



NEWSLETTER

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Page 01/02

PERFORMANCE REPORT OF DISTRICT GOVERNMENT FAISALABAD 2004-2005

District Government Faisalabad has submitted its first Performance Report. This first report highlights the progress made by the different departments against the objectives set out in the Strategic Operational Plans of these departments. Like wise progress against the Strategic Operational Plans of Water & Sanitation of Tehsil Municipal Administration Jaranwala has also been published. Although the reports cover the period from 1st July 2004 to 31st May 2005, but the first six months were focussed only on developing the Strategic Operational Plans through a detailed Situation Analysis of the departments.

In order to achieve the objectives set in Strategic Operational Plans of the departments, the district will review its progress against these objectives bi-annually and will submit the report to the district assembly for its review and feedback. This is in itself is a departure from conventional practise and indicative of new approach of the district, to public services and more open and accountable local government.

The Performance Reports can be downloaded from website of Strategic Policy Unit i.e. www.spu.com.pk.



Performance Reports



Chaudhary Zahid Nazir
District Nazim Faisalabad



Athar Hussain Khan Sial
District Coordination Officer Faisalabad

COMMUNICATION STRATEGY

Proper flow of information at different levels is necessary to make decisions and planning. Communication makes strong relationships between all internal and external groups involved in the decision making.

When District Government started working on Institutional changes and reform policies in the district, they set some Goals and priorities for District Departments. Mission statement and core values of district are the key indicators which provide direction to departments that their efforts should be in the direction towards achieving this Mission. District has its own Mission Statement and Core Values and the different departments of the district having Strategic Operational Plans have their own Mission Statements. To make sure that every department is well aware about the Mission Statement and Core Values, District government decided to place the Boards of district's and department's Mission Statement and Core values in different offices of District. Design of the boards has been finalised and boards are being prepared now-a-days. Placement and fixing of the boards will commence in the month of June and will be completed in July.



Mission Statement Board

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.

EDUCATION

- The development of the "Institute of Learning" (Institute for Teacher Training and Professional Development) is under way in district Faisalabad. There are only two institutions for teacher training in Pakistan. Institute of Learning is the third one in its nature and the first one by any District Government in Pakistan. It is going to become the main asset for the district education department.
- Two new team members have been recruited in the education team, one for gender audit and the other one for the head teachers training.
- Society for Advancement of Health and Education Lahore (SAHE) provided free training services to master trainers of Education department of district Faisalabad. These trainings included the training on "Development of assessment tools for learning attainment", in which 16 Master Trainers were trained. While the other trainings included the training on English and Mathematics subjects, both attended by 7 Master trainers from the district. While the training on Science was attended by 8 Master Trainers.

WATER & SANITATION

- Waster & Sanitation team along with the Tehsil officer Infrastructure & Services (TOI&S), visited the Rural Water Supply and Sanitation Project (RWSSP), a DFID funded project in Peshwar (NWFP). The idea behind this visit was to learn from the particular interventions of rural Water Supply of RWSSP so that both parties can benefit from each others' experiences.



Job Description Workshop in Tehsil Jaranwala

- Water & Sanitation team is going to define clear Job descriptions for the technical staff of TO I & S. A workshop was conducted for the technical staff of TO I & S of Tehsil Jaranwala to discuss the current jobs that they are doing.

- To improve the Water Supply Services Water & Sanitation team is working both in urban and rural areas. In this regard

five zones have been created in the urban areas of the Jaranwala. Each of these zones will be controlled and managed separately with its overhead reservoir, tube well with pumping arrangements and the network will be controlled with sluice valves which ultimately will result in good water supply.

- Water & Sanitation team is developing a Water Supply plan for 100 R.B. a village of the Tehsil Jaranwala. The objective of this service activity is to implement improved systems for the management of village water supplies. So the team has established base map that includes the information on existing water supply networks. The team is also considering that socio economic factor that affects Water Supply usage. Consultation has been carried out in the village on water supply and a household survey will be conducted in the village during the next month.

FINANCE & PLANNING

Project to Improve Financial Reporting and Auditing (PIFRA) has been operationalised in district Faisalabad since April 01, 2005. Now all the Drawing and Disbursing Officers have to submit their bills on PIFRA forms according to New Accounting Model (NAM) rules. The officials were having problems in submission of their claims to District Accounts Office as they did not have the understanding of PIFRA. Finance & Planning department organised five days workshop on NAM for EDOs and DOs of the district.



Training workshop on NAM

The primary objective of the training was to facilitate EDOs & District Officers in understanding the concepts of NAM and PIFRA operations while preparing the budget and submitting the claims in the District Accounts Office. This training will help EDO's and DOs in coming to terms with NAM & PIFRA and the requirements of preparing the budget and submitting claims to the District Accounts Office. The training will help EDOs understand how to complete financial forms in accordance with the New Accounting Model. This will also help Finance & Planning department to check and aggregate information more efficiently.

HUMAN RESOURCE MANAGEMENT

- District Government is working towards an overall strategy to change the organisational culture and style of working. In this regard workshop on District's Corporate Plan 2004-2009 was organised for district's top management. It was the first of its kind where junior officer took lead and conducted it but also an open culture prevailed in it; two way discussions took place and importance of team work was realised.
- "Employee Motivation Survey" is in process and more than 8,000 employees have been surveyed and their feed back has been entered into the data base. To make sure the quality of the survey HRM department is continuously monitoring the surveyors and also providing continuous on job training.
- Training material for forthcoming trainings "Time Management" is in translation process from English to Urdu.
- Development of Human Resource Management Information System (HRMIS) is in process. At the moment 20,000 employees data has been collected and out of it 99% employee data has been entered into the data base. District Government HRMIS gives chance to the district to plan for recruitment or re-allocation of manpower on the basis of accurate information generated by the system. Initial Human Resource forecasting has been carried out to assess the district's position in relation to its employees. It indicates that there is a growing gap between the sanctioned staff strength and the functional strength. Presently there is a ban on recruitment in the Punjab which applies to jobs falling outside the purview of the "Punjab Public Service Commission". Unless there is a change in strategy, the present 16.58% gap will increase to 31.6% by 2015. In addition a number of employees retire every year. This gap will continue to increase if this ban on recruitment is not revoked. By developing an ability to forecast we are now in a position to assess how staffing patterns will impact on services.



Workshop on District Corporate Plan 2004-2009

NOTICE

Welcome to new District Officer HRM

District Government Faisalabad has recently strengthened the HRM department by posting Mr. Ahad Cheema as District Officer HRM (DMG Officer) who is not only taking lead to implement HRM SOP but also introducing the overall reform agenda to district management.



COMING ACTIVITIES

- Fixing and placement of Boards of District's and different department's Mission Statement and Core Values will start in June and will be completed in July.
- For improved water supply management in 100 R.B., a village of Tehsil Jaranwala, a household survey will be conducted in the coming month.
- Proposal for Teachers Training workshops and Material development for Whole School Development model have been completed and would be submitted in first week of June.
- The District Government will prepare its annual budget 2005-06 in June, in which Non-development budget will include charts of Accounts, according to new budget rules. The District Government will also establish a baseline by producing the error reports during the budget preparation process.

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

