

THE REPUBLIC OF UGANDA

KAABONG DISTRICT LOCAL GOVERNMENT

Local Government Performance Improvement Plan

2019/20

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SIGNATORY PAGE


- I confirm that this plan has been developed jointly in accordance with process described in chapter 1,
- I commit to support the implementation of agreed actions

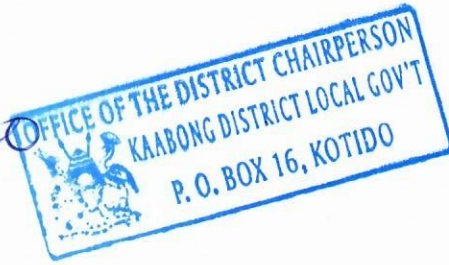




CAO/Town Clerk

Place /date 25/6/2020



25/6/2020 

Chairperson/Mayor

Place /date



DR. UHU DANIEL NIKATE **PRINCIPAL ASSISTANT SECRETARY**

Team Leader of the National Resource Pool / official GoU title

Place /date

CHAPTER ONE: INTRODUCTION

1.1 Background

Since 2015 Government has been implementing reforms aimed at improving the adequacy and equity of fiscal transfers and improve fiscal management of resources by Local Governments for improved service delivery. In order to ensure that public resources for service delivery are efficiently used and properly accounted for, Government has designed a system for assessing the performance of Local Governments.

The Office of the Prime Minister coordinated a country wide Local Government Performance Assessment exercise during focusing on: i) compliance with the accountability requirements and ii) functional processes and systems of importance to LGs for efficiency in service delivery addressing cross-cutting, Education, Health and Water processes. Local Government Specific Reports as well as Synthesis Report detailing the key assessment findings and recommendations for addressing the weak areas at both LG and MDA levels have been compiled and shared with local governments and all the reports are available at <https://budget.go.ug/lgpas>

Whereas our local government have initiated activities to address some of the gaps identified during the Local Government Performance Assessment, it is realized that additional efforts and support are required in order to address all performance gaps.

The Ministry of Local Government (MoLG) has constituted the Local Government Performance Improvement Task Force (LGPITF) composed of representatives from the relevant Ministries, Departments and Agencies (MDAs). The LGPITF has reviewed the Local Government Performance Assessment (LGPA) Synthesis report and identified a list of LGs that have scored below average selected for targeted performance improvement support.

Support teams composed of National Resource Pool (NRP) members with representatives from the crosscutting specialized Ministries that have the professional capacity to offer support to core functions of the LG as well

representatives from the Ministries of Health and Ministry of Education and Sports have subsequently been deployed by MOLG to assist identified LGs.

1.2 Process for Development of the PIP

This Performance Improvement plan was developed over the period from 22nd to 23rd June, 2020 as a collaborative effort between Njeru Local Government and the members of the National Resource Pool (NRP). The team comprised of the following NRP members:

1. Otulu Daniel Nickie
2. Gyayo Ruth
3. Asiiimwe B Royce

The development of this Performance Improvement Plan is based in the following:

- Analysis of the final and complete version of the Local Government Performance Assessment Report;
- Discussions with staff and political leadership of the local government for identification of underlying causes of underperformance in the Local Government;
- Joint development proposals of actions to undertaken by: the LG; with support from the NRP team; and by other agencies;
- Review by the TPC and executive of draft proposals; and
- Subsequent amendments and signing of the agreed Performance Improvement Plan.

1.3 Agreed Next Step

Our Local Government commits to implementation of the agreed action points outlined in section 2.

Ministry of Local Government commits to development of a detailed action plan for follow up on agreed actions as outlined in section 3 and communicate this in writing to the local government .

The Ministry of Local Government commits to table the local government request for additional external support (section 4) to the Local Government Performance Improvement Task Force and communicate the agreed action to the local government.

