trading centers, famous centers, and potential areas for economic production activities such as Msongozi, Turiani, and Mvomero.

Feeder road contribute 36% of the total road length in Mvomero district. Local residences using available manpower mostly carry out road maintenance. Also NGOs and organization like TASAF is contributing in feeder road maintenance.

Generally, the District has a road network of **640.77 km** which falls under the following categories:

|                         |                  |
|-------------------------|------------------|
| • Trunk Roads           | <b>112.08 km</b> |
| • Regional Roads        | <b>232.89 km</b> |
| • District Roads        | <b>63.9 km</b>   |
| • Feeder Roads          | <b>214.9 km</b>  |
| • District Headquarters | <b>17 km</b>     |

Out of **640.77 km**, **295.8 Km** of roads are managed by the Mvomero District Council whereas the remaining kilometers of roads are managed by TANROADS regional office in Morogoro.

### **2.1.9 AGRICULTURE:**

The District economy depends mainly on agriculture particularly on crop production. The District has 549,375 Ha, of arable land for Agriculture but currently only 247,219 Ha. are effectively utilized, this is equivalent to 45% of the arable land and 266,400 is suitable for animal husbandry.

Food crops which are cultivated are maize, Sorghum, Paddy, bananas, horticultural and leguminous products. Cash crops are sugarcane, Cocoa, Simsim, Sunflower, Paddy, Coffee and spices.

#### **Irrigation Agriculture.**

Mvomero district has good land and rivers for irrigation. The area which is suitable for irrigation is more than **20,579Ha**. The area which is currently used for irrigation activities is only **5,213Ha**. Crops under irrigation areas are paddy, sugarcane and vegetables. Maize crop is cultivated in these areas during dry season.

### **2.1.10 WATER AND SANITATION:**

The source of water supplies in the district is mostly through a multitude as shallow wells, Boreholes fitted with submersible pumps, gravity, schemes, local wells and water harvest facilities. Ground water supplies in some areas are favorable for boreholes and shallow wells which are for domestic use but in other areas ground water contain some dissolved minerals which make it not suitable for human consumption.

About 53% of the District population gets clean and safe water, currently there is effort to increase the number of people getting safe and clean water through community participation.

### **2.1.11 HEALTH:**

Mvomero District council has 3 hospitals of which 1 is owned by the government, 1 private Sector and 1 Roman Catholic. The District has 4 Health centers and 53 Dispensaries.

The District Aimed at ensuring availability of Health services in community especially vulnerable groups. In order to achieve these objectives, the sector emphasis on prevention and cure such as to avail quality equipment, drugs and supplies to health facilities.

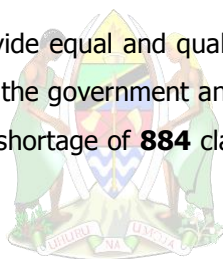
## **2.1.12 EDUCATION:**

### **Primary Education.**

Mvomero District Council has a major role of providing education including Pre- primary, Primary, Secondary and also post primary level of schooling. There are 142 government primary schools offering pre and primary education with a total of 60,377 pupils (boys 29,948 and girls 30,429, 1362 teachers, 775 classrooms, 227 teacher's houses and 11,026 desks.

Also, there are five center in five primary school offering Special Education to pupil with special needs. Total number of pupils is 146 (boys 83 and girls 198). There are 17 Complementary Basic Education Centre (COBET) with 408 pupils. (Boys are 210 and girls 198).

Mvomero District Committed to provide equal and quality education to all school aged children. Despite of the effort made by the government and Council in general, there are some constraints encountered including shortage of **884** classrooms, 1,471 teacher's house and 12,974 desks.



### **Secondary Education**

Mvomero District Council has 24 Secondary schools which 21 are community Based secondary school, 1 Government Boarding Secondary school and 2 Non Government secondary schools.

There is also 1 Teacher Training College at Mhonda and 1 higher learning Institution namely Mzumbe University (MU).

In Mvomero District the total number of secondary school students is 17,073, teachers are 420 and 33 non-teaching staff.

In achieving the Education Policy goals, the District strategy is to ensure that all selected students are enrolled and complete secondary Education. The laid down initiative is to ensure that there is proper allocation of resources which will enable to improve the current teaching and learning situation in our secondary schools by creating conducive teaching and learning environment for teachers and learners.



The District strategy among other thing is to ensure that there are enough school infra-structures i.e. an increase of number of classroom and teacher's house, toilets, procurement and supply of teaching and learning materials and chemicals. This includes number of girls' hostel and construction of science laboratories (Phase wise). Also the District plan is to have one A- level secondary school in each division.

## 2.2 Background:

We have undertaken the organization scan of Mvomero District Council between 2010/11-2015/16. The organizational scan looked at the mandate of the council as stipulated in the Local Government (District Authorities) Act, no 7 as amended. The roles and functions, current Vision and Mission, performance review in terms of achievements, challenges and way forward for each objective.

This chapter also gives a brief summary of the results of stakeholders of Mvomero District Council' analysis showing the stakeholders of Mvomero District Council, their expectations and services that are offered to them by the Mvomero District Council, and finally SWOT analysis.

Through the review of the organizational scan areas for improvement were identified as critical issues to be addressed in the next plan.

## 2.3 Mandate of District Council:

The Government enacted the Local Government (District Authorities) Act No. 7 of 1982 and its subsequent amendment which aimed at strengthening and promoting the local government system by devolution by decentralization. Other written law which District council is enforcing is not limited to:

### Health

The Accidents and Occupational Diseases Act No 25 Of 1953

The Community Health Fund Act, 2001

The Health Laboratory Technologists Reg. Act

The Infectious Diseases Act

The Mental Diseases Act

The Public Health (Sewerage and drainage) Act

The Public Health Act, 2009

### **Council planning**

The Land Act, 1999

The Village Land Act, 1999

The Land Registration Act

The Urban Planning Act, 2007

Environmental management Act, 2004

The Land (Forms) Regulation, 2001

The Forest Act

The Land Acquisition Act

The Land Survey Act

The Local Government Authorities (decoration of building) ACT

### **Community Development**

Community Development Act

The disabled person (Care and maintenance) Act, 2002



### **Education**

The Education Act, No 25, 1978

The Compulsory Attendance of Primary Education Act

The Education Fund Act, No 9, 2001

### **Agriculture and Livestock**

Plant protection Act

Animal Diseases Act

Agricultural Development Fund Act

Agricultural Products (Control) Act

Animal Protections Act

Food Security Act

The Hide and Skin Acts

## **Finance**

Local Government Finance act

The Hotel Levy Act

Hotel Act

Public procurement Act, No 27, 2011

The Public Procurement (Selection and Employment of Consultants) Regulations, 2005

The Public Procurement (Goods, Works, Non-Consultant Services and Disposal Of Public Assets By Tender) Regulations, 2005

Local Government Financial Memorandum

Local Government Financial Accounting Manual

Local Government Procurement manual, vol. I to III

Local Government Tender Board Regulations

And other written laws not mentioned above

Thus, the mandate of Mvomero District Council as stipulated therein is to maintain and facilitate the maintenance of peace, order and good government within its area of jurisdiction; to promote the social welfare and economic well-being of all persons within its area of jurisdiction; subject to the national policy and plans for rural and urban development to further the social and economic development of its area of jurisdiction.

The council have the duties of taking measures as in its opinion are necessary, desirable, conducive, or expedient for suppression of crime, the maintenance of peace and good order and the protection of public and private property lawfully acquired; for the control and improvement of agriculture, trade, commerce and industry; for furtherance and enhancement of the health, education, and social, cultural and recreational life of the people; for the relief of poverty and distress, and for the assistance and amelioration of life for young, the aged and disabled or infirm; and for the development, mobilization and application of productive forces to the war on poverty, disease and ignorance.

## **2.4 Objective of the District Council in performing its functions:**

Is to give effect to the meaningful decentralization in political, financial and administrative matters relating to the functions, powers, responsibilities and services at all levels of council; to promote and ensure democratic participation in and control of decision-making by the people concerned; and establish and maintain reliable source of revenue and other resources in order to enable council to perform its functions effectively and to enhance financial accountability of the council, its members and employees.

## **2.5 Current Vision:**

*The vision of Mvomero District is to have sustainable social Economic Development.*

## **2.6 Current Mission statement:**

*To raise the standard of living of community through provision of quality social and economic services and creating conducive environment for sustainable development.*

## **2.7 Performance Review of (2010/11-2015/16 Strategic plan):**

The implementation of 2010/11 – 2015/16 strategic plan under review was informed and driven by Local Government Reform I with Decentralization by Devolution. It is evident from the review that remarkable achievements were realized on multiple fronts as a result of deliberate and concerted initiatives given direction by the top management and supported by the rest of the staff.

### **Achievements:**

Some of achievements recorded during the implementation phase of strategic plan period could be summarized under the Objectives as follows:

#### **OBJECTIVE A:**

##### **Services improved and HIV/AIDS infections reduced:**

##### **Planned targets**

1. District and community HIV and AIDS response strengthened in 130 villages by the year 2016.
2. Programme Management for monitoring and evaluation strengthened in 130 villages by the year 2016.
3. Risk of HIV infection among school youth and most vulnerable groups reduced in 130 villages by the year 2016.
4. Risk of HIV among the most vulnerable group reduced in 130 by the year 2016.
5. Advocacy and control of HIV/AIDS in 25 secondary schools improved by the year 2016.
6. Incidence of HIV reduced from 3.5% to 3.2% by the year 2016.
7. Prevalence of HIV reduced from 3.8% to 2.5% by year 2016.
8. Social services to 5 Agricultural Extension staffs affected with HIV/AIDS ensured by the year 2016.
9. Social services to 5 livestock and fisheries department staffs affected with HIV/AIDS ensured by the year 2016.
10. HIV/AIDS Programme developed in the finance department by the year 2016.
11. District HIV/AIDS response strengthened in Administration department by the year 2016.
12. Dissemination of criminal law on sexual matters to the society enhanced by the year 2016.
13. Workplace HIV/AIDS Programme developed in the council by the year 2016.

#### **Achievements by December 2015.**

- a. Number of wards providing HBC services increased from 6 to 15.
- b. Percentage of pregnant mothers attending PMTCT for testing HIV status increased by 5 percent.
- c. Percentage of men escorting their wives to test for HIV status increased by 40%.
- d. 58 Health workers trained on PMTCT.
- e. 10 employees living with HIV/AIDS provided with nutrition support.

- f. HIV Education provided to 200 employees in the District.

**Challenges:**

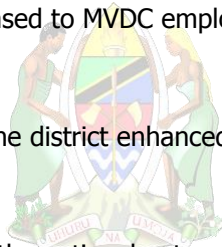
- a. Donor's dependency syndrome.
- b. Most of activities are planned according to donor's interest.
- c. Late disbursement of funds from donors.

**OBJECTIVE B:**

**Enhance, sustain and effective implementation of the National Anti-Corruption Strategy**

**Planned targets:**

- 1. Corruption awareness increased to MVDC employees from 60% to 70% by the year 2016
- 2. Anti-corruption strategy in the district enhanced and improved from 50% to 80% by the year 2016
- 3. Effective implementation of the national ant-corruption strategies in 25 Secondary schools enhanced by the year 2016.



**Achievements by December 2015.**

- a. Corruption awareness provided to 30 councilors and some of the staffs.

**Challenges:**

- a. Shortage of funds to facilitate training on Ant-corruption to staffs.

**OBJECTIVE C:**

**Improve access, quality and equitable social services delivery**

**Planned targets:**

1. Social services delivered in the district improved from 70% to 95% by the year 2016.
2. Number of qualified employees increased from 2994 to 3366 by the year 2016.
3. Conducive working environment to 100 staffs ensured by the year 2016.
4. Working environment to MVDC staffs improved from 80% to 95% by the year 2016.
5. Entrepreneurial skills increased in the District from 50% to 85% by the year 2016.
6. District business development in priority sectors facilitated by 50% by the year 2016.
7. Working environment to planning department staffs improved from 70% to 90% by the year 2016.
8. Number of village's access to livestock and fisheries extension services increased from 50 to 115 villages by the year 2016.
9. Conducive working environment to 115 livestock and fisheries staffs ensured by the year 2016.
10. Livestock extension service delivery in 21 villages increased by the year 2016.
11. Technical Knowledge in production and marketing of leather products to 45 stakeholders increased by the year 2016.
12. Livestock extension service delivery in 21 villages increased by the year 2016.
13. Number of villages with access to Agriculture extension services increased from 50 to 130 by the year 2016.
14. Conducive working environment to 130 Agricultural extension staffs ensured by the year 2016.
15. Number of villages' access to agricultural extension services increased from 50 to 130 villages by year 2016.
16. Business and managerial skills in co-operative societies strengthened in 36 villages by the year 2016.
17. Six co-operative societies registered by the year 2016.
18. 29 co-operative societies viability established by the year 2016.
19. Conducive working environment to 20 educational officers enhanced by the year 2016.

2016.

20. Illiterate rate in adults reduced from 38% to 35% by the year 2016.
21. Conducive working environment to 1,470 primary school teachers in 143 primary schools improved by the year 2016.
22. Pass rate in national examination increased from 66.4% to 85% for STD VII and from 88.5% to 100% for STD IV by the year 2016.
23. Data management at 143 primary schools and district level strengthen by the year 2016.
24. Youth groups in 23 wards formed and strengthened by the year 2016.
25. National festivals, sports and games in the District facilitated by the year 2016.
26. Traditional groups and staff sports clubs enhanced by the year 2016.
27. Historical sites discovery in Mvomero district improved by the year 2016.
28. Shortage of skill mix of staff reduced from 62% to 30% by June 2016.
29. Infant mortality rate reduced from 23% to 8% by June 2016.
30. Organizational and institutional management capacity for health and social welfare strengthened from 67.44% to 95.64% by June 2016.
31. Incidence of Non- Communicable diseases reduced from 6.64% to 5% by June 2016
32. Shortage of staff house reduced from 29% to 20% by June 2016
33. Organizational and institutional management capacity for health and social welfare strengthened from 67.44% to 95.64% by June 2016
34. Under five mortality rate reduced from 18/1000 to 6/1000 by 2016
35. Maternal mortality rate reduced from 126/100,000 to 84/100,000 by 2016.
36. School health Programme strengthen to all school (Secondary and Primary concerning health issues by the year 2016.
37. Public Private Partnership improved by 100% according to service agreement signed by the year 2016.
38. Shortage of medicines, medical equipment's, medical supplies and medical diagnostic supplies reduced by the year 2016.



