



Before



After



NEWSLETTER

December 2006

Letter No.0025
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4th Performance Report of City District Government Faisalabad

Faisalabad City District Government is pleased to report that its fourth performance report to cover the period 1st June to 30th November 2006 is now available on the website of www.spu.com.pk. The performance in this report is measured against the District Corporate Plan and the Departmental Strategic Operational Plans, approved by the local council in December 2004. We are now approaching the end of the third year of implementing the objectives of our strategic operational plans. The last 6 months have been both rewarding and challenging. Overall, the future looks bright when one considers some of the reforms initiatives that have taken place and those that are planned for the next 6 months.

Visit of the DFID Output Purpose Review (OPR) Mission

As part of the bi-annual reviews, DFID OPR mission visited Faisalabad between 5th to 7th of this month. The mission comprised Mr. Musharaf Zaidi (Governance Advisor), Mr. Wajahat Anwar (Project Incharge), Mr. Steve Passingham (Education Advisor) and Ms. Salma Umar (Social Development Advisor). Meetings were conducted with the EDO's and DOs of Finance & Planning, Community Development, Education and Municipal Services Departments. Meetings were also held with the District Council members, CCBs and with some selected NGOs. On the same day the review team met with the DCO and District Nazim and specially discussed the sustainability aspects of the project and the future line of action.



DFID meeting with the EDOs on the reform agenda in Faisalabad

The mission showed its great satisfaction on the reform of the project "Strengthening Decentralised Local Government" in Faisalabad.

Human Resource Management (HRM)



DO Social Welfare-II participating in "Effective Delegation Skills" training at PIM Lahore

The City District Government Faisalabad is aiming to improve the performance of its management and therefore investing in their capacity building. As a result the first batch of 9 government officials including EDOs, DOs and DDOs have been sent on 6 different management courses during December 2006 at the Pakistan Institute of Management (PIM). The HR department is also working on preparing trainings list and participants list for second batch of government officials during January-March 2007 for trainings at (PIM). In the near future, it is intended that training programme will be offered in Faisalabad itself.

We have conducted an "Employee Motivation Survey", targeting all employees. The primary objective of this survey was to find out "what motivates our employees to perform"? We intend to arrange a workshop on the findings of the survey in January/February 2007 where we will invite politicians, government officials and donors. A workshop committee has been established including DO HRM, EDO F&P who are working on preparing details of this event. This workshop will be an opportunity to share the finding of the survey with participants and build wider consensus on the need for reform within the civil service. Findings from the workshop will be incorporated into the survey report which will be published during early 2007.

Finance & Planning Department

The department has finalized its action plan for budget 2007-2008 and will interact with EDOs' in January 2007 to begin preparation for the new budget. The purpose of this interaction is to support departments in setting priorities in FY 2007-2008. It is our aim to introduce a more participatory approach to budgeting and therefore our target is to try and issue the Budget Call letter before the end of January 2007. This is important to allow sufficient time to consult as widely as possible before work on the new budget commences. This means that, we are proceeding with a plan to consult on the budget more widely than ever before. Focus group discussions will be held with public, non-government and private representatives from across the district. We aim to introduce performance budgeting in the next FY 2007-2008. The EDOs will be requested to complete and submit BSF forms to the finance department and report progress against targets on BM 8 & 9 forms on monthly basis. Our aim is to submit a draft budget to the district council house in April for their deliberations. This will be a first for this administration and demonstrates our commitment to transparent working practices and stronger public and



Rana Zahid Tauseef
City District Nazim Faisalabad



Major (Retd.) Azam Suleman Khan
District Coordination Officer Faisalabad

Vision

Pre-empting Poverty, Promoting Prosperity

DISTRICT MISSION STATEMENT

"We will provide high quality services which compare with the best in the country. We will work with everyone who wants a better future for our District. We will establish an efficient, effective and accountable District Local Government, which is committed to respecting and upholding women, men and children's basic human rights, responsive towards people's needs, committed to poverty reduction and capable of meeting the challenges of the 21st Century. Our actions will be driven by the concerns of local people".

CORE VALUES

SETTING HIGH STANDARDS

We will achieve the above by comparing, competing, monitoring, evaluating and reporting on achievement, valuing and developing our workers and involving stakeholders in planning and decision-making.

EQUALITY, FAIRNESS AND RESPECT FOR HUMAN RIGHTS

We value the contribution of all individuals and groups in the community. We recognise that diversity is an asset. We will ensure that access; opportunities and justice are equally available to everyone irrespective of gender, race, creed and religion and take steps to involve people who have previously been excluded.