CHAPTER TWO: ACTIONS TO BE UNDERTAKEN BY KAABONG DISTRICT LOCAL GOVERNMENT

Issue	Proposed Activity (What)	Modality (How)	Responsible (Who)	When	Output	Progress
Accountability Requirements						
Late submission of Annual and Quarterly Performance Reports to MoFPED	Enforce strict deadlines for submission of reports to Planning Unit	Set internal deadlines for report submission to Planning Unit	<ul style="list-style-type: none"> • CAO • Planner 	Immediately	Reports submitted in time	
Non implementation of Auditor General's and Internal Auditor General's recommendations	Make follow up on and document the actions taken on recommendations of Auditor General and Internal Auditor General	Extract the recommendations and make an Action Plan to address them.	<ul style="list-style-type: none"> • CAO • CFO 	Immediately	Actions taken on the recommendations of Auditor General and Internal Auditor General	

Issue	Proposed Activity (What)	Modality (How)	Responsible (Who)	When	Output	Progress
Crosscutting Performance Measures						
Planning, Budgeting and Execution						
Absence of a Physical Planner on the District Physical Planning Committee (DPPC)	Include the Physical Planner on the membership of the District Physical Planning Committee	Appoint the Physical Planner on the Physical Planning Committee	<ul style="list-style-type: none"> • CAO 	Immediately	Physical Planner appointed	Physical Planner already included on the committee
Non submission of four sets of minutes of the DPPC meetings to MoLHUD	Hold at least four meetings of the District Physical Planning Committee	Facilitate the DPPC to hold meetings	<ul style="list-style-type: none"> • CAO • DNRO 	Quarterly	DPPC meetings held and minutes submitted	
No Physical Development Plan to guide infrastructure investments	Develop the Physical Development Plan	Assign the DPPC to spearhead the development of Physical Development Plan	<ul style="list-style-type: none"> • CAO • DNRO 	August 2020	Physical Development Plan developed	

Issue	Proposed Activity (What)	Modality (How)	Responsible (Who)	When	Output	Progress
No Action Area Plan prepared for 2018/2019	Develop the Physical Development Plan and extract the Action Area Plan	Extract the Action Area Plan from the Physical Development Plan developed	<ul style="list-style-type: none"> • CAO • DNRO 	May 2021	Action Area Plan prepared	
Non discussion of project profiles for investments in the AWP by TPC	Present Project Profiles to the TPC for discussion	Convene a special TPC meeting to discuss Project Profiles	<ul style="list-style-type: none"> • CAO • Planner 	August 2020	Project Profiles discussed	TPC discussed Project Profiles of FY 2019/2019
No budget provisions for O&M of infrastructure and non maintenance of Assets Register	Make an O&M Plan for Infrastructure	Budget for O&M Plan for Infrastructure	<ul style="list-style-type: none"> • DE • HoDs 	August 2020	O&M Plan budgeted for	
Human Resource Management						
Heads of Department positions not substantively filled	To request clearance from	Seek clearance and	<ul style="list-style-type: none"> • CAO • HRO 	July 2020	HoDs substantively filled	Three HoDs have been

Issue	Proposed (What)	Activity	Modality (How)	Responsible (Who)	When	Output	Progress
	MoPS to fill positions	MoPS to fill HoDs positions	readvertise the positions				substantively appointed
Performance appraisals for HoDs not fully carried out	Timely appraisal of HoDs	Filling of appraisal forms by HoDs		<ul style="list-style-type: none"> • CAO • HoDs 	July 2020	HoDs appraised	
Resource Mobilization							
Low local revenue collection – about 30% shortfall	Widen the tax base	Identify the new revenue tax sources		<ul style="list-style-type: none"> • CAO • CFO 	July 2020	More revenue sources identified	
Expenditure on council allowances amounted to more than 20% of previous years local revenue	Enforce the guidelines on use of local revenue on council expenses	Restrict the council expenditure to 20% of the previous years local revenue		<ul style="list-style-type: none"> • CAO • CFO 	July 2020	Council allowances adjusted to 20% expenditure	
Procurement and Contract Management							