39. Under Five mortality rate reduced from 10/1000 to 3/1000 by the year 2016
40. Infant mortality rate reduced from 23/1000 to 8/1000 by the year 2016.
41. Organizational and institutional management capacity for health and social welfare strengthened from 61.8% to 90% by the year 2016.
42. Access of health, social welfare and protection for the vulnerable groups improved from 42% to 70% by the year 2016.
43. Access of health, social welfare and protection for the vulnerable groups improved from 42% to 70% by the year 2016.
44. Referral system and follow up of patients conducted to 6 HCs by the year 2016
45. TBAs, THs and VHWs registration improved from 10% to 50% by the year 2016
46. Shortage of skill mix of staff reduced from 62% to 30% by the year 2016
47. Health promotion, prevention and control of diseases improved by 50% by the year 2016
48. Supportive supervision conducted by 6 Cascades to 65 HFs monthly by year 2016.
49. All dental clinics in the district are equipped with equipment, instruments materials and supplies by the year 2016
50. Organizational and institutional management capacity for health and social welfare strengthened from 67.44% to 95.64% by the year 2016
51. Data management at 25 secondary schools and district level strengthened by the year 2016
52. Conducive working environment to secondary schools improved by the year 2016

#### **Achievements by December 2015.**

- a. Number of skilled health workers increased by 10%
- b. Number of Health facilities increased from 47 to 70.
- c. 4 Dispensaries upgraded to Health Centers.
- d. Three Theatres constructed with the assistance of the lions club.
- e. Increased number of dental clinic from 5 to 8

- f. Under five mortality rates reduced to 18/1000.
- g. Infant mortality reduced to 23%.
- h. Maternal mortality rate reduced to 126/100,000.
- i. CHF established in 53 Health facilities.
- j. Placenta Pits constructed in 51 Health Facilities.
- k. Number of qualified employees increased by 97.05 percent.

### **Challenges:**

- a. Late Disbursement of funds.
- b. Inadequate funds for the implementation of Health Activities e.g. referral, leave, moving expenses, uniform, subsistence allowance etc.
- c. Shortage of skilled staffs in Health facilities.
- d. Shortage of Medicines, Medical equipment's, medical supplies and Diagnostic supplies.
- e. Shortage of staff quarters.
- f. Academic Qualification of employees does not meet employment requirements.
- g. Inadequate budget for recruitment and promotion of staffs.
- h. Shortage of financial resources to facilitate short and long term training to staffs.
- i. Some of the Leaders at the lower level government fail to conduct village meetings.

### **OBJECTIVE D:**

#### **Increase quantity and Quality of social services and Infrastructure**

##### **Planned targets:**

1. Physical Infrastructures in rural areas improved and expanded from 40% to 85% by the year 2016.
2. Participatory planning, Budgeting, Monitoring and evaluation systems ensured by the year 2016.
3. Physical Infrastructures in the district improved and expanded from 50% to 70% by

the year 2016.

4. Agricultural facilities in 21 villages improved by the year 2016.
5. Agriculture and Livestock infrastructures increased from the current 40% to 78% by the year 2016
6. Agriculture and Livestock infrastructures increased from the current 40% to 78% by the year 2016
7. Marketing of Agricultural products secured and facilitated by the year 2016
8. Number of villages with access to Agriculture extension services increased from 50 to 130 by the year 2016
9. Number of irrigation schemes with completed structures increased from 1 to 6 by the year 2016.
10. All health facilities building including staff house in good state of repair with sanitary facilities, Electricity and water by 50% by the year 2016.
11. All health facilities building including staff house in good state of repair with sanitary facilities Electricity and water by 50% by the year 2016.
12. Shortage of health facility infrastructure reduced from 50% to 20% by June 2016
13. Shortage of staff house reduced from 71% to 60% by June 2016
14. Shortage of staff house reduced from 71% to 60% by June 2016.
15. Shortage of health facility infrastructure reduced from 50% to 20% by June 2016
16. All health facilities building including staff house in good state of repair with sanitary facilities, Electricity and water by 50% by the year 2016.
17. Secondary school infrastructures in 24 government schools increased from the current 65% to 80% by the year 2016.
18. Number of water schemes increased from 35 to 45 by the year 2016.
19. 202 Kilometers of road network in Mvomero District improved by the year 2016
20. Number of building permit increased from 65% to 90% by the year 2016.
21. Number of villages with land use plans increased from 61 to 90 by the year 2016
22. Number of Land registry increased from 2 to 15 by the year 2016

23. Number of planned settlements increased from 4 to 14 by the year 2016.

#### **Achievements by December 2015**

- a. Tarmac roads network increased to 23%
- b. Council budget for road maintenance has increase by 59%
- c. Number of bridges constructed in the District increased from 5 to 13 up to 2015
- d. Number of primary school classrooms increased from 545 to 789 and number of primary school classrooms rehabilitated increased from 89 to 250.
- d. Number of primary school teacher's houses increased from 545 to 789 and number of primary school teacher's houses rehabilitated increased from 47 to 82.
- e. Number of secondary school classrooms constructed increased from 168 to 332.
- f. Number of Agricultural extension officer attended long-term and short term training increased from 22 to 68.
- g. Number of Agricultural extension officers in the District increased from 64 to 102.
- h. Production of cash crops increased from 407,438 tons to 1,133,200 tons.
- i. Agricultural Go-downs in the District increased from 9 to 15.
- j. Paddy production in the district increased from 1.8 tons to 3 tons per hectare.

#### **Challenges:**

- a. Late Disbursement of funds.
- b. Low community awareness on contribution towards development projects.
- c. Insufficient budget allocated for infrastructures.

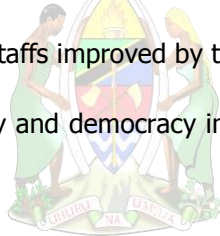
#### **OBJECTIVE E:**

##### **Enhance Good Governance and Administrative Services.**

##### **Planned targets.**

1. Meetings at all levels administered by 100% by the year 2016
2. Good working Environment for 31 Councilors and 130 Village Chairpersons improve from 75% to 95% by the year 2016

3. Capacity of finance department in delivering high quality services improved by the year 2016
4. Working Environment of the Finance Department Enhanced by the year 2016.
5. Council Financial Statements submitted timely by the year 2016
6. MVDC's financial expenditures facilitated by the year 2016
7. Council Revenues Collection increased from Tshs. 1,827,107,366 to Tshs.1,916,120,866 by the year 2016
8. Legally operating business increased from 1720 to 2,000 in the Council the year 2016
9. Knowledge and capacity of two legal officers in law matters and other surrounding people improved by the year 2016
10. Legal statistical information system enhanced by the year 2016
11. Daily operations for internal Audit Office supported by the year 2016
12. Capacity for Internal Audit staffs improved by the year 2016
13. Accountability, Transparency and democracy in Local Government promoted by the year 2016



#### **Achievements by December 2015.**

- a. The council achieved to procure 9 staff quarters for heads of departments.
- b. To create smooth working environment, the Council increased number of hamlets from 640 to 686.
- c. Number of villages increased from 101 to 130.
- d. Number of Wards increased from 17 to 30.
- e. 18 clubs fighting against corruption were trained and supervised.
- f. 16 open meetings were conducted in order to create awareness to community on anticorruption act.

#### **Challenges:**

- a. The area surrounding District headquarter has no enough houses to accommodate staffs even for hiring.
- b. Shortage of staff quarters.

- c. Geographical make-up of the District is not conducive to reach every village or Ward easily.
- d. Gig shortage of teachers especially in science subjects in secondary schools.
- e. Inadequate budget for recruitment and promotion of staffs.

## **OBJECTIVE F:**

### **Improve social welfare, gender and community empowerment.**

#### **Planned targets**

- 1. Community development activities facilitated by 40 percent from 55% to 95% by the year 2016
- 2. Working environment for 30 Community Development Officers improved by the year 2016
- 3. Good governance and gender mainstreaming in 130 villages enhanced by the year 2016



#### **Achievements by December 2015.**

- a. The Council achieved to provide soft loans to people leaving with HIV/AIDS amounting 11,000,000 shillings.
- b. The Council achieved to provide soft loans to youth and women amounting 72,000,000 shillings for income generating activities.
- c. The Council achieved to pay school fees to 120 children of day and boarding secondary schools amounting 6,000,000 shillings.
- d. The Council achieved to form 25 clubs against HIV/AIDS among which 20 are from primary schools and 5 from secondary schools.

#### **Challenges:**

- a. Insufficient funds from own source to support depressed groups.
- b. Few development partners collaborating with the Council to support depressed groups.

- c. Late disbursement of funds.

## **OBJECTIVE G:**

### **Improve Emergency and Disaster Management**

#### **Planned targets**

1. Management capacity on emergency preparedness and response at all levels improved from 9% to 50% by the year 2016.
2. Emergency and disaster control services in 25 government and non-government secondary schools improved by the year 2016

#### **Achievements by December 2015.**

- a. Existence of Disaster Management Committee in the District.
- b. Existence of focal person coordinating Emergency and Disaster Management issues.
- c. Training conducted to Disaster Technical Persons and District Disaster Committee by Prime Minister's Office - Disaster Management Unit.
- d. Prime Minister's Office through its Disaster Management Unit, conducted a survey in the District to see Disasters which are frequently occurring as a way to find means of preparedness and management.

#### **Challenges:**

- a. Low education and awareness of community on disaster management technics.
- b. Lack qualified staffs on disaster management matters.
- c. Control and management of disasters are expensive matters which needs preparedness in terms of time, awareness, education and financial resources.

## **OBJECTIVE H:**

### **Sustainable environmental management improved**

### Planned targets.

1. Environmental management in the district improved 45% to 70% by the year 2016
2. Hygiene practice and sanitation improved in the district from 50% to 60% by the year 2016
3. Management capacity on environmental health and sanitation in health facilities strengthened from 57% to 80% by June 2016
4. Management capacity on environmental health and sanitation in health facilities strengthened from 57% to 80% by June 2016
5. Environmental conservation and protection in 25 Government and Non-Government secondary schools maintained by the year 2016
6. Conducive working environment to the District Natural Resources staffs ensured by the year 2016
7. Natural resource revenue collection increased from 310m/ to 390m/ by the year 2016
8. Management of wildlife and wildlife protected areas enhanced by the year 2016
9. Participatory forest management facilitated in 6 villages leading to establishment of 6 VLFR's by the year 2016
10. Participatory forest management facilitated in 10 wards by the year 2016
11. Management and utilization of bee-keeping products strengthened from 65% to 80% by the year 2016
12. Conducive working environment to beekeeping unit staffs improved by the year 2016
13. Number of Bee reserve or Apiary Hectors increased from 150 to 1050 by the year 2016.
14. Percentage of Harvesting Apiary Products increased from 48% to 80% by the year 2016.



### **Achievements by December 2015:**

- a. Number of para-professional and villagers are well equipped with beekeeping knowledge.
- b. Beekeeping unit established and equipped for routine operations.
- c. Much efforts on beekeeping have been enhanced by stakeholders such as TFS, EAMCEF etc.
- d. Most of the stakeholders, institutions, NGOs, CBOs and individuals have established their own bee Apiaries and few reserves.
- e. Number of beekeeping groups at village raised from 37 to 67.
- f. Knowledge on Beekeeping Act no 15 of 2002, 2005 regulations and guidelines have been imparted to the majority beekeepers.
- g. Beekeeping sector at village level have been a catalyst for environment conservation and income generation whereby honey and bee wax are placed at market.

### **Challenges:**

- a. The quality of bee or Apiary products is still very low due to lack of beekeeping facilities such as Analytical Laboratories and honey preservers.
- b. Bush or Arsons fires are the threats to beekeeping sector where by beehives are destroyed.
- c. Beekeeping needs to have well equipped with financial, Material (demonstration tools), Transport facilities such as Motorcycles and vehicles.
- d. Due to financial bankrupt the majority of beekeepers are not reached thus ending up with poor adherence to the bee keepers calendar.

### **Way forward:**

- a. To improve irrigation technology for Agricultural production through value chain concept.
- b. To combat and control spread of communicable and non-communicable diseases by improving hygiene and sanitation.

- c. Increasing more efforts in solving land conflicts especially for livestock/farmers which is a chronic problem in Mvomero.
- d. Raising the community's advocacy for participation in implementation and sustainability of development activities.
- e. To ensure that the people participate fully in identification, formulation, implementing and evaluating development plans.
- f. To establish favorable legal and economic environment which encourage the promotion of related activities.
- g. To educate communities on the importance of environmental conservation.
- h. To establish an environment that will promote discovery and the use of technology.
- i. To establish close and sustainable cooperation between all stakeholders of development.



## **Stakeholder's analysis:**

In our strategic planning process, we carried out a stakeholders' analysis. In the analysis we discussed the question as to who are our main stakeholders. A summary of our main WHOS, WHAT'S and the potential impact of not meeting their expectations. The stakeholders' analysis was based on activities conducted by the council and information as part of interaction with them. However, stakeholder is *any group or individual who can affect or is affected by the achievement of the council's objectives*.

The expectations were identified in terms of the services they expect but more importantly the attribute that goes with the service expected. A summary of the main stakeholders and their expectations is presented below.

## **List of main stakeholders:**

The following is a list of stakeholders

- Local Community
- Regional Secretariat
- Employees
- Customers
- Sectoral Ministries
- PMO-RALG
- Regional secretariat
- Civil society Organizations (NGO, CBO, FBO)
- General Public
- Institutions
- Academics
- Investors at District Council
- Development Partners
- other public servants
- Politicians
- Researchers Council – Local and Foreign,
- Business Communities
- Trade Unions
- The media

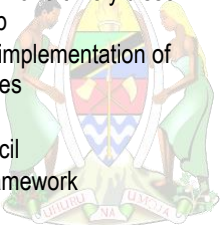


## Services offered and stakeholders Council expectations:

The matrix below provides the services offered and expectations in detail for each stakeholder.