HONESTY, OPENNESS AND ACCOUNTABILITY

We are committed to honest, open and accountable local district government and we will try to ensure that these qualities are apparent in all our actions at all times.

BUILDING PARTNERSHIPS

We will work with local communities, the voluntary sector, the business community and other agencies to deliver the best for Faisalabad District, and secure a prosperous future for the District.

PROTECTING THE ENVIRONMENT

We will consider the implications of our actions for future generations. We will develop our strategies in consultation with local communities.

managerial accountability.

Further to that, it will compel the department to begin its budget planning a number of months earlier than conventional practice i.e. in January rather than May. A more efficient budget will emerge as a consequence of the rigorous planning involved in its preparation. Considerable time and human costs will be saved with what is always a resource intensive process for an already cash strapped government.

Communications for Development

Radio programme of the District Government is progressing and different topics are being discussed in the programme. Mostly the guest in these programme are from the local government like Nazims. Similarly to strengthen the gender perspective in the local government, the female councilors are encouraged to participate in the local affairs. They are also invited as guest to discuss the roles and responsibility in local affairs.

In December, one programme was recorded and aired about the function of district council and about the female participation in CCBs.

Now we are planning to conduct some programmes in the selected union council along with community and union administration. This will help to increase our listenership and will also help to strengthen the linkages between communities and local administration.



Sarsabz Foundation is recording a Radio programme on function of District Council at Radio Pakistan Faisalabad

Education



Training of teachers at the Institute of Learning Education Department, City District Faisalabad

The team completed its second round of Primary school teachers (KG to Class III) and Head teachers field training in 7 Union councils on 19-12-2006. This training is a 3-phased programme which allows 1-3 weeks to trainees for practice / applying the tools in school. After every phase, teachers and head teachers go to school and implement the training imparted to them. They come back for the next phase of training and report at the workshop about their problems and constraints in implementation. They bring with them their daily journals which they write during the in-school practice days. They also come with their success stories if any.

Planning for the third round of the training is in progress.

Clusters have been identified for the next 12 union councils. The third round will commence from February 2007. Presently, the education team is busy in developing training materials for class 4 and 5 in the subjects of Science, Maths and Language.

Community Development Department

A two days training workshop for the Town Monitoring Committees (TMCs) of Jinnah Town was held in collaboration with the National Commission for Human Development (NCHD). The workshop was attended by all the members of four monitoring committees i.e. Finance, Planning, Infrastructure and Regulations committees and the staff of the TMA. During this workshop participants were trained on CCBs and local government monitoring framework.

Water & Sanitation

Pumps with motors are ready for operating and will start working in January 2007. Approximately 30,000 people will benefit through improved quantity of water supply in main Jaranwala Town.

Planning report of chak 100 RB, Jaranwala Town water supply, is ready and available on SPU website. www.spu.com.pk

Technical proposal for Geographical Information System (GIS) data base with Management Information System (MIS) has been finalized for the whole Faisalabad District.



Photo of newly installed pumps with motors in Jaranwala Town

FRAMEWORK FOR ACHIEVING THE MISSION STATEMENT AND CORE VALUES

The Faisalabad Governance plan is based on five main objectives and 7 key principles designed to realise the Mission Statement and Core Values. The framework for achieving the Mission statement and Core Values is ;

FISCAL RESPONSIBILITY

To aim for responsible and prudent fiscal management through: effective management of revenue and expenditure allocations; improved budget policy estimation and targeting; streamlined accounting, effective auditing; transparent reporting.

CITIZEN FOCUS

To place citizens at the centre of service delivery processes through better targeted planning; participatory decision-making; more effective service delivery; more accountable for results.

ORGANISATIONAL IMPROVEMENT

To improve the deployment of resources, systems and processes to increase internal efficiency and provide more effective and responsive organisation and management to meet strategic objectives.

CAPACITY DEVELOPMENT

To develop competencies, knowledge, skills and attitudes of stakeholders through training, mentoring, coaching and job based learning to improve performance and utilisation of resources.

INFORMATION SYSTEMS

In order to ensure that we make decisions in an informed manner, we will develop management and financial information systems.

DIMENSIONS OF GOOD GOVERNANCE

Faisalabad District is committed to a set of guiding principles that will shape and inform all aspects of District Governance. The following principles will guide the implementation of the District Corporate Plan in each of the 5 areas of Fiscal Responsibility, Citizen Focus, Organisational Improvement, Capacity Development and Information Systems.

- Inclusiveness
- Integrity
- Openness
- Accountability
- Responsiveness
- Efficiency
- Effectiveness