Issue	Proposed Activity (What)	Modality (How)	Responsible (Who)	When	Output	Progress
The position of Senior Procurement Officer not filled	To fill the position of Senior Procurement Officer	Readvertise the position of SPO and conduct interviews	<ul style="list-style-type: none"> • CAO • HRO 	July 2021	SPO filled	
Slow preparation of bid documents for infrastructure projects	Support the HoDs to prepare the bid documents timely	Submit procurement requisitions early	<ul style="list-style-type: none"> • DE • HoDs 	July 2020	Bid documents prepared in time	
Financial Management						
No monthly bank reconciliations done	Compile monthly bank reconciliations	Assign and supervise an Officer to carry out the reconciliations	<ul style="list-style-type: none"> • CFO 	July 2020	Monthly bank reconciliations done	
Positions of Principal Internal Auditor or Senior Internal Auditor not filled	Fill the position of PIA	Lobby for wage to allow for appointment of PIA	<ul style="list-style-type: none"> • CAO 	July 2020	Position of PIA filled	

Issue	Proposed Activity (What)	Modality (How)	Responsible (Who)	When	Output	Progress
Internal Audit Reports not reviewed by LGPAC	Convene LGPAC meetings to review Internal Audit reports	Schedule LGPAC meetings	<ul style="list-style-type: none"> Clerk to Council 	July 2020	Internal Audit Reports reviewed by LGPAC	
Governance, Oversight, Transparency and Accountability						
No officer designated to coordinate complaints handling	Designate an officer to coordinate complaints handling	Appoint the officer	<ul style="list-style-type: none"> CAO 	July 2020	Officer appointed and assigned duties	
Absence of complaints handling system	Establish a complaints handling system	Put in place procedures for channelling, investigating, resolving and giving feedback on complaints	<ul style="list-style-type: none"> CAO 	July 2020	Complaints handling system in place	

Issue	Proposed Activity (What)	Modality (How)	Responsible (Who)	When	Output	Progress
Non display of LG Performance Assessment Results	Display LG Performance Assessment Results	Printing and pinning the Performance Assessment Results on the notice board	<ul style="list-style-type: none"> Planner 	July 2020	LG Performance Assessment Results displayed	
Non dissemination of guidelines, circulars and policies issued by central government to stakeholders	Disseminate guidelines, circulars and policies to stakeholders	Hold dissemination meetings with stakeholders	<ul style="list-style-type: none"> HoDs ITO 	July 2020	Guidelines, circulars and policies disseminated	
No public discussions held in form of Barazas and radio talk shows to provide feedback to the public on the status of implementation of activities and policies	Hold Barazas and radio talk shows to discuss the implementation of activities and policies	Facilitate Barazas and radio talk shows to discuss the implementation of activities and policies	<ul style="list-style-type: none"> CAO 	Quarterly/immediate	Barazas and radio talk shows held	
Social and Environmental Safeguard						

Issue	Proposed Activity (What)	Modality (How)	Responsible (Who)	When	Output	Progress
Gender Focal Officer did not provide guidance to the various sectors to mainstream gender and strengthen women's role	Gender Focal Officer to provide guidance to various sectors to mainstream gender and strengthen women's role	To facilitate the Gender Focal Officer to provide guidance to the various sectors to mainstream gender and strengthen women's role	<ul style="list-style-type: none"> • HoDs • Gender Focal Officer 	July 2020	Gender Focal Officer facilitated	
Less than 90% of budgeted funds was spent on strengthening of women's role and address vulnerability	Spend at least 90% of all the budgeted funds to strengthen women's role and address vulnerability	Draw and implement an action plan for strengthening women's role and addressing vulnerability	<ul style="list-style-type: none"> • DCDO • Gender Focal Officer 	July 2020	At least 90% of budgeted funds spent	
No EIAs environmental screening carried out	Carry out environmental screening for all the Projects	Facilitate the Environment Officer to carryout EIAs and	<ul style="list-style-type: none"> • HoDs • EO 	Immediately	EIAs and environmental	