### Stakeholders' analysis


| Stakeholder     | Stakeholder expectation from the council   | Potential impact if expectation not met   | Priority ranking |
|-----------------|--|---|------------------|
| Local Community | <ul style="list-style-type: none"> <li>• Timely quality service delivery</li> <li>• Good governance</li> <li>• Peace and stability</li> <li>• Receive improved farm implement in time.</li> <li>• Extension services of community development</li> </ul> | <ul style="list-style-type: none"> <li>• Low compliance in supporting development projects</li> <li>• Grievances directed to council</li> <li>• Decline in level</li> </ul> | H                |

| Stakeholder                                 | Stakeholder expectation from the council  | Potential impact if expectation not met  | Priority ranking |
|---|---|--|------------------|
|   |   | of livelihood  |                  |
| Regional Secretariat                        | <ul style="list-style-type: none"> <li>Prompt submission of plans and budgets, progress reports</li> <li>Close working relationship through technical consultancy</li> <li>Adherence to ministerial and regional advice and directives, orders and regulations</li> </ul>   | <ul style="list-style-type: none"> <li>Conflicting directives and orders from above</li> <li>Irresponsibility in performing and executing orders by some officials</li> </ul>  | H                |
| Sectoral Ministries                         | <ul style="list-style-type: none"> <li>Ability to mobilize resources and stakeholders</li> <li>Good coordination and implementation of sectoral program</li> <li>Correct interpretation and timely dissemination and follow up.</li> <li>Timely submission of reports and constructive feedback</li> <li>Controls performance</li> <li>Skilled personnel</li> <li>Sufficient funding</li> </ul> | <ul style="list-style-type: none"> <li>Unimproved implementation of sectoral Programme</li> </ul>  | H                |
| PMO-RALG                                    | <ul style="list-style-type: none"> <li>Correct interpretation and timely dissemination and follow up</li> <li>Efficient and timely implementation of policies and directives</li> <li>Advise the council</li> <li>Represent the council</li> <li>Try to ease legal framework</li> </ul>                      | <ul style="list-style-type: none"> <li>Inefficiency service delivery</li> <li>Inadequate coordination, reporting, delay of availability of fund</li> <li>Poor information flow and lack of feedback</li> <li>Delay plans and budgets submission</li> <li>Mismanagement of fund</li> <li>Loss of trust</li> <li>Low economic growth among people</li> <li>Low living standard</li> <li>Poor plans and budgets</li> <li>Inadequate revenue collection</li> </ul> | H                |
| Civil society Organizations (NGO, CBO, FBO) | <ul style="list-style-type: none"> <li>Timely and proper guidelines and collaboration with council to provide quality services</li> <li>Are partners</li> <li>Are service deliverers</li> <li>Cooperate with the council</li> <li>Are consulted</li> <li>Acknowledge the council</li> <li>Timely and less bureaucracy</li> <li>Realistic recognition</li> </ul>                                 | <ul style="list-style-type: none"> <li>Mistrust</li> <li>Poor deliveries of public services</li> <li>Withdrawal of grants</li> <li>Late disbursement of funds</li> <li>Breach of contracts</li> </ul>  | H                |

| Stakeholder                                    | Stakeholder expectation from the council  | Potential impact if expectation not met   | Priority ranking |
|--|---|---|------------------|
|  | <ul style="list-style-type: none"> <li>• Proper co-ordination</li> <li>• Conducive working environment</li> <li>• Realistic cooperation</li> </ul>  | <ul style="list-style-type: none"> <li>• Unsatisfactory reports</li> </ul>  |                  |
| General Public/<br>Community                   | <ul style="list-style-type: none"> <li>• Availability of services and medicine</li> <li>• Timely and Immediate action</li> <li>• People-focused council budget</li> <li>• Sustainable and stable service delivery growth</li> <li>• Transparency in funds allocation and expenditure</li> <li>• Quality customer service</li> <li>• Friendly tax bye law</li> <li>• Efficient tax collection administration</li> <li>• Proper utilization of taxes collected</li> <li>• Proper utilization of taxes collected</li> <li>• Proper utilization of taxes collected</li> </ul> | <ul style="list-style-type: none"> <li>• Mistrust</li> <li>• Inadequate morale to contribute to development projects</li> <li>• More public complaints</li> </ul>                               | M                |
| Regional secretariat and District Commissioner | <ul style="list-style-type: none"> <li>• Timeliness response</li> </ul>   | <ul style="list-style-type: none"> <li>• Inadequate supervision and monitoring</li> </ul>   | H                |
| Ministry of Finance and Economic Affairs       | <ul style="list-style-type: none"> <li>• Value for money</li> </ul>   | <ul style="list-style-type: none"> <li>• Withdrawal of subventions</li> <li>• Reluctance in supporting recurrent and development budgets</li> </ul>   | H                |
| Institutions                                   | <ul style="list-style-type: none"> <li>• Realistic cooperation</li> <li>• Correct/ proper advice</li> <li>• Constructive advice</li> <li>• Cooperation in development activities</li> <li>• Involvement in development activities.</li> <li>• Timely advice</li> <li>• Employee's deductions are remitted in time and intact</li> <li>• Bills paid timely</li> <li>• Good service to clients</li> </ul>   | <ul style="list-style-type: none"> <li>• Employees who are leaving the council on completion of employment contract will not be paid their dues</li> <li>• Services are discontinued</li> </ul> | H                |
| Investors                                      | <ul style="list-style-type: none"> <li>• Realistic (one stop center/cut down bureaucracy</li> <li>• Clear and timely</li> <li>• Transparency</li> <li>• Timely and proper</li> <li>• Conducive environment</li> <li>• Advice on investment opportunities</li> <li>• Provide National policies and guidelines on investment</li> <li>• Coordination and facilitation to enable them to invest.</li> <li>• Correct and reliable information</li> </ul>  | <ul style="list-style-type: none"> <li>• Bad public image</li> <li>• Low dividends</li> <li>• Discouraged potential investors</li> </ul>  | M                |

| Stakeholder              | Stakeholder expectation from the council   | Potential impact if expectation not met   | Priority ranking |
|--------------------------|--|---|------------------|
|                          | <ul style="list-style-type: none"> <li>• Enabling environment.</li> <li>• Improved partnerships</li> </ul>   |   |                  |
| Development Partners     | <ul style="list-style-type: none"> <li>• Mutual and transparent cooperation.</li> <li>• Capacity building</li> <li>• Create impact on target groups</li> <li>• Cooperation and timely (less bureaucracy)</li> <li>• Transparent and accountability.</li> <li>• Effective coordination of donor funded programme</li> <li>• Good financial management</li> <li>• Timely dissemination of information and reporting back to donors</li> <li>• Good governance and accountability</li> <li>• Council ownership of programmes and improved partnership</li> <li>• Abide by the terms of agreement</li> <li>• Involvement in development activities</li> <li>• Acceptance and recognition</li> <li>• Timely and proper information and feedback pertaining to social economic programmes.</li> <li>• Coordination of funded projects</li> <li>• Information flow, feedback and reporting</li> <li>• Improved partnerships</li> <li>• Good governance</li> </ul> | <ul style="list-style-type: none"> <li>• Lack of programme coordination skills</li> <li>• Poor financial management</li> <li>• Delay in reporting</li> <li>• Fund withdrawal</li> </ul> | H                |
| Academics                |  | <ul style="list-style-type: none"> <li>• No constructive ideas from elite academician</li> <li>• Social unrest</li> </ul>   | M                |
| Employees and (families) | <ul style="list-style-type: none"> <li>• Fairness and transparent</li> <li>• Incentive package and recognition</li> <li>• Training programme</li> <li>• Adequate funding</li> <li>• Attractive terminal benefits</li> <li>• Accurate, adequate and timely payment of salaries</li> <li>• Transparent and fair career development plan</li> <li>• Appropriate codes of conduct</li> <li>• Conducive working environment and adequate working tools and equipment</li> <li>• Fair performance appraisal, rewards and sanction system</li> <li>• Conducive working environment</li> <li>• Synergies</li> <li>• Implement policy</li> <li>• Manage services</li> <li>• Make delegated decisions</li> </ul>   | <ul style="list-style-type: none"> <li>• Demoralization</li> <li>• Low level of performance</li> <li>• Strike</li> <li>• Go slow</li> <li>• Poor service delivery</li> </ul>            | H                |

| Stakeholder                         | Stakeholder expectation from the council   | Potential impact if expectation not met   | Priority ranking |
|-------------------------------------|--|---|------------------|
|                                     | <ul style="list-style-type: none"> <li>• Relevant codes of conduct</li> <li>• Attractive and timely payment of retiring benefits</li> <li>• Transparent and fair carrier development plans</li> <li>• Attractive, accurate, adequate and timely payment of salaries</li> </ul>   |   |                  |
| Politicians/councilors              | <ul style="list-style-type: none"> <li>• Timely and effective Cooperation</li> <li>• Set budget</li> <li>• Immediate action</li> <li>• Clear and timely</li> <li>• Mutual and transparent involvement</li> <li>• Set down local policies</li> <li>• Advice and coordination on Government policies and guidelines</li> <li>• Maintenance of peace and order.</li> <li>• Interpretation of policies, laws and guidelines</li> <li>• Involvement in development activities.</li> <li>• Approve policies</li> <li>• Delegate responsibilities</li> <li>• Lead the council</li> <li>• Make decisions</li> <li>• Represent Community</li> </ul> |   | H                |
| Researchers – Local and Foreign,    | <ul style="list-style-type: none"> <li>• Timely permission</li> <li>• Cooperation and facilitation of accurate data and information</li> <li>• Recognition and permission to conduct research</li> <li>• Facilitation in data collection</li> </ul>  | <ul style="list-style-type: none"> <li>• Unavailable of researched information</li> </ul>   | M                |
| Business Communities                | <ul style="list-style-type: none"> <li>• Transparency, cooperation and timely payments</li> <li>• Timely and appropriate advice.</li> <li>• Supportive infrastructure</li> <li>• Good governance</li> <li>• Political stability Order, tender, contracts and timely payments.</li> <li>• Advice on Government policies</li> <li>• Are consulted</li> <li>• Are informed</li> <li>• Are encouraged, are reported</li> <li>• Improved partnerships</li> </ul>  | <ul style="list-style-type: none"> <li>• High price of goods and services</li> <li>• Low quality of goods and services</li> </ul> | M                |
| Trade Unions and trade associations | <ul style="list-style-type: none"> <li>• Remunerations improved</li> <li>• Transparency</li> <li>• Advice on government policies</li> <li>• Cooperation in management/ labour relations matters</li> </ul>   | <ul style="list-style-type: none"> <li>• Good working environments</li> </ul>   | M                |
| Media organs                        | <ul style="list-style-type: none"> <li>• Collaboration with Council to deliver information</li> <li>• Transmits information</li> <li>• Publishes performance indicators</li> </ul>   | <ul style="list-style-type: none"> <li>• Collaboration</li> </ul>   | M                |

| Stakeholder           | Stakeholder expectation from the council   | Potential impact if expectation not met   | Priority ranking |
|-----------------------|--|---|------------------|
|                       | <ul style="list-style-type: none"> <li>Press release and conference To provide timely information s</li> </ul>   |   |                  |
| National Audit office | <ul style="list-style-type: none"> <li>Makes response to audit recommendation</li> <li>Demand information</li> <li>Inspects services, value for money</li> <li>Audits process</li> <li>Publishes performance</li> <li>Timely and accurate financial reports</li> <li>Clean audited report</li> <li>Proper financial management</li> <li>Best practice in financial management</li> <li>Timely and accurate audit reports</li> <li>Statutory audit of CAG accounts</li> <li>Total compliance with financial regulations</li> <li>Value for money</li> </ul> | <ul style="list-style-type: none"> <li>Qualified audit reports</li> </ul>   | H                |
| Political parties     | <ul style="list-style-type: none"> <li>Peace and order</li> <li>Social development</li> <li>Poverty reduction</li> </ul>   | <ul style="list-style-type: none"> <li>Community discontents</li> <li>Breach of peace and order</li> <li>Political apathy</li> <li>Poor standard of living</li> </ul> | H                |
| TRA                   | <ul style="list-style-type: none"> <li>Cooperation</li> <li>Availability of tax payer information</li> <li>Provision of good and conducive business environment</li> <li>Reports and good services provider</li> </ul>   | <ul style="list-style-type: none"> <li>Low corporation to District council</li> </ul>   | M                |
| Financial Institution | <ul style="list-style-type: none"> <li>Cooperation</li> <li>Identify staff</li> <li>Allow resources pooling To increase their customers</li> <li>Employee deductions are remitted in time and intact</li> </ul>  | <ul style="list-style-type: none"> <li>Decrease in Council revenue</li> </ul>   | M                |
| PCCB                  | <ul style="list-style-type: none"> <li>Cooperation</li> <li>To be a corruption free zone</li> <li>Good Governance</li> </ul>   | <ul style="list-style-type: none"> <li>Corruption behaviour in provision of services</li> </ul>   | M                |
| Police                | <ul style="list-style-type: none"> <li>Security and Social stability</li> </ul>  | <ul style="list-style-type: none"> <li>Minimize support in operation</li> </ul>   | M                |
| Mtibwa Sugar Company  | <ul style="list-style-type: none"> <li></li> </ul>   |   | M                |
| Mzumbe University     | <ul style="list-style-type: none"> <li></li> </ul>   |   | M                |



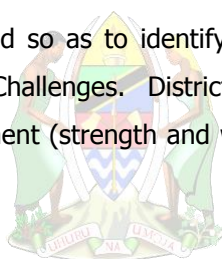
| Stakeholder | Stakeholder expectation from the council | Potential impact if expectation not met | Priority ranking |
|-------------|--|---|------------------|
|             | •  |   |                  |

## Organizations scan:

During Strategic planning process we carried out an organization scan. The analysis was carried out under the internal and external environment. While the former is the environment in which we have a reasonable degree of influence, in the latter we have no reasonable degree of influence. The internal scan aimed at identifying areas of strength and areas of improvement. While the external scan aimed at identifying opportunities and risks/ challenges and we used two approaches below:

## SWOC-Analysis:

The District environment is analyzed so as to identify internal strength and weakness as well as external opportunities and Challenges. District environment can be categorized in two parts, namely internal environment (strength and weakness) and external environment (opportunities and challenges).