Issue	Proposed Activity (What)	Modality (How)	Responsible (Who)	When	Output	Progress
for activities and projects		environmental screening for all Projects			screening carried out	
No proof of land ownership where projects are being implemented	Avail proof for land ownership where projects are being implemented	Facilitate the land officer to compile proof for land ownership where projects are being implemented	<ul style="list-style-type: none"> • DE • Land Office 	Immediately	Proof of land ownership compiled	
No environmental and social mitigation certification Forms and clearance for contract payments	Involve EO and DCDO during approval of payments projects	Facilitate the EO and DCDO to certify and clear contracts before payments	<ul style="list-style-type: none"> • DE • HoDs 	July 2020	Social mitigation certificate Forms and clearance for contract payments issued	
No monthly reports accompanied with checklists prepared by the	Prepare monthly reports including completed	Facilitate the EO and DCDO to carryout activities and	<ul style="list-style-type: none"> • HoDs 	July 2020	Monthly reports prepared	

Issue	Proposed Activity (What)	Modality (How)	Responsible (Who)	When	Output	Progress
Environment and DCDO Officer	checklists by EO and DCDO	prepare monthly reports			by EO and DCDO	
Educational Performance						
Human Resource Planning and Management						
No appraisal carried out for School Inspectors and Headteachers	Clarify the roles of the different actors in the appraisal process	Hold meetings with all the actors in the process to clarify their roles	<ul style="list-style-type: none"> • DEO • PHRO 	July 2020	Meeting held, School Inspectors and Headteachers appraised	
Monitoring and Inspection						
Non dissemination of guidelines, circulars and policies to sector	Disseminate guidelines, circulars	Hold dissemination	<ul style="list-style-type: none"> • DEO 	July 2020	Guidelines, circulars and policies	

Issue	Proposed Activity (What)	Modality (How)	Responsible (Who)	When	Output	Progress
stakeholders, including Headteachers	and policies to stakeholders	meetings with stakeholders			disseminated	
Non submission of Schools Inspection Reports to the Directorate of Education Standards (DES)	To strictly adhere to the procedures of handling official documents	To get acknowledgement of all inspection reports delivered to Directorate of Education Standards	<ul style="list-style-type: none"> • DEO • Inspector 	July 2020	Delivered reports acknowledged	
Submission of inconsistent data on enrolment to EMIS and PBS	Submit complete data set for EMIS and PBS	Upload and submit data for all schools in the District	<ul style="list-style-type: none"> • DEO • Planner 	September 2020	Complete data set submitted	Consistent data set were submitted for FY2019/2020
Non formal appointment of the existing School Management Committees by the authorities	Formalise the appointment of all SMC members	Write appointment letters	<ul style="list-style-type: none"> • DEO 	July 2020	Appointment letters for SMCs issued	

Issue	Proposed Activity (What)	Modality (How)	Responsible (Who)	When	Output	Progress
Governance, Oversight, Transparency and Accountability						
No public display of the list of schools receiving Non Wage Recurrent Grants	Display the list of schools receiving Non Wage Recurrent Grants	Print and pin the list on the notice board	<ul style="list-style-type: none"> DEO 	July 2020	List of schools receiving Non Wage Recurrent Grants displayed	
Financial Management and Reporting						
Late submission of performance reports to Planning Unit	Enforce strict deadlines for submission of reports to Planning Unit	Set strict deadlines for submission of performance reports	<ul style="list-style-type: none"> CAO 	July 2020	Performance reports submitted in time	
Internal Audit recommendations not implemented	Extract audit recommendations	Document the audit recommendations	<ul style="list-style-type: none"> DEO 	July 2020	Internal Audit recommendations	

Issue	Proposed Activity (What)	Modality (How)	Responsible (Who)	When	Output	Progress
	and implement them	ons and actions taken			implemented	
Social and Environmental Safeguard						
Consultation of Gender Department on dissemination of guidelines was not done	Involve the Gender department in dissemination of guidelines to stakeholders	Invite the gender focal person to participate in dissemination meetings	<ul style="list-style-type: none"> DEO 	August 2020	Gender focal person involved in dissemination	
Guidelines on hygiene, reproductive health and lifeskills not discussed with Headteachers	Disseminate guidelines on hygiene, reproductive health and lifeskills to Headteachers	Include dissemination of guidelines by Gender Focal Officer on the agenda of the quarterly Headteachers meetings	<ul style="list-style-type: none"> DEO 	August 2020	Guidelines disseminated	

Issue	Proposed Activity (What)	Modality (How)	Responsible (Who)	When	Output	Progress
No collaboration with Environment Office on issues of guidelines on school environment management	Involve the EO in the dissemination of environment guidelines in school management	Facilitate the EO in dissemination of environment guidelines	<ul style="list-style-type: none"> • DEO 	August 2020	EO involved in dissemination of environment guidelines	
Education infrastructure projects not environmentally screened before approval for construction	Ensure the screening is done before approval of construction	Facilitate the EO to screen the infrastructure projects before approval for construction	<ul style="list-style-type: none"> • DEO 	August 2020	Environmental screening done	
No joint monitoring of projects by CDO and EO for compliance with environmental and social safeguards guidelines	Involve CDO and EO in joint monitoring of projects	Facilitate the CDO and EO to do joint monitoring for compliance with environmental and social safeguards guidelines	<ul style="list-style-type: none"> • DEO 	August 2020	CDO and EO involved in joint monitoring	

Issue	Proposed Activity (What)	Modality (How)	Responsible (Who)	When	Output	Progress
Health Performance						
Monitoring and Supervision						
MoH guidelines on sector grants and budget not communicated nor explained to health facilities	Communicate and explain MoH guidelines on sector grants and budget to health facilities	Hold meetings with health in facilitate charges	<ul style="list-style-type: none"> DHO 	July 2020	MoH guidelines communicated and explained	
No support supervision carried out by the DHT at the District Hospital and other health facilities	Carry out support supervision and keep upto date records	Write support supervision reports tally support supervision records at different health facilities	<ul style="list-style-type: none"> DHO 	August 2020	Support supervision carried out and documented	Two support supervision exercises carried out in 1 st and 2 nd quarter for FY 2019/2020
HSD based at Kaabong Hospital did not carry out quarterly support	Ensure HSD carries out supervision and support	Require the HSD draw a support	<ul style="list-style-type: none"> DHO 	July 2020	Quarterly support	

Issue	Proposed Activity (What)	Modality (How)	Responsible (Who)	When	Output	Progress
supervision of health facilities in their area	document them appropriately	supervision plan for the entire FY and implement			supervision carried out	
No follow up on recommendations from the previous support supervision reports	Follow up on recommendations from previous support reports	Review reports of previous support supervision visits	<ul style="list-style-type: none"> DHO 	July 2020	Follow up on previous recommendations done	
Governance, Oversight, Transparency and Accountability						
No regular meetings by HUMCs held to discuss resource and budget issues	Build the capacity of the HUMCs to perform their functions appropriately	Train the HUMCs on how to discuss resources and budget issues	<ul style="list-style-type: none"> DHO 	August 2020	Regular meetings by HUMCs held	
Procurement and Contract Management						

Issue	Proposed Activity (What)	Modality (How)	Responsible (Who)	When	Output	Progress
No submission of input into the District Procurement Plan by the Health Department	Ensure timely submission of input into the Procurement Plan by Health Department	Set and enforce strict guidelines for submissions	<ul style="list-style-type: none"> • CAO • PO 	July 2020	Input into the District Procurement Plan by the Health Department submitted	
Financial Management and Reporting						
Late submission of performance reports to the Planning Unit by the DHO	Ensure timely submission of performance reports to the Planning Unit by the DHO	Set and enforce strict guidelines for submissions	<ul style="list-style-type: none"> • CAO • Planner 	July 2020	Performance reports to the Planning Unit by the DHO submitted	
Internal Audit recommendations not acted upon	Extract audit recommendations and implement them	Document the audit recommendations and actions taken	<ul style="list-style-type: none"> • DHO 	July 2020	Internal Audit recommendations implemented	