### Strengths and weaknesses;

| Strengths  | Weaknesses  |
|--|---|
| <ul style="list-style-type: none"> <li>Committed Council employees</li> <li>The organization structure is well defined with good chain of command</li> <li>There are laid down standard procedures and regulations</li> <li>Established Council Functional Committees</li> <li>Fair distribution of available primary school teachers.</li> <li>Presence of elaborated procedures</li> <li>Making use of participatory planning from bottom up and implementations of development projects.</li> <li>Presence of skilled personnel</li> <li>Availability of National and Sector Ministry Policies</li> <li>Existence of bylaws: <ul style="list-style-type: none"> <li>Mandate to set rates and dues</li> <li>Mandate to collect and use revenue</li> <li>Power to promote development projects</li> <li>Abundance of agricultural products</li> <li>Availability of plenty arable land</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>Inadequate procedures and regulations</li> <li>Shortage off staff</li> <li>Limited sources of revenues</li> <li>Poor system for collection, processing, storing and dissemination</li> <li>Inadequate building infrastructures, transport facilities and working equipment's.</li> <li>Insufficient fund for training programs for farmers and staff.</li> <li>Lack of land use planning</li> <li>Poor data management and weak data base in most of the departments</li> <li>Un availability of heavy road maintenance equipment</li> <li>Rigidity of the community to participate in economic development as well as project implementation</li> <li>Inadequate knowledge for current issues</li> <li>Inadequate working facilities</li> </ul> |

|  |   |
|--|---|
|  | <ul style="list-style-type: none"> <li>• Inadequate understanding of policy contents and their application</li> <li>• Unskilled majority at the village level especially the VEOs.</li> <li>• Inadequate enforcement of By laws</li> <li>• Poor road network which lead to slow economy growth</li> <li>• Inadequate modern agriculture technology</li> </ul> |
|--|---|

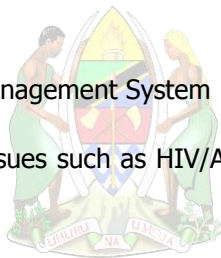
## Opportunities and Challenges

| Opportunities  | Challenges   |
|--|--|
| <ul style="list-style-type: none"> <li>• Presence of committed leader (Government and Political)</li> <li>• Abundant natural resources fertile land, valleys and reliable rainfall</li> <li>• Favorable weathers condition</li> <li>• Presence of development partners (NGOs/CBOs)</li> <li>• Political of decentralized System supported by constitution &amp; parliament Acts</li> <li>• Presence of 2025 national vision and goals and Strategies</li> <li>• Presence of national policies/circulars/programmers</li> <li>• Presence of peace and order</li> <li>• Accessibility to other sources of funds (e.g. Govt. Grants, Donors, Community &amp; Financial Institutions)</li> <li>• Presence of streamline employment procedures from Public service</li> <li>• Authority to make by –laws to collect revenues and own Properties etc.</li> <li>• Presence of privatization policy</li> <li>• Availability of staff recruitment permits</li> <li>• Presence of development partners willing to support Agricultural activities</li> <li>• Presence of National Agricultural sector strategies and policies</li> <li>• Good internal and external market for agricultural and Livestock products.</li> <li>• Fledging private sector</li> <li>• Adequate representation at decision making level through councilors</li> <li>• There are rivers for irrigation, domestic use and fishing.</li> <li>• Plenty of different types of minerals</li> <li>• Favorable weather condition</li> <li>• Presence of agricultural industry e.g. Mtibwa Sugar Industry.</li> <li>• Salaries of local Government employees being paid by Central Government</li> <li>• Grants from Central government and donors.</li> </ul> | <ul style="list-style-type: none"> <li>• Presence of conflicting laws</li> <li>• Interference in execution of Powers</li> <li>• Weak economic base of the Community unfavorable</li> <li>• Condition of loans &amp; grants</li> <li>• Limitations of budget ceiling</li> <li>• Shortage of power (electricity)</li> <li>• Lack interest of private</li> <li>• Sector to be involved in</li> <li>• Animal health and</li> <li>• Agricultural input investment</li> <li>• Land use conflict</li> <li>• High illiteracy among the Population</li> <li>• Recurrent drought.</li> <li>• HIV/AIDS Prevalence</li> <li>• Natural disaster e.g. flood, vermin, cholera HIV/AIDS and drought.</li> <li>• Inadequate funds for construction of irrigation schemes</li> <li>• Natural calamities</li> <li>• Low level of technology and equipment.</li> <li>• Unreliable market for agricultural Products.</li> <li>• Inadequate remuneration e.g. staff salaries and other benefits are low. This has a potential demoralization to staff and impairs productivity.</li> <li>• Delay of funds from Central Government and donors</li> <li>• Fewer funds released as compared to the budget.</li> </ul> |

## Key Issues:

After the organizational scan, the following have been identified as areas of improvement in the next planning and budgeting cycle:

- a) Student drop out
- b) Shortage of staff houses
- c) Inadequate teaching and learning material
- d) Shortage of teachers in science subjects
- e) Lack of school infrastructures
- f) Incomplete projects
- g) Deforestation
- h) Unplanned training
- i) Inadequate Performance Management System
- j) Problems of cross-cutting issues such as HIV/AIDS, disasters, environment, corruption etc
- k) inadequate quality social service delivery
- l) Inadequate coordination of various or units line items in MTEF.
- m) Low productivity among youths in the communities
- n) Poor physical infrastructure
- o) Inadequate health staff and infrastructures,
- p) Poor sanitation,
- q) Poor management of road by the community and council.



## CHAPTER 3 -THE PLAN (2016/17- 2020/21)

This five-year Strategic Plan 2016/17- 2020/21 is the outcome of the review of previous strategic plan 2010/11 to 2016/17, and its pertaining challenges in implementing the planned objectives and activities. The Strategic Plan 2016/17- 2020/21 has attempted to address the challenges as well as the critical issues which were identified. The Vision, Mission, Objectives and Core Values were derived from a detailed review process including Stakeholders Analysis, Strength, Weakness, Opportunities & Challenges (SWOT/C), and Performance Review.

### **Vision statement:**

“The vision of Mvomero District is to have sustainable social Economic Development”

### **Mission statement:**

To raise the standard of living of community through provision of quality social and economic services and creating conducive environment for sustainable development.

### **Core values:**

#### **Diligence.**

Work skillfully, efficiently and effectively while maintaining high standards of discipline.

#### **Team spirit.**

Work as a team, sharing experience, information and skills to achieve our mission and objectives.

#### **Customer focus.**

Direct our efforts towards meeting customer's expectations.

#### **Integrity.**

Maintain ethics in delivering services to our customers.

#### **Accountability.**

Serve our customers responsibly and timely.

**Courtesy.**

Listen and serve our customer with respect.

**Respect of all Human Rights**

A public servant shall not discriminate or harass a member of the public or a fellow employee on ground of sex, tribe, religion, nationality, ethnicity, marital status or disability.

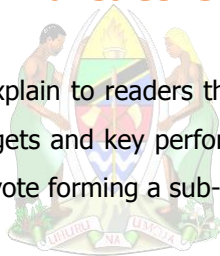
**Pursuing of excellence in service.**

The public service is geared towards provision of excellent services, public servants will do the following: strive to achieve the highest standards of performance; if a staff is a member of professional board then to adhere to their respective professional Code of Conduct; strive to acquire new knowledge and skills continuously and use the effectively.

## Objectives, Strategies, Targets and Performance

### Indicators:

The purpose of this chapter is to explain to readers the logic behind the development and linkage of Objective, strategies, targets and key performance indicators. This is best done on a sub-vote basis, with each sub-vote forming a sub-section.



### Objectives:

- A. Improve services and reduce HIV/AIDS infection.
- B. Enhance, Sustain and effective implementation of the National Anti-Corruption Strategy.
- C. Improve access, quality and equitable social services delivery.
- D. Increase quantity and Quality of social services and infrastructure.
- E. Enhance, Good Government and Administrative services.
- F. Improve Social Welfare, gender and community empowerment.
- G. Improve Emergency and Disaster Management.
- H. Sustainable Environmental Management Improved.

## Objective A:

### Improve services and reduce HIV/AIDS infection.

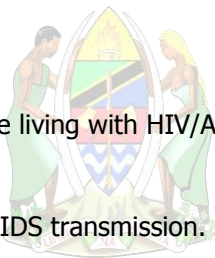
#### Objective Description:

The HIV/AIDS is a national problem which needs attention. HIV/AIDS rate of prevalence has been increasing in many areas.

All Local Governments Authorities are directed by the government to develop workplace interventions by providing care support services to staff living with HIV/AIDS. It is in this regard Mvomero District Council intends to continue undertaking the following Strategies: council will collaborate with stakeholders and beyond in order to address the problem.

#### Strategies;

- i. Develop programmes to fight the spread of HIV/AIDS infection at work place and community level.
- ii. Provide support to the people living with HIV/AIDS.
- iii. Prevention of the new HIV/AIDS transmission.
- iv. Educate council staff concerning behavioral change:
- v. Integrated measures to address gender and inequities that result in higher HIV precedence:
- vi. Promote utilization and access to quality care and treatment services for PLHAs.
- vii. Promote and scale up integrated prevention, care and treatment services for HIV and AIDS
- viii. In collaboration with stakeholders to conduct community sensitization session in order to reduce risk behavior.



- ix. Educate council staff through international and national HIV/AIDS day and departmental staff meetings.
- x. In collaboration with stakeholders provide socio economic, nutritional and medical support to PLHA Council staff and PLHA community groups.
- xi. Use Community development extension workers and other stakeholders to train WMAC and MMAC.
- xii. Educate and promote utilization and access to quality and treatment services for PLHAs (Staff).
- xiii. Formation of HIV/AIDS Clubs in Schools.

#### **Targets:**

- i. Prevalence of HIV/AIDS reduced from 3.8% to 2.5% by the year 2021.
- ii. Advocacy and control of HIV AIDS for civil servants in the District improved by the year 2021
- iii. Advocacy and control of HIV/AIDS in 25 secondary schools improved by the year 2021.
- iv. District and community HIV /AIDS response strengthened in 130 villages the year 2021.
- v. Risk of HIV infection among school youth and most vulnerable groups reduced in 130 villages by the year 2021.
- vi. Awareness on HIV/AIDS in the district increased from 70% to 90% by the year 2021.

#### **Key Performance Indicators:**

- i. Number of formed HIV/AIDS Clubs in Schools.
- ii. Number of trainings done to staffs on HIV/AIDS.
- iii. Awareness on the use of contraceptive measures.
- iv. Number of infected people.
- v. New HIV/AIDS transmission cases.

- vi. Number of trainings done to WMAC and MMAC.

## **Objective B:**

### **Enhance, sustain and effective implementation of the National Anti-Corruption Strategy**

#### **Objective Description:**

Government requires council to develop and implement or maintain effective, coordinated anti-corruption initiatives that promote the participation of community and staff and reflect the principles of the rule of law, proper management of public affairs and public property, integrity, transparency and accountability.

This includes establishing an anti-corruption action plan in the council; the implementation of codes of conduct for public officials; enhancing transparency in public administration; establishing appropriate systems of procurement and the management of public finances; and taking steps to prevent corruption in the public and private sector. Mvomero District Council is dedicated to ensure the quality services are provided to the community with due diligence and adherence to ethical conduct.



#### **Strategies:**

- i. Develop programs to educate Staffs to combat corruption at working place.
- ii. Scale up implementation of National Anti-Corruption Strategy and Action Plan (NACSAP), application of Prevention and Combating of Corruption Act (PCCA) 2007 and Public Service Act and its regulation.
- iii. Frequent follow up, surprise checks and use of signboards.
- iv. Conduct Staff training on prevention and combating of corruption.
- v. Identify any opportunities that exist for corruption and set out approaches to seal them.
- vi. Provide education to all stakeholders that council deals with on anti-corruption measures.



### **Targets:**

- i. Effective implementation of the national ant-corruption strategies in 25 secondary schools enhanced by the year 2021.
- ii. 250 stakeholders educated on the effects of petty and grand corruption by the year 2021

### **Key Performance Indicators:**

- i. Number of Ant-Corruption trainings done.
- ii. Number of stakeholders educated.
- iii. Ant – corruption plans.

### **Objective C:**

#### **Improve Access, Quality and Equitable Social Services Delivery.**

##### **Objective description:**

Under this objective the Council focus on maintenance and construction of basic infrastructure that will improve provision of clean and safe water, health and sanitation, education, roads, education services and Agriculture just to mention the a few.

##### **Strategies:**

- i. Increase Health facilities in rural areas.
- ii. Reduce Maternal and infant mortality rates.
- iii. Increase Immunization coverage.
- iv. Facilitate training of Health personnel.
- v. Increase enrolment rate of standard one pupils
- vi. Increase Examinations pass rate for both primary and secondary schools.
- vii. Increase Primary and secondary school's buildings.
- viii. Train Livestock keepers

- ix. Increase of food and cash crops
- x. Increase of extension services
- xi. Promotion of Public private partnerships.
- xii. Conducive working environment
- xiii. Increase of cooperative societies
- xiv. Strengthening of Business and managerial skills
- xv. Improve infrastructures like roads and water.
- xvi. Conduct training for women economic groups.
- xvii. Facilitate formation of women economic groups.

### Targets;

- i. Provision of adequate, clean and safe water increased from 33851 to 41800 households by the year 2021
- ii. Business and managerial skills in co-operative societies strengthened in 130 villages by the year 2021.
- iii. Planned settlements in Urban and rural areas increased by the year 2021
- iv. Entrepreneurial skills increased in the District from 55% to 85% by the year 2021
- v. Conducive working environment to DWE's office improved by the year 2020/21.
- vi. Quality council plan and budget approved two months before the end of financial year annually by the year 2021.
- vii. Participatory implementation, monitoring and evaluation system ensured by the year 2021.
- viii. 1000 kilometers of road networks improved by the year 2021
- ix. Knowledge imparted to 130 villages on the effects of immoral traditional beliefs and taboos by the year 2021
- x. Enrolment rate of standard one pupils increased by 100% by the year 2021.
- xi. Primary school buildings and furniture increased by the year 2021.