Issue	Proposed Activity (What)	Modality (How)	Responsible (Who)	When	Output	Progress
Social and Environmental Safeguard						
Low representation of women on HUMCs	Increase women representation on HUMCs	Appoint at least 30% women on HUMCs of all Health facilities	<ul style="list-style-type: none"> DHO 	August 2020	Women representation on HUMCs increased	
Environmental screening not done for construction of Timo HC II to ensure compliance with guidelines	Ensure all health infrastructure projects are environmentally screened before implementation	Facilitate EO to carry out Environmental screening	<ul style="list-style-type: none"> DHO EO 	August 2020	Environmental screening done	
No monitoring visits by EO and CDO to Timo HC II to ensure compliance with guidelines	Involve CDO and EO in monitoring of projects	Facilitate the CDO and EO to do joint monitoring for compliance with	<ul style="list-style-type: none"> DHO 	August 2020	CDO and EO involved in monitoring	

Issue	Proposed (What)	Activity	Modality (How)	Responsible (Who)	When	Output	Progress
Water Performance							
Planning, Budgeting and Execution							
Less than 60% of the budget allocated to sub counties with below average safe water coverage	Ensure at least 60% of the budget for water is channelled to sub counties with below average safe water coverage	Prepare budget proposals and submit to council for approval	<ul style="list-style-type: none"> • CAO • DWO 	June 2020	60% of the budget allocated to sub counties with below average safe water coverage approved	The budget for FY 2020/2021 provides for 75% for sub counties with below average safe water coverage	
Non implementation of budgeted for water projects in low coverage sub counties	Ensure implementation of budgeted funds for water projects in low coverage sub counties	Strictly implement the work plan for water activities	<ul style="list-style-type: none"> • DWO 	August 2020	implementation of budgets for water		

Issue	Proposed Activity (What)	Modality (How)	Responsible (Who)	When	Output	Progress
	coverage sub counties are spent	in sub counties with low water coverage			projects in low coverage sub counties done	
Monitoring and Supervision						
Non monitoring of WSS projects by the DWO	Ensure monitoring of WSS projects	Draw and implement the WSS Action monitoring plan	<ul style="list-style-type: none"> DWO 	July 2020	monitoring of WSS projects done	
Non submission of consistent data for UPMIS and performance contract/PBS	Ensure consistent data for UPMIS and performance contract/PBS are availed	Provide necessary data for UPMIS and PBS	<ul style="list-style-type: none"> DWO 	July 2020	Consistent data for UPMIS and performance contract/PBS submitted	

Issue	Proposed Activity (What)	Modality (How)	Responsible (Who)	When	Output	Progress
Performance contract does not have list of water facilities to be handled	Ensure Performance contract has list of water facilities to be handled	Provide the list of water facilities	<ul style="list-style-type: none"> DWO 	July 2020	list of water facilities included in performance contract	
Procurement and Contract Management						
Late submission of input into the Procurement Plan by DWO	Ensure timely submission of input into the Procurement Plan	Set and implement strict guidelines for submission of input to PDU	<ul style="list-style-type: none"> CAO PDU 	July 2020	Inputs into the Procurement Plan submitted in time	Input into the Procurement Plan for FY 2020/2021 submitted in time
No contract managers appointed for WSS projects and no contract management plans were prepared	Ensure contract managers are appointed for WSS projects	Issue appointment letters to contract managers for WSS projects	<ul style="list-style-type: none"> CAO 	July 2020	contract managers appointed	
Construction of Water Supply facilities without following the design	Ensure adherence to water project designs	Implement water project	<ul style="list-style-type: none"> DE DWO 	July 2020	Water Supply facilities	

Issue	Proposed Activity (What)	Modality (How)	Responsible (Who)	When	Output	Progress
		according to designs			project designs adhered to	
Handover of constructed WSS projects not done	Ensure handover of constructed WSS projects is done	Organise the commissioning and handover of WSS projects	<ul style="list-style-type: none"> • DE • DWO 	July 2020	Constructed WSS projects handedover	
Non certification of completed WSS projects as well as completion reports by DWO	Ensure certification of completed WSS projects as well as completion reports are availed	Issue certificates for all completed projects and produce completion reports	<ul style="list-style-type: none"> • DE • DWO 	July 2020	Certificate and completion reports issued	
Financial Management and Reporting						
Improper submission of Annual and Quarterly Performance Reports to the Planning Unit	Ensure proper and timely submission of performance reports to the Planning Unit	Fully document date of submission the document	<ul style="list-style-type: none"> • DWO 	July 2020	Proper submission of Annual and Quarterly	