- xii. Primary Education completion rate increased by the year 2021.
- xiii. Illiteracy rate in Adults reduced from ...% to.... % by the year 2021.
- xiv. Secondary school building and furniture increased by the year 2021.
- xv. National festivals, Sports and game in the District facilitated by the year 2021
- xvi. Pass rate in national examination increased from 66.4% to 90% for STD VII and from 88.5% to 100% by the year 2021
- xvii. Data management at 143 primary schools and District level strengthened by the year 2021.
- xviii. Pass rate in National Examination for form 2 students in 24 Secondary Schools increased from 50% to 70% by the year 2021.
- xix. Pass rate in national examination for form 4 students in 24 secondary schools increased from 40% to 65% by the year 2021.
- xx. Pass rate in national examination for form 6 students in 5 Advanced level Secondary Schools increased from 95% to 100% by the year 2021.
- xxi. Number of qualified employees increased from 3222 to 3729 by the year 2021
- xxii. Social Service delivered in the district improved from 65% to 87 by the year 2021
- xxiii. Meetings at all levels administered by 100% by the year 2021
- xxiv. Number of village's access to livestock and fisheries extension services increased from 50 to 130 villages by the year 2021.
- xxv. Livestock extension service delivery in 21 villages increased by the year 2021.
- xxvi. 29 Co-operative societies viability established by the year 2021
- xxvii. Number of building permit increased from 65% to 90% by the year 2021
- xxviii. Procurement Procedures adhered to and Strengthened by the year 2021.
- xxix. Shortage of skill mix of staff reduced from 62% to 30% by 2021
- xxx. Maternal mortality rate reduced from 184/100000 to 84/100000 by 2021
- xxxi. Organizational and institutional management capacity for health and social welfare strengthened from 67.44% to 95.64% by 2021.
- xxxii. Under five mortality rate reduced from 13/1000 to 5/1000 by 2021

- xxxiii. Infant mortality rate reduced from 11% to 8% by 2021
- xxxiv. Health facilities equipped with material resources necessary for emergency preparedness increased from 16% to 80% by 2021.
- xxxv. Proportion of cardiovascular diseases reduced from 2.22% to 0.5% by 2021.
- xxxvi. Prevalence of malaria cases reduced from 15.68% to 5% by 2021.
- xxxvii. Under five mortality rate reduced from 13/1000 to 5/1000 by 2021.
- xxxviii. Capacity of district to sustain continuous health education and promotion in the community increased from 40% to 70% by 2021.
- xxxix. Percentage of staffs with knowledge and skills on emergency management and preparedness increased from 22% to 90% by 2021
- xl. Organizational structure and institutional management capacity for health and social welfare at all levels improved from 67% to 95% by 2021
- xli. Insufficiency of medicines, medical and diagnostic supplies reduced from 40% to 0% by 2021
- xlii. Proportion of patient attending OPD with Dental conditionals reduced from 3% to 0.5% by 2021
- xliii. Health facility equipped with material resources necessary for emergency preparedness increased from 16% to 80% by 2021
- xliv. Percentage of intestinal helminthes among OPD reduced from 3.4% to 1% by 2021
- xlvi. Increased people with disabilities accessing social welfare services from 1% to 15% by 2021
- xlvi. Coverage of health facilities with electricity and solar increased from 50% to 90% by 2021.

#### **Key Performance Indicators.**

- i. Number of newly recruited employees.
- ii. Kilometers of Roads infrastructures constructed.
- iii. Number of water projects implemented.

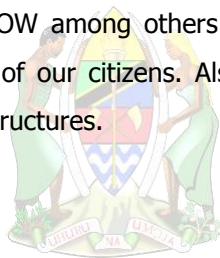
- iv. Examination pass rate.
- v. Standard one Enrolment rate.
- vi. Number of people with access to clean and safe water.
- vii. Number of primary and secondary schools buildings.

### **Objective D:**

### **Quantity and Quality of Social Services and Infrastructure Increased:**

#### **Objective Description:**

Through sector policies government geared to improve production in agriculture, livestock and other activities which will reduce the poverty to the most of Tanzanian. Here including implementation of BIG RESULTS NOW among others with view to accelerating economic growth and improve quality of life of our citizens. Also improving infrastructures such as roads, water and other public infrastructures.



#### **Strategies:**

- i. Reduce animal diseases incidence
- ii. Improve livestock infrastructure
- iii. Improve hide and skins.
- iv. Train Livestock keepers
- v. Promote fish production
- vi. Increase of food and cash crops
- vii. Increase of extension services
- viii. Use of agro mechanization.
- ix. Improvement of agricultural infrastructure
- x. Promotion of Public private partnerships.

- xi. Conducive working environment
- xii. Increase of cooperative societies
- xiii. Strengthening of Business and managerial skills
- xiv. Improve infrastructures like roads and water

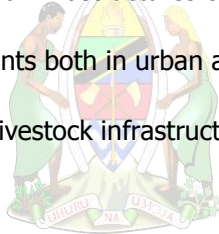
### **Targets:**

- i. Number of planned settlements in urban and rural areas increased by the year 2021.
- ii. Villages with operational Land Use Plans increased by the year 2021.
- iii. Number of water projects increased from 50 to 65 by the year 2021
- iv. Agricultural facilities in 130 villages improved by the year 2021
- v. Markets of Agricultural and Livestock products secured and facilitated by the year 2021
- vi. Technical Knowledge in production and marketing of crops to farmers increased by the year 2021.
- vii. Conducive working environment to Agriculture department staffs ensured by the year 2021
- viii. Livestock extension services delivery in 130 villages improved by the year 2021
- ix. Livestock facilities in 130 villages improved by the year 2021
- x. Business and managerial skills in 50 cooperative societies strengthened by the year 2021
- xi. 29 cooperative societies registered by the year 2021
- xii. 1000 kilometers of Road Networks improved by the year 2021
- xiii. Technical knowledge in management and utilization of fisheries to 130 improved by the year 2021.
- xiv. Livestock facilities in 21 villages improved by June 2021.
- xv. Awareness creation on land matters enhanced from 50% to 100% by the year 2021
- xvi. The number of land registry increase from 2 to 15 by the year 2021

- xvii. Councils revenue increased from 1.7% to 21.5% by the year 2021
- xviii. Land use conflicts in District reduced from 33% to 3% by the year 2021
- xix. To ensure 30% to 80% of documents concerning lands matters are stored safely by the year 2021
- xx. Increase efficiency in delivery of best services from 1% to 5% to the final consumers by the year 2021
- xxi. Number of Surveyed plots increased from 3029 to 8029 by the year 2021
- xxii. 600 of the District assets are valued by the year 2021.

#### **Key Performance Indicators:**

- i. Kilometers of Roads constructed in the District.
- ii. Number of Co-operative Societies registered.
- iii. Number of water projects and infrastructures constructed within the District.
- iv. Number of planned settlements both in urban and rural areas.
- v. Number of Agricultural and livestock infrastructures constructed.
- vi. Number of trainings done.
- vii. Number of New Co-operative societies established.



### **OBJECTIVE: E**

#### **Good Government and Administrative Services Enhanced**

##### **Objective description:**

##### **Targets**

- i. Households with legal ownership and access to use of land increased by the year 2021.
- ii. Statutory meetings at all levels administered by 100% by the year 2021.
- iii. All council emergency Meetings administered by the year 2021

- iv. Good working environment for 40 councilors and 145 village chairpersons improved from 75% to 95% by the year 2021
- v. Qualified staffs increased in the council from 3,222 to 3,729 by the year 2021
- vi. Office accommodations in Wards and Villages increased by the year 2021
- vii. Community participation in decision making increased by the year 2021
- viii. Community participation in development activities in 130 villages enhanced by the year 2021
- ix. Clean Audit report acquired by the council annually by the year 2021
- x. Council revenue collection increased to Tshs 3,500,000,000/= by the year 2021
- xi. Government financial accounting procedures adhered to and strengthened by the year 2021
- xii. Council legal rights and enforcement of by-laws enhanced by the year 2021
- xiii. Council Financial Statements submitted timely by the year 2021
- xiv. Capacity of finance department in delivering quality services improved by the year 2021.
- xv. MVDC's financial expenditures facilitated by the year 2021.
- xvi. Legally operating business increased from 1720 to 2,000 in the Council the year 2021.
- xvii. Council legal rights and enforcement of by-laws enhanced by the year 2021

#### **Key Performance Indicators:**

- i. Number of statutory council meetings done.
- ii. Council Audit reports reflecting clean Audit reports.
- iii. Council Revenue.
- iv. Number of Newly Recruited staffs.
- v. Number of Ward and villages infrastructures and buildings.



## **Objective F.**

### **Social welfare, gender, community empowerment and good governance improved.**

#### **Strategies:**

- i. Increase community participation in development projects.
- ii. Increase income generating activities to women and youths.
- iii. Facilitate women and youth groups in accessing credits.
- iv. Entrepreneurship training provided to groups.

#### **Targets.**

- i. Income generating activities for women groups and youth groups formed by the year 2021.
- ii. Community development activities facilitated by 40 percent from 55% to 95% by June 2021
- iii. Access to social welfare services to disadvantaged people improved by the year 2021.
- iv. Awareness on gender equality and involvement in water sector in 130 villages increased by the year 2021
- v. Awareness on gender equality and involvement in infrastructure issues in 130 villages increased by the year 2021
- vi. Social Welfare services improved to 5000 disadvantaged people by the year 2021

#### **Key Performance Indicators.**

- i. Number of women and youth groups formed.
- ii. Number of trainings done to entrepreneurial groups.
- iii. Income generating activities created to women and youth groups.

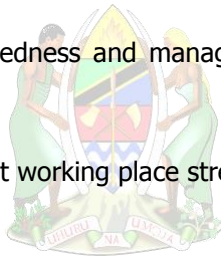
## **OBJECTIVE G:**

### **Improve Emergency and Disaster Management.**

The Mvomero District Council intends to mobilize resources and be responsible for dealing with all humanitarian aspects of emergencies, in particular preparedness, response and recovery in order to lessen the impact of disasters.

#### **Targets.**

- i. Human settlements in disaster prone areas reduced in Centers by the year 2021
- ii. Emergency and disaster control services in 25 government and non-government secondary schools improved by the year 2021
- iii. Safety and rescue services in 130 villages (Mtaa) strengthened by the year 2021
- iv. Working environment to staffs in fire brigade improved by the year 2021
- v. Capacity on disaster preparedness and management to 130 villages increased by the year 2021
- vi. Safety and rescue services at working place strengthened by the year 2021



## **OBJECTIVE H:**

### **Sustainable Environmental Management Improved.**

Mvomero District Council vision can only be achieved when its natural resources and environment are in harmony with daily lives of the citizens. This involves ensuring sanitation and hygiene practices are improved for better health of the population. Of equal importance is the conservation of the forests and improvement of environment in markets, open spaces and roads.

#### **Strategies:**

- i. Improve Water hygiene and sanitation in the District.
- ii. Environmental conservation and protection in 25 Government and Non-Government secondary schools maintained by the year 2021

- iii. Increase number of Households using energy saving technology for environmental conservations.
- iv. Increase awareness to community on road reserve preservasions.
- v. Protection of environment and reserved areas.
- vi. Increase Villages with operational forest management plans.
- vii. Improve wildlife conservations in reserve areas.
- viii. Increase Number of hectares for bee apiaries.
- ix. Increase number of bee keeping groups.
- x. Placing emphasis on construction of dams, charcoals and water wells for livestock.
- xi. Conduct sensitization meetings to communities and other stakeholders

### **Targets.**

- i. Water hygiene and sanitation improved to 4,002 households by the year 2020/21
- ii. Environmental management policies mainstreamed in development projects by the year 2021.
- iii. Households using energy saving (or alternative) technology increased by the year 2021.
- iv. Awareness on Road reserve areas and environmental conservations to 130 villages increased by the year 2021.
- v. Protection of environment and reserved areas to 130 villages sustained by the year 2021.
- vi. Technical knowledge in management and utilization of forest products to 130 villages improved by the year 2021
- vii. Technical knowledge in management and utilization of beekeeping products to 130 villages improved by the year 2021

- viii. Villages with operational forest management plans increased by the year 2021
- ix. Wildlife conservations in reserved areas improved by the year 2021
- x. Number of hectares for bee apiaries and reserves increased from 150 to 1050 ha. by the year 2021
- xi. Number of potential beekeeping groups increased from 67 to 150 by the year 2021
- xii. Hygiene practice and sanitation improved in the district from 55% to 65% by the year 2021
- xiii. Natural resource revenue collection increased from 310m/ to 390m/ by the year 2021
- xiv. Management of wildlife and wildlife protected areas enhanced by the year 2021.

#### **Key Performance Indicators.**



- i. Number of Beekeeping groups.
- ii. Number of Hectares for Bee apiaries.
- iii. Number of Villages with operational forest management plans.
- iv. Number of trainings done to community on environmental conservations.
- v. Number of Households using energy saving technologies.

# CHAPTER 4-RESULTS FRAMEWORK:

## Purpose and structure:

This Results Framework Chapter intends to show how the results envisioned in the District Council Strategic Plan will be measured as well as the benefits that will accrue to its clients and other stakeholders. The Results Framework shows the beneficiaries of District Council services; the overall functions are basically the overall impact of District Council activities. Generally, the chapter will provide a basis on how the various interventions will be undertaken in the course of the strategic planning cycle which will lead to achievement of the Development Objective.

## The Function/Objectives:

The overriding objective of Mvomero District Council is to deliver improved services (in terms of quality, timeliness and efficiency), implement relevant priority policies, and establish a conducive environment for private sector growth and social development. The reform programmes also significantly contribute towards the achievement of this development objective. Also achievement of the development objective among other things will be influenced by the level of financial resources available, previous investments in infrastructures, the demand for accountability on the part of citizens, the effectiveness of the service delivery under decentralized arrangements as well as Mvomero District Council capacity at both strategic and operational levels.

## Beneficiaries (of District Council Services):

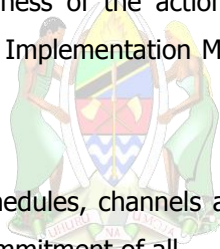
There are two levels of beneficiaries of Mvomero District Council services. The direct beneficiaries of the services offered are the communities and other stakeholders. Mvomero District Council aims to build the capacity of communities to formulate their development plans, SACCOs, social security fund, other saving funds and other initiatives, and involve themselves direct in the own development. Villages to use the system, structures and processes and other council interventions to improve their internal management and improving service delivery to the society.

## The Result Framework Matrix:

This matrix contains Mvomero District Council's overall development objective and outcome indicators. It envisions how the development objective will be attained and how the results will be measured. The outcomes will broadly contribute to the specific MKUKUTA cluster goals indicated above, and the indicators in the matrix will be used to track progress towards achievement of the development objective. However, it should be noted that achievement of Mvomero District Council's overall objectives will be contributed by several other players, and will not be solely attributed to interventions under this strategic plan. The result framework matrix is detailed below:

## Monitoring, Evaluation, Review and Reporting Plans:

It is envisaged that the District Economic Planning Unit will be responsible for the M&E function. One of the key elements of a Strategic Plan is the process for monitoring and evaluating performance. By having a systematic way for comparing actual performance to planned performance, the effectiveness of the actions is determined. The M&E System, which will work in tandem with the Implementation Matrix, will be designed to ensure the following: -



Establishment of clear reporting schedules, channels and feedback mechanisms on an on-going process requiring time and commitment of all.

This subsection details the Monitoring Plan, Reviews and Evaluation for the period covering the five strategic planning cycles.

### Quarterly Progress Reports:

Quarterly Reports on cumulative targets and expenditures, against the annual plan and budget.

These will be prepared by the implementing departments and be undertaken regularly or coincide with end of quarter budgetary cycles. The Economic Planning Unit will act as the internal consultancy to assist the departments in completing and coordinating the reports prior to presentation.

Reports will describe actions taken by departments toward achieving specific targets/outcome and strategies of the plan and may include costs, benefits, performance measures and progress to date. Highlights of major achievements

### **Mid-Year Progress Report**

Reports will describe actions taken by departments toward achieving specific targets/outcome and strategies of the plan and may include costs, benefits, performance measures and progress to date. Highlights of major achievements for the mid-year

### **Quarter 3 Progress Report.**

Reports will describe actions taken by departments toward achieving specific targets/outcome and strategies of the plan and may include costs, benefits, performance measures and progress to date and Highlights of major achievements for quarter 3.

### **Quarter 4, Annual Performance Report.**

Annual performance reports on targets and outcome monitoring, against the annual plan and budget. The Annual Performance Report is intended to provide a detailed description of council's main achievements in terms of the targets reached and the progress it is making in realising its outcomes and in improving its service delivery.

### **5-Year Outcome Evaluation Report.**

A 5-Year Outcome Evaluation Report against medium term Strategic Plan objectives and outcomes.

The outcome report should be prepared at the end of the Strategic Planning cycle. It should focus on assessing the degree to which the council is meeting its planned objectives, that is, whether it is achieving the envisioned results or outcomes documented in its Strategic Plan. The report should summarize the findings of the main evaluations, analytical studies, and reviews undertaken during the period. For each objective the report should describe what the expected achievements were, how they were measured, and what the main findings or results of the assessments were. These assessments should be linked to the goals and operational targets of MKUKUTA.

## MONITORING PLAN:

Monitoring involves a process of making close follow-up/tracking down the progress of implementation of a plan. The primary objective of monitoring is to make sure that all steps in the plan are implemented according to the plan.

The monitoring plan consists of indicators and indicators description, baseline for each indicator; indicator targets values, data collection and methods of analysis, indicator reporting frequencies and the officers who will be responsible for data collection, analysis and reporting. Though the outcome indicators will be reported on annual basis, tracking of the indicators will be made on quarterly basis.

## EVALUATION:

Evaluation on the other hand is a critical and objective appraisal of the overall planning process in the form of specific milestones of achievements as compared to the original objective and expectation.

The monitoring and evaluation plan is detailed below:

### PLANNED REVIEWS:

The plan is to carry out a total of five (5) formal annual reviews, during the Strategic Planning Cycle. This will involve carrying out five (5) annual reviews. The reviews will be tracking progress on implementation of the targets on annual basis. Annual targets will be tracked during the period of three years. The description of the specific planned reviews, targets timeframes and the responsible head/Units are detailed below:

| S/No | Year of review  | Description of the review   | Responsible person |
|------|---|---|--------------------|
| 1    | During the <b>first year</b> of the three years strategic planning cycle one formal annual review will be Conducted. The first review will be conducted | The Quarterly Progress Report:<br><br><b>Quarter 1</b> Progress Report, summarizing implementation during Quarter 1<br><br><b>Mid-Year Progress Report</b> , summarizing cumulative implementation (Quarter 1 + Quarter 2) together with a focus on budget variations | DPLO/HoD           |



| S/No | Year of review   | Description of the review  | Responsible person |
|------|--|--|--------------------|
|      | <p>in June 2012. The review focuses on determining whether the planned activities are moving towards achieving the Annual targets. Whether they are on track, off track, unknown or at risk. The review will also assess issues, challenges and lessons learnt over the year and to what extent the outputs delivered are contributing towards achievement of the objectives. The review findings will be used to adjust implementation strategies whenever necessary.</p>   | <p><b>Quarter 3 Progress Report</b>, summarizing cumulative implementation (Quarter 1 + Quarter 2 + Quarter 3)</p> <p><b>Quarter 4, Annual Performance Report</b></p> <p>The report should be prepared and submitted to MoFEA and PMO-RALG by the 1st of October following the completion of each financial year</p>   |                    |
| 2    | <p>The <b>second year</b> annual review will be conducted in July 2013. The review will again focus on determining whether the planned activities are moving towards achieving the annual targets. Whether they are on track, off track, unknown or at risk. The review will also assess issues, challenges and lessons learnt over the year and to what extent the outputs delivered are contributing towards the achievement of the objectives. The review findings will be used to adjust implementation strategies whenever necessary. The reviews will form the basis for third annual report</p> | <p><b>Quarter 1 Progress Report</b>, summarizing implementation during Quarter 1</p> <p><b>Mid-Year Progress Report</b>, summarizing cumulative implementation (Quarter 1 + Quarter 2) together with a focus on budget variations</p> <p><b>Quarter 3 Progress Report</b>, summarizing cumulative implementation (Quarter 1 + Quarter 2 + Quarter 3)</p> <p><b>Quarter 4, Annual Performance Report</b></p> <p>The report should be prepared and submitted to MoFEA and PMO-RALG by the 1st of October following the completion of each financial year</p> | DPLO/HoD           |
| 3    | <p>During the <b>third year</b> of the three years strategic planning cycle one formal annual review will be conducted. The third review will be</p>   | <p>The Quarterly Progress Report:</p> <p><b>Quarter 1 Progress Report</b>, summarizing implementation during Quarter 1</p>   | DPLO /HoD          |

| S/No | Year of review   | Description of the review  | Responsible person |
|------|--|--|--------------------|
|      | conducted in June 2014. The review focuses on determining whether the planned activities are moving towards achieving the annual targets. Whether they are on track, off track, unknown or at risk. The review will also assess issues, challenges and lessons learnt over the year and to what extent the outputs delivered are Contributing towards achievement of the Objectives. The review findings will be used to adjust implementation strategies whenever necessary.  | <p><b>Mid-Year Progress Report</b>, summarizing cumulative implementation (Quarter 1 + Quarter 2) together with a focus on budget variations</p> <p><b>Quarter 3 Progress Report</b>, summarizing cumulative implementation (Quarter 1 + Quarter 2 + Quarter 3)</p> <p><b>Quarter 4</b>, Annual Performance Report</p> <p>The report should be prepared and submitted to MoFEA and PMO-RALG by the 1st of October following the completion of each financial year</p>  |                    |
| 4    | During the <b>fourth year</b> of the forth years strategic planning cycle one formal annual review will be conducted. The forth review will be conducted in June 2017. The review focuses on determining whether the planned activities are moving towards achieving the annual targets. Whether they are on track, off track, unknown or at risk. The review will also assess issues, challenges and lessons learnt over the year and to what extent the outputs delivered are contributing towards achievement of the objectives. The review findings will be used to adjust implementation strategies whenever necessary. | <p>The Quarterly Progress Report:</p> <p><b>Quarter 1</b> Progress Report, summarizing implementation during Quarter 1</p> <p><b>Mid-Year Progress Report</b>, summarizing cumulative implementation (Quarter 1 + Quarter 2) together with a focus on budget variations</p> <p><b>Quarter 3 Progress Report</b>, summarizing cumulative implementation (Quarter 1 + Quarter 2 + Quarter 3)</p> <p><b>Quarter 4</b>, Annual Performance Report</p> <p>The report should be prepared and submitted to MoFEA and PMO-RALG by the 1st of October following the completion of each financial year</p> | DPLO/HoD           |
| 5    | <p>During the Firth and the final year of the five years strategic planning cycle the normal two annual reviews will be conducted The third review will be conducted in June 2016.</p> <p>On top of reviewing the planned targets, the review will also focus on determining whether the planned outputs over the three-year period have been implemented and</p>  | <p>5 Year Outcome Report: Assessment of Progress in Meeting each objective</p> <ul style="list-style-type: none"> <li>• Should be undertaken as a series of evaluations, reviews, or analytical studies.</li> <li>• Comparing indicators values before and after</li> <li>• Comparing targeted indicator values to actual indicator</li> </ul>   | HoD                |

| S/No | Year of review  | Description of the review  | Responsible person |
|------|---|--|--------------------|
|      | achieved against the indicators, and if not what could be the reasons for the under achievement. All the five years outputs and milestones will be reviewed. The review will also focus as to whether there were any changes in outputs implemented and what were the alternative outputs, assess issues, challenges and lessons learnt over the five years period, and to what extent the achieved targets have contributed towards achievement of five year outcomes. The review will form the basis of preparation of the next five year Strategic Plan. | values.<br><br>The report should be submitted to Mo-FEA and PMO-RALG by the 1st of October following the completion of the Strategic Planning cycle. |                    |

## REPORTING PLAN:

This subsection details the Reporting Plan which contains the internal and external reporting plan. The reporting plan is in accordance with statutory requirements, Medium Term Strategic Planning and Budgeting Manual or as may be required from time to time.

### *Internal Reporting Plan:*

This plan will involve preparation of types of reports namely sections, quarterly progress reports and annual reports. These reports will be submitted to various internal stakeholders including DCC, DED, and Departmental Heads.

The reports will be prepared on weekly, monthly, quarterly, annually or on demand basis as may be required from time to time. The Reporting Plan is detailed below:

| S/no | Type of Report             | Recipient                          | Frequency  | Responsible person                      |
|------|----------------------------|------------------------------------|------------|---|
| 1    | Monthly management reports | DED, CMT, Finance Committee        | Monthly    | Heads of department, sections and units |
| 2    | Quarterly reports          | Finance Committee and Full Council | Quarterly  | Heads of department, sections and units |
| 3    | Human resource man-        | DED                                | Mid yearly | Administration and Human re-            |

|   |  |                            |                         |  |
|---|--|----------------------------|-------------------------|--|
|   | agement Reports                              |                            |                         | source department  |
| 4 | Internal audit reports                       | DED, Finance Committee     | Quarterly               | District Internal Auditor  |
| 5 | Open Performance Review and Appraisal Report | DED                        | Mid yearly and annually | Head of departments and Administration and Human resource department |
| 6 | Council Development reports                  | DED, Finance Committee     | Quarterly               | DPLO   |
| 7 | Financial management reports                 | DED,CMT, Finance Committee | Monthly and Quarterly   | DT   |

### External Reporting Plan:

This plan will involve preparation of various reports namely Projects Implementation Report, Performance reports, Procurement reports, financial statements, Annual reports and Election Manifesto implementation report to be submitted to various external stakeholders, including POM- RALG, Controller and Auditor General.

Development Partners, the Local Authorities Accounting Parliament Committee and the General Public. The reports will be prepared on quarterly, annually or on demand basis from time to time. The reporting plan will be in accordance with the statutory requirements as directed, as well as the Government Performance reporting requirements as stipulated in the Medium Term Strategic Planning and Budgeting Manual.

| S/no | Type of Report  | Recipient                       | Frequency              | Responsible person                                   |
|------|---|---------------------------------|------------------------|--|
| 1    | Progress report for other Charges and Council Development | PMO-RALG                        | Quarterly              | DPLO   |
| 2    | Election Manifesto Progress report                        | PMO- RALG, CCM District Office  | Bi-Annual and Annually | DPLO   |
| 3    | Financial Statements                                      | Controller and Auditor          | Annually               | MD,MT  |
| 4    | Procurement reports                                       | General                         | Annually               | DED,DT   |
| 5    | Council Financial reports                                 | PMO-RALG                        | Quarterly              | DED,DT   |
| 6    | Annual Reports  | PMO- RALG and Sector Ministries | Annually               | Heads of respective Department                       |
| 7    | Human resource Management report                          | POPSM                           | Annually               | Head of Administration and Human resource department |

## **Linking M&E to Performance Management and Staff Appraisal:**

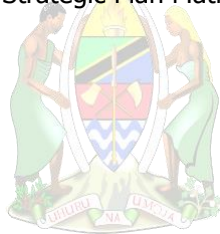
For the implementation of the Plan to be effective the M&E will be an integral part of the council's performance management system and will be linked to staff appraisal (OPRAS) and reward.

Officers and Departments/Units that meet or exceed their plan targets will be given commendation and rewarded accordingly.