Issue	Proposed Activity (What)	Modality (How)	Responsible (Who)	When	Output	Progress
					Performance Reports to the Planning Unit	
Non implementation of Internal Audit recommendations	Extract and follow up on IA recommendations	Write reports on actions taken on IA recommendations	<ul style="list-style-type: none"> DWO 	July 2020	IA recommendations implemented	
Governance, Oversight, Transparency and Accountability						
Non display of Water Development Grant public releases on notice board	Display Water Development Grant releases on notice board	Print and pin on the notice board	<ul style="list-style-type: none"> DWO 	July 2020	Water Development Grant releases displayed	
Inadequate labelling of WSS projects	Ensure detailed and complete labelling of WSS projects	Approval of the details to be included on the sign post	<ul style="list-style-type: none"> DE 	July 2020	Detailed labelling of WSS	

Issue	Proposed Activity (What)	Modality (How)	Responsible (Who)	When	Output	Progress
		for WSS projects by the contract Manager			projects done	
Non display of information on tenders and contract awards for WSS projects	Extract and display of information on tenders and contract awards for WSS projects	Print and pin the information	<ul style="list-style-type: none"> DWO 	July 2020	Information on tenders and contract awards for WSS projects displayed	
Non involvement of communities in initiation of WSS projects	To encourage communities to apply for WSS projects	Provide forms for application of WSS projects by communities	<ul style="list-style-type: none"> DWO 	July 2020	Forms for application of WSS projects provided to communities	
Non functional Water and Sanitation Committees (WSCs) shown by non	Reactivate the WSCs	Carry out refresher training	<ul style="list-style-type: none"> DWO 	August 2020	WSCs functional	

Issue	Proposed Activity (What)	Modality (How)	Responsible (Who)	When	Output	Progress
collection of O&M funds and non maintenance of facilities						
Social and Environmental Safeguards						
No environmental screening nor EIAs conducted for WSS projects	Ensure environmental screening is done	Facilitate the EO to carry out environmental screening	<ul style="list-style-type: none"> DWO EO 	July 2020	Environmental screening conducted and done	
No follow up on environmental concerns	Extract and follow up on environmental concerns	Draw an action plan on follow up and implement	<ul style="list-style-type: none"> DWO EO 	August 2020	Environmental concerns handled	
Less than 50% membership of women on WSCs	Ensure at least 50% women membership on WSCs	Sensitize and appoint at least 50% women on WSCs	<ul style="list-style-type: none"> DWO 	August 2020	At least 50% women appointed	

Issue	Proposed (What)	Modality (How)	Responsible (Who)	When	Output	Progress
No access to public sanitation facilities by Persons with Disabilities (PWDs)	Revise and incorporate PWDs access the new designs of public sanitation facilities	improve the current designs to incorporate PWDs access	<ul style="list-style-type: none"> • DE • DWO 	July 2020	PWDs incorporated in the improved designs	All public sanitation facilities are being constructed inline with the new designs of PWDs

GENERAL CHALLENGES









- ❖ Creation of the new District of Karenga made Kaabong to loose a number of key staff members who should have provided adequate information to the assessors
- ❖ Low staffing levels which was aggravated by the creation of Karenga District
- ❖ The time given to carryout the assessment is to short to allow comprehensive handling of existing issues
- ❖ The assessors lack sufficient knowledge on the operations of Local Governments
- ❖ Inadequate transport means which hinders ability of officers to carryout field activities
- ❖ Poor network and system challenges slow down communication and submission of reports
- ❖ Absence of internal assessments to prepare the district for National Assessment
- ❖ There is inadequate capacity in areas of environment and social safe guards.

GENERAL RECOMMENDATIONS

- ❖ Provide adequate wage bill for recruitment of substantive HoDs
- ❖ The assessment exercise should be allocated adequate time to allow the assessors to appreciate the operations of LGs
- ❖ The assessment team should be comprised of knowledgeable and competent persons who understand the operations of the public sector
- ❖ Provide adequate fundings to disadvantaged Districts to acquire appropriate transport means for their areas
- ❖ There is need to extend the National backbone (Fiber Optical cable) for internet connectivity to Kaabong by NITA-U to enhance LG to access internet
- ❖ Mock assessment exercises should be revitalised for LGs to prepare for National Assessment
- ❖ Train relevant staff in environmental and social safe guard



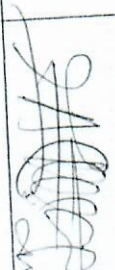





ATTENDANCE LIST FOR PERFORMANCE IMPROVEMENT PLAN MEETING
FOR KABONG DISTRICT LOCAL GOVERNMENT STAFF HELD ON 24 AND 25
JUNE, 2020

DATE: 24th of June 2020

S/N	NAME	DESIGNATION	EMAIL/CONTACT	SIGNATURE
1	Wenhor Reid	CAO	wenhor2@gmail.com sangan@santana23@gmail.com 07A 2 69 90 34	
2	Sanejar Santina	DEO	07A 2 69 90 34 0101 felix@ymail.com 077 29 84 715	
3	Axel Felixer C	CFD	0702911054 Kisa.moses@1400.com	
4	KISA MOSES	AEO	0702911054 Kisa.moses@1400.com	
5	LUTHERUS THOMAS	D.O	luthomas30@gmail.com Collins Andrew@gmail.com 0782-237327	
6	Archuda Collins	IA	Collins Andrew@gmail.com 0782-237327	
7	Simon FORNIE	For: DP	mforn105@gmail.com 0772-325558	
8	Keshal Jina Jirani	Act. Deo	0782045304	






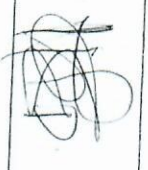

ATTENDANCE LIST FOR PERFORMANCE IMPROVEMENT PLAN MEETING
 FOR KABONG DISTRICT LOCAL GOVERNMENT STAFF HELD ON 24 AND 25
 JUNE, 2020

DATE: 24/06/2020

S/N	NAME	DESIGNATION	EMAIL/CONTACT	SIGNATURE
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10	IBRAHIM AMONLO	D. Eng	almerisibrahim@yahoo.com	
11	Arem L. Andrew	Ag. T.C	aremlandrewsag@gmail.com	
12	Lomonon G. Emmanuel	Ag. DND	emmanuelm@gmail.com	
13	Lomonon G. Simon Abimbola	Ag. ID	0772238808	
14	DR. NALIBE SHARIF	IDHO	0782-263012 snalibe@yahoo.com	
15	Maraka Jennifer Lomonon	Planner	07799929477 marakajennifer@gmail.com	
16	Dr. Eladu Fredrick	DPro	0772647276 eladuf@yahoo.com	







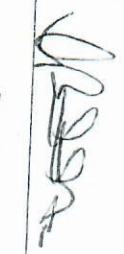

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JUNE, 2020

DATE:

S/N	NAME	DESIGNATION	EMAIL/CONTACT	SIGNATURE
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20	Kagura Abdulrahman	ICTS	0783267784	
21	STAN DANIEL NICHAIE	PAS	staniel@gmail.com 0782943342	
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23	ABIMWE-B. ROYCE	IA	roycebutamanga@gmail.com	

ATTENDANCE LIST FOR PERFORMANCE IMPROVEMENT PLAN MEETING
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 JUNE, 2020

DATE: 25/06/2020.....

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1	Member Pevind	CAO	pevinda2@gmail.com	
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3	Sangar Sautina	As. Deo	sangarsautina73@gmail.com	
4	Lukyan Tetras	Dir	lukyan30@gmail.com	
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6	DJok Jimmy Astor	ASD	Dokjimmy@gmail.com 0992-448325	
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17	hemmyganz Simon Adinteli	Ag. Pendidikan BPAKKA	hemmyganzsimonadinteli@gmail.com 07727138808	
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