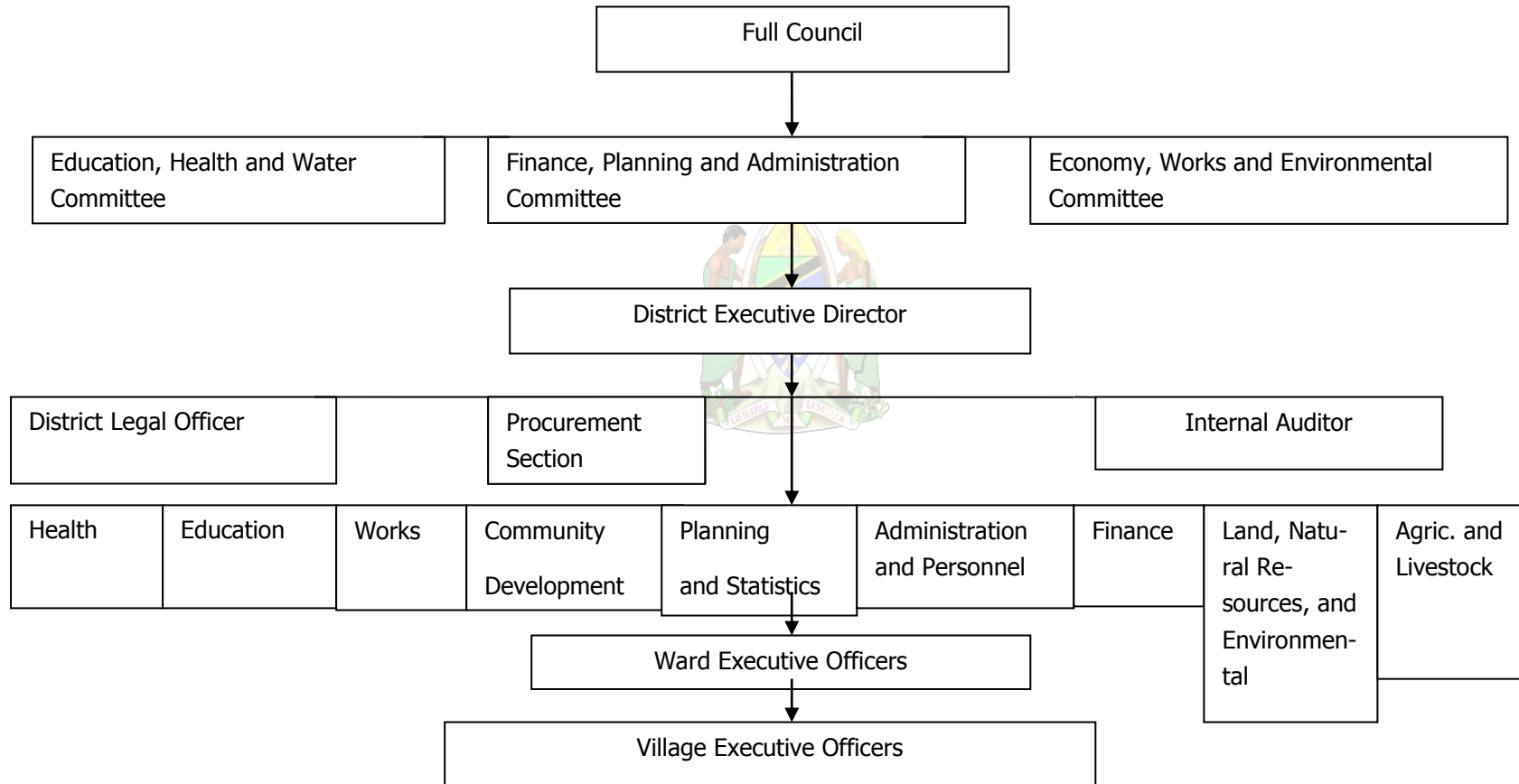
## **ANNEXES:**

Annex I: Mvomero District Council Organizational Chart

Annex II: Mvomero District Council Strategic Plan Matrix



## COUNCIL ORGANIZATION STRUCTURE:



## MEDIUM TERM STRATEGIC PLAN MATRIX:

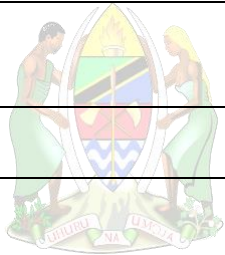
|  | TARGET  | KEY PERFORMANCE INDICATOR                            | STRATEGIES   | 2016/17 | 2017/18 | 2018/19 | 2019/20 | 2020/21 | RESPONSIBILITY |
|--|---|--|--|---------|---------|---------|---------|---------|----------------|
| <b>Objective A: Improve services and reduce HIV/AIDS infection</b> |   |  |  |         |         |         |         |         |                |
| 1  | Prevalence of HIV/AIDS reduced from 3.8% to 2.5% by the year 2021.  | i. Number of formed HIV/AIDS Clubs in Schools.       | i. Develop programmes to fight the spread of HIV/AIDS infection at work place and community level. |         |         |         |         |         | HODS           |
| 2  | Advocacy and control of HIV/AIDS for civil servants in the District improved by the year 2021                 | ii. Number of trainings done to staffs on HIV/AIDS.  | ii. Provide support to the people living with HIV/AIDS.  |         |         |         |         |         | HODS           |
| 3  | Advocacy and control of HIV/AIDS in 25 secondary schools improved by the year 2021.                           | iii. Awareness on the use of contraceptive measures. | iii. Prevention of the new HIV/AIDS transmission.  |         |         |         |         |         | HODS           |
| 4  | District and community HIV/AIDS response strengthened in 130 villages the year 2021.                          | iv. Number of infected people.                       | iv. Educate council staff concerning behavioral change:  |         |         |         |         |         | HODS           |
| 5  | Risk of HIV infection among school youth and most vulnerable groups reduced in 130 villages by the year 2021. | v. New HIV/AIDS transmission cases.                  | v. Integrated measures to address gender and inequities that result in higher HIV prevalence:      |         |         |         |         |         | HODS           |
| 6  | Awareness on HIV/AIDS in the district increased from 70% to 90% by the year 2021.                             | vi. Number of trainings done to WMAC and MMAC.       | vi. Promote utilization and access to quality care and treatment services for PLHAs.               |         |         |         |         |         | HODS           |
|  |   |  | vii. Promote and scale up integrated prevention, care and treatment services for HIV and AIDS      |         |         |         |         |         |                |

|   |  |   |  |                |                |                |                |                |                       |
|---|--|---|--|----------------|----------------|----------------|----------------|----------------|-----------------------|
|   |  |   | viii. In collaboration with stakeholders conduct community sensitization session in order to reduce risk behaviour.                            |                |                |                |                |                |                       |
|   |  |   | ix. Educate council staff through international and national HIV/AIDS day and departmental staff meetings.                                     |                |                |                |                |                |                       |
|   |  |   | x. In collaboration with stakeholders provide socio economic, nutritional and medical support to PLHA Council staff and PLHA community groups. |                |                |                |                |                |                       |
|   |  |   | xi. Use Community development extension workers and other stakeholders to train WMAC and MMAC.   |                |                |                |                |                |                       |
|   |  |   | xii. Educate and promote utilization and access to quality and treatment services for PLHAs (Staff).   |                |                |                |                |                |                       |
|   |  |   | xiii. Formation of HIV/AIDS Clubs in Schools.  |                |                |                |                |                |                       |
|   | <b>TARGET</b>  | <b>KEY PERFORMANCE INDICATOR</b>            | <b>STRATEGIES</b>  | <b>2016/17</b> | <b>2017/18</b> | <b>2018/19</b> | <b>2019/20</b> | <b>2020/21</b> | <b>RESPONSIBILITY</b> |
|   | <b>Objective B: Enhance, sustain and effective implementation of the National Anti-Corruption Strategy</b>             |   |  |                |                |                |                |                |                       |
| 1 | Effective implementation of the national anti-corruption strategies in 25 secondary schools enhanced by the year 2021. | i. Number of Ant-Corruption trainings done. | I. Develop programs to educate Staffs to combat corruption at working place.   |                |                |                |                |                | HODS                  |
| 2 | 250 stakeholders educated on the effects of petty and grand corruption by the year 2021                                | ii. Number of stakeholders educated.        | ii. Scale up implementation of National Anti-Corruption Strategy and Action Plan (NACSAP).   |                |                |                |                |                | HODS                  |

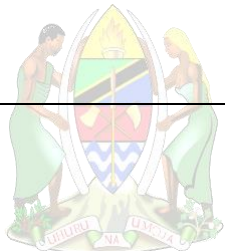


|   |   |   |  |                |                |                |                |                |                       |
|---|---|---|--|----------------|----------------|----------------|----------------|----------------|-----------------------|
|   |   | iii. Ant – corruption plans.                          | iii. Frequent follow up, surprise checks and use of signboards.                                |                |                |                |                |                |                       |
|   |   |   | iv. Conduct Staff training on prevention and combating of corruption.                          |                |                |                |                |                |                       |
|   |   |   | v. Identify any opportunities that exist for corruption and set out approaches to seal them.   |                |                |                |                |                |                       |
|   |   |   | vi. Provide education to all stakeholders that council deals with on anti-corruption measures. |                |                |                |                |                |                       |
|   | <b>TARGET</b>   | <b>KEY PERFORMANCE INDICATOR</b>                      | <b>STRATEGIES</b>  | <b>2016/17</b> | <b>2017/18</b> | <b>2018/19</b> | <b>2019/20</b> | <b>2020/21</b> | <b>RESPONSIBILITY</b> |
|   | <b>Objective C: Improve Access, Quality and Equitable Social Services Delivery.</b>                     |   |  |                |                |                |                |                |                       |
| 1 | Provision of adequate, clean and safe water increased from 33851 to 41800 house-holds by the year 2021  | i. Number of newly recruited employees.               | Increase Health facilities in rural areas.   |                |                |                |                |                | HODS                  |
| 2 | Business and managerial skills in co-operative societies strengthened in 130 villages by the year 2021. | ii. Kilometers of Roads infra-structures constructed. | Reduce Maternal and infant mortality rates.  |                |                |                |                |                | HODS                  |
| 3 | Planned settlements in Urban and rural areas increased by the year 2021                                 | iii. Number of water projects implemented.            | Increase Immunization coverage.  |                |                |                |                |                | HODS                  |
| 4 | Entrepreneurial skills increased in the District from 55% to 85% by the year 2021                       | iv. Examination pass rate.                            | Facilitate training of Health personnel.   |                |                |                |                |                | HODS                  |
| 5 | Conducive working environment to DWE's office improved by the year 2020/21.                             | v. Standard one Enrolment rate.                       | Increase enrolment rate of standard one pupils   |                |                |                |                |                | HODS                  |

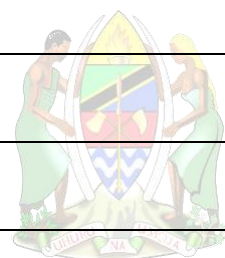
|    |   |   |   |  |  |  |  |  |      |
|----|---|---|---|--|--|--|--|--|------|
| 6  | Quality council plan and budget approved two months before the end of financial year annually by the year 2021.   | vi. Number of people with access to clean and safe water. | Increase Examinations pass rate for both primary and secondary schools. |  |  |  |  |  | HODS |
| 7  | Participatory implementation, monitoring and evaluation system ensured by the year 2021.                          | vii. Number of primary and secondary schools buildings.   | Increase Primary and secondary schools buildings.                       |  |  |  |  |  | HODS |
| 8  | 1000 kilometers of road networks improved by the year 2021  |   | Train Livestock keepers   |  |  |  |  |  | HODS |
| 9  | Knowledge imparted to 130 villages on the effects of immoral traditional beliefs and taboos by the year 2021      |   | Increase of food and cash crops   |  |  |  |  |  | HODS |
| 10 | Enrolment rate of standard one pupils increased by 100% by the year 2021.   |   | Increase of extension services  |  |  |  |  |  | HODS |
| 11 | Primary school buildings and furniture increased by the year 2021.  |   | Promotion of Public private partnerships.                               |  |  |  |  |  | HODS |
| 12 | Primary Education completion rate increased by the year 2021.   |   | Conducive working environment   |  |  |  |  |  | HODS |
| 13 | Secondary school building and furniture increased by the year 2021.   |   | Increase of cooperative societies                                       |  |  |  |  |  | HODS |
| 14 | Pass rate in national examination increased from 66.4% to 90% for STD VII and from 88.5% to 100% by the year 2021 |   | Strengthening of Business and managerial skills                         |  |  |  |  |  | HODS |
| 15 | Data management at 143 primary schools and District level strengthened by the year 2021.                          |   | Improve infrastructures like roads and water.                           |  |  |  |  |  | HODS |

|    |  |  |  |  |  |  |  |  |      |
|----|--|--|--|--|--|--|--|--|------|
| 16 | Pass rate in National Examination for form 2 students in 24 Secondary Schools increased from 50% to 70% by the year 2021.                |  | Conduct training for women economic groups.  |  |  |  |  |  | HODS |
| 17 | Pass rate in national examination for form 4 students in 24 secondary schools increased from 40% to 65% by the year 2021.                |  | Facilitate formation of women economic groups.                                     |  |  |  |  |  | HODS |
| 18 | Pass rate in national examination for form 6 students in 5 Advanced level Secondary Schools increased from 95% to 100% by the year 2021. |  |  |  |  |  |  |  | HODS |
| 19 | Number of qualified employees increased from 3222 to 3729 by the year 2021   |  |  |  |  |  |  |  | HODS |
| 20 | Meetings at all levels administered by 100% by the year 2021   |  |  |  |  |  |  |  | HODS |
| 21 | Number of village's access to livestock and fisheries extension services increased from 50 to 130 villages by the year 2021.             |  |  |  |  |  |  |  | HODS |
| 22 | Livestock extension service delivery in 21 villages increased by the year 2021.  |  |  |  |  |  |  |  | HODS |
| 23 | 29 Co-operative societies viability established by the year 2021   |  |  |  |  |  |  |  | HODS |
| 24 | Number of building permit increased from 65% to 90% by the year 2021   |  |  |  |  |  |  |  | HODS |
| 25 | Procurement Procedures adhered to and Strengthened by the year 2021.   |  |  |  |  |  |  |  | HODS |

|    |  |  |  |  |  |  |  |  |      |
|----|--|--|--|--|--|--|--|--|------|
| 26 | Shortage of skill mix of staff reduced from 62% to 30% by 2021   |  |  |  |  |  |  |  | HODS |
| 27 | Maternal mortality rate reduced from 184/100000 to 84/100000 by 2021   |  |  |  |  |  |  |  | HODS |
| 28 | Organizational and institutional management capacity for health and social welfare strengthened from 67.44% to 95.64% by 2021. |  |  |  |  |  |  |  | HODS |
| 29 | Under five mortality rate reduced from 13/1000 to 5/1000 by 2021   |  |  |  |  |  |  |  | HODS |
| 30 | Infant mortality rate reduced from 11% to 8% by 2021   |  |  |  |  |  |  |  | HODS |
| 31 | Health facilities equipped with material resources necessary for emergency preparedness increased from 16% to 80% by 2021.     |  |  |  |  |  |  |  | HODS |
| 32 | Proportion of cardiovascular diseases reduced from 2.22% to 0.5% by 2021.  |  |  |  |  |  |  |  | HODS |
| 33 | Prevalence of malaria cases reduced from 15.68% to 5% by 2021.   |  |  |  |  |  |  |  | HODS |
| 34 | Under five mortality rate reduced from 13/1000 to 5/1000 by 2021.  |  |  |  |  |  |  |  | HODS |
| 35 | Capacity of district to sustain continuous health education and promotion in the community                                     |  |  |  |  |  |  |  | HODS |

|    |   |  |  |  |  |  |  |  |      |
|----|---|--|--|--|--|--|--|--|------|
|    | increased from 40% to 70% by 2021.  |  |  |  |  |  |  |  |      |
| 36 | Percentage of staffs with knowledge and skills on emergency management and preparedness increased from 22% to 90% by 2021                   |  |  |  |  |  |  |  | HODS |
| 37 | Organizational structure and institutional management capacity for health and social welfare at all levels improved from 67% to 95% by 2021 |  |  |  |  |  |  |  | HODS |
| 38 | Insufficiency of medicines, medical and diagnostic supplies reduced from 40% to 0% by 2021  |  |  |  |  |  |  |  | HODS |
| 39 | Proportion of patient attending OPD with Dental conditionals reduced from 3% to 0.5% by 2021  |  |  |  |  |  |  |  | HODS |
| 40 | Health facility equipped with material resources necessary for emergency preparedness increased from 16% to 80% by 2021                     |  |  |  |  |  |  |  | HODS |
| 41 | Percentage of intestinal helminthes among OPD reduced from 3.4% to 1% by 2021   |  |  |  |  |  |  |  |      |
| 42 | Increased people with disabilities accessing social welfare services from 1% to 15% by 2021   |  |  |  |  |  |  |  | HODS |

|    |  |  |  |  |  |  |  |  |      |
|----|--|--|--|--|--|--|--|--|------|
| 43 | Coverage of health facilities with electricity and solar increased from 50% to 90% by 2021                                     |  |  |  |  |  |  |  | HODS |
| 44 | Shortage of skill mix of staff reduced from 62% to 30% by 2021   |  |  |  |  |  |  |  | HODS |
| 45 | Maternal mortality rate reduced from 184/100000 to 84/100000 by 2021   |  |  |  |  |  |  |  | HODS |
| 46 | Organizational and institutional management capacity for health and social welfare strengthened from 67.44% to 95.64% by 2021. |  |  |  |  |  |  |  | HODS |
| 47 | Under five mortality rate reduced from 13/1000 to 5/1000 by 2021   |  |  |  |  |  |  |  | HODS |
|    | Infant mortality rate reduced from 11% to 8% by 2021   |  |  |  |  |  |  |  |      |
| 48 | Health facilities equipped with material resources necessary for emergency preparedness increased from 16% to 80% by 2021.     |  |  |  |  |  |  |  | HODS |
| 49 | Proportion of cardiovascular diseases reduced from 2.22% to 0.5% by 2021.  |  |  |  |  |  |  |  | HODS |
| 50 | Prevalence of malaria cases reduced from 15.68% to 5% by 2021.   |  |  |  |  |  |  |  | HODS |
| 51 | Under five mortality rate reduced  |  |  |  |  |  |  |  | HODS |



|   |   |  |  |                |                |                |                |                |                       |
|---|---|--|--|----------------|----------------|----------------|----------------|----------------|-----------------------|
|   | from 13/1000 to 5/1000 by 2021.   |  |  |                |                |                |                |                |                       |
|   | <b>TARGET</b>   | <b>KEY PERFORMANCE INDICATOR</b>   | <b>STRATEGIES</b>                          | <b>2016/17</b> | <b>2017/18</b> | <b>2018/19</b> | <b>2019/20</b> | <b>2020/21</b> | <b>RESPONSIBILITY</b> |
|   | <b>Objective D: Quantity and Quality Of Social Services and Infrastructure Increased:</b>       |  |  |                |                |                |                |                |                       |
| 1 | Number of planned settlements in urban and rural areas increased by the year 2021.              | i. Kilometers of Roads constructed in the District.                                | Reduce animal diseases incidence           |                |                |                |                |                | HODS                  |
| 2 | Villages with operational Land Use Plans increased by the year 2021.                            | ii. Number of Co-operative Societies registered.                                   | Improve livestock infrastructure           |                |                |                |                |                | HODS                  |
| 3 | Number of water projects increased from 50 to 65 by the year 2021                               | iii. Number of water projects and infrastructures constructed within the District. | Improve hide and skins.                    |                |                |                |                |                | HODS                  |
| 4 | Agricultural facilities in 130 villages improved by the year 2021                               | iv. Number of planned settlements both in urban and rural areas.                   | Train Livestock keepers                    |                |                |                |                |                | HODS                  |
| 5 | Markets of Agricultural and Livestock products secured and facilitated by the year 2021         | v. Number of Agricultural and livestock infrastructures constructed.               | Promote fish production                    |                |                |                |                |                | HODS                  |
| 6 | Technical Knowledge in production and marketing of crops to farmers increased by the year 2021. | vi. Number of trainings done.  | Increase of food and cash crops            |                |                |                |                |                | HODS                  |
| 7 | Conducive working environment to Agriculture department staffs ensured by the year 2021         | Number of New Co-operative societies established                                   | Increase of extension services             |                |                |                |                |                | HODS                  |
| 8 | Livestock extension services delivery in 130 villages improved by the year 2021                 |  | Use of agro mechanization.                 |                |                |                |                |                | HODS                  |
| 9 | Livestock facilities in 130 villages improved by the year 2021                                  |  | Improvement of agricultural infrastructure |                |                |                |                |                | HODS                  |

|   |   |  |   |                |                |                |                |                |                       |
|---|---|--|---|----------------|----------------|----------------|----------------|----------------|-----------------------|
| 10  | Business and managerial skills in 50 cooperative societies strengthened by the year 2021                          |  | Promotion of Public private partnerships.       |                |                |                |                |                | HODS                  |
| 11  | 29 cooperative societies registered by the year 2021  |  | Conducive working environment                   |                |                |                |                |                | HODS                  |
| 12  | 1000 kilometers of Road Network improved by the year 2021   |  | Increase of cooperative societies               |                |                |                |                |                | HODS                  |
| 13  | Technical knowledge in management and utilization of fisheries to 130 improved by the year 2021.                  |  | Strengthening of Business and managerial skills |                |                |                |                |                | HODS                  |
| 14  | Livestock facilities in 21 villages improved by June 2021   |  | Improve infrastructures like roads and water    |                |                |                |                |                | HODS                  |
|   | <b>TARGET</b>   | <b>KEY PERFORMANCE INDICATOR</b>   | <b>STRATEGIES</b>                               | <b>2016/17</b> | <b>2017/18</b> | <b>2018/19</b> | <b>2019/20</b> | <b>2020/21</b> | <b>RESPONSIBILITY</b> |
| <b>Objective E: Good Government and Administrative Services Enhanced:</b> |   |  |   |                |                |                |                |                |                       |
| 1   | Households with legal ownership and access to use of land increased by the year 2021.                             | i. Kilometers of Roads constructed in the District.                                | Reduce animal diseases incidence                |                |                |                |                |                | HODS                  |
| 2   | Statutory meetings at all levels administered by 100% by the year 2021.   | ii. Number of Co-operative Societies registered.                                   | Improve livestock infrastructure                |                |                |                |                |                | HODS                  |
| 3   | All council emergency Meetings administered by the year 2021  | iii. Number of water projects and infrastructures constructed within the District. | Improve hide and skins.                         |                |                |                |                |                | HODS                  |
| 4   | Good working environment for 40 councilors and 145 village chairpersons improved from 75% to 95% by the year 2021 | iv. Number of planned settlements both in urban and rural areas.                   | Train Livestock keepers                         |                |                |                |                |                | HODS                  |
| 5   | Qualified staffs increased in the council from 3,222 to 3,729 by the year 2021                                    | v. Number of Agricultural and livestock infrastructures constructed.               | Promote fish production                         |                |                |                |                |                | HODS                  |
| 6   | Office accommodations in Wards and Villages increased by the year 2021  | vi. Number of trainings done.  | Increase of food and cash crops                 |                |                |                |                |                | HODS                  |



|   |  |  |  |  |  |  |  |  |      |
|---|--|--|--|--|--|--|--|--|------|
| 7   | Community participation in decision making increased by the year 2021  | vii. Number of New Co-operative societies established.               | Increase of extension services                                 |  |  |  |  |  | HODS |
|   |  |  | Use of agro mechanization.                                     |  |  |  |  |  | HODS |
|   |  |  | Improvement of agricultural infrastructure                     |  |  |  |  |  | HODS |
|   |  |  | Promotion of Public private partnerships.                      |  |  |  |  |  | HODS |
|   |  |  | Conducive working environment                                  |  |  |  |  |  | HODS |
|   |  |  | Increase of cooperative societies                              |  |  |  |  |  | HODS |
|   |  |  | Strengthening of Business and managerial skills                |  |  |  |  |  | HODS |
|   |  |  | Improve infrastructures like roads and water                   |  |  |  |  |  | HODS |
| <b>Objective F: Social welfare, gender, community empowerment and good governance improved:</b> |  |  |  |  |  |  |  |  |      |
| 1   | Income generating activities for women groups and youth groups formed by the year 2021.                          | i. Number of women and youth groups formed.                          | i. Increase community participation in development projects.   |  |  |  |  |  | HODS |
| 2   | Community development activities facilitated by 40 percent from 55% to 95% by June 2021                          | ii. Number of trainings done to entrepreneurial groups.              | ii. Increase income generating activities to women and youths. |  |  |  |  |  | HODS |
| 3   | Access to social welfare services to disadvantaged people improved by the year 2021.                             | iii. Income generating activities created to women and youth groups. | iii. Facilitate women and youth groups in accessing credits.   |  |  |  |  |  | HODS |
| 4   | Awareness on gender equality and involvement in water sector in 130 villages increased by the year 2021          |  | iv. Entrepreneurship training provided to groups.              |  |  |  |  |  | HODS |
| 5   | Awareness on gender equality and involvement in infrastructure issues in 130 villages increased by the year 2021 |  |  |  |  |  |  |  | HODS |
| <b>Objective G: Improve Emergency and Disaster Management.</b>                                  |  |  |  |  |  |  |  |  |      |

|  |   |   |   |  |  |  |  |  |      |
|--|---|---|---|--|--|--|--|--|------|
| 1  | Human settlements in disaster prone areas reduced in Centers by the year 2021   |   |   |  |  |  |  |  | HODS |
| 2  | Emergency and disaster control services in 25 government and non-government secondary schools improved by the year 2021 |   |   |  |  |  |  |  | HODS |
| 3  | Safety and rescue services in 130 villages (Mtaa) strengthened by the year 2021   |   |   |  |  |  |  |  | HODS |
| 4  | Working environment to staffs in fire brigade improved by the year 2021   |   |   |  |  |  |  |  | HODS |
| 5  | Capacity on disaster preparedness and management to 130 villages increased by the year 2021                             |   |   |  |  |  |  |  | HODS |
| 6  | Safety and rescue services at working place strengthened by the year 2021   |   |   |  |  |  |  |  | HODS |
| <b>Objective H: Sustainable Environmental Management Improved.</b> |   |   |   |  |  |  |  |  |      |
| 1  | i. Water hygiene and sanitation improved to 4,002 households by the year 2020/21  | i. Number of Beekeeping groups.                                   | i. Improve Water hygiene and sanitation in the District.  |  |  |  |  |  | HODS |
| 2  | ii. Environmental management policies mainstreamed in development projects by the year 2021.                            | ii. Number of Hectares for Bee apiaries.                          | ii. Environmental conservation and protection in 25 Government and Non-Government secondary schools maintained by the year 2021 |  |  |  |  |  | HODS |
| 3  | iii. Households using energy saving (or alternative) technology increased by the year 2021.                             | iii. Number of Villages with operational forest management plans. | iii. Increase number of Households using energy saving technology for environmental conservations.                              |  |  |  |  |  | HODS |

|    |   |   |   |  |  |  |  |  |  |      |
|----|---|---|---|--|--|--|--|--|--|------|
| 4  | iv. Awareness on Road reserve areas and environmental conservations to 130 villages increased by the year 2021.         | iv. Number of trainings done to community on environmental conservations. | iv. Increase awareness to community on road reserve preservations.                    |  |  |  |  |  |  | HODS |
| 5  | v. Protection of environment and reserved areas to 130 villages sustained by the year 2021.                             | v. Number of Households using energy saving technologies.                 | v. Protection of environment and reserved areas.                                      |  |  |  |  |  |  | HODS |
| 6  | vi. Technical knowledge in management and utilization of forest products to 130 villages improved by the year 2021      |   | vi. Increase Villages with operational forest management plans.                       |  |  |  |  |  |  | HODS |
| 7  | vii. Technical knowledge in management and utilization of beekeeping products to 130 villages improved by the year 2021 |   | vii. Improve wildlife conservations in reserve areas.                                 |  |  |  |  |  |  | HODS |
| 8  | viii. Villages with operational forest management plans increased by the year 2021                                      |   | viii. Increase Number of hectares for bee apiaries.                                   |  |  |  |  |  |  | HODS |
| 9  | ix. Wildlife conservations in reserved areas improved by the year 2021  |   | ix. Increase number of bee keeping groups.  |  |  |  |  |  |  | HODS |
| 10 | x. Number of hectares for bee apiaries and reserves increased from 150 to 1050 ha. by the year 2021                     |   | x. Placing emphasis on construction of dams, charcoals and water wells for livestock. |  |  |  |  |  |  | HODS |
| 11 | xi. Number of potential beekeeping groups increased from 67 to 150 by the year 2021                                     |   | xi. Conduct sensitization meetings to communities and other stakeholders              |  |  |  |  |  |  | HODS |
| 12 | xii. Hygiene practice and sanitation improved in the district from 55% to 65% by the year 2021                          |   |   |  |  |  |  |  |  | HODS |
| 13 | xiii. Natural resource revenue collection increased from 310m/ to 390m/ by the year 2021                                |   |   |  |  |  |  |  |  | HODS |

|    |   |  |  |  |  |  |  |  |      |
|----|---|--|--|--|--|--|--|--|------|
| 14 | xiv. Management of wildlife and wildlife protected areas enhanced by the year 2021. |  |  |  |  |  |  |  | HODS |
|----|---|--|--|--|--|--|--|--|------|

