

Corporate Constraints	Planned Corporate Initiatives 2004-2007	Responsibility
<p>1. Need for better carry over of long durations, and staff for delivery of targeted outputs</p>	<p>1. Consideration and recommendation of an interim re-organization structure for the next few years. Areas before end 2005</p> <p>2. Introduction of Performance Management system. PM Department, Division and District Officer level - designed by September 2005; implemented by end 2005</p>	<p>Secretary</p> <p>Secretary</p> <p>Secretary</p>
<p>2. Need for better staff deployment</p>	<p>2. Ensure staff focus on newly defined priorities through the Performance Management system to be introduced under 2.2 - starting 2005</p> <p>2.2 Gradually reduce staff responses to critical resources from priority activities - by end 2005</p> <p>2.3 Redeploy staff to positions more appropriate to their repertoire - end 2005</p>	<p>Secretary</p> <p>Secretary</p> <p>Divisional</p> <p>Divisions</p> <p>Divisions</p> <p>Divisions</p>
<p>3. Constraints of Competences</p> <ul style="list-style-type: none"> <li>• Technical skills</li> <li>• Computer software skills</li> <li>• Communication skills</li> <li>• Team management skills</li> <li>• Writing skills</li> </ul>	<p>3. Strengthen the Staff Development Programme to core systems and comprehensive approach to training - design new programme by end 2005; implemented by 2005</p>	<p>Divisions</p> <p>Divisions</p>
<p>Need for better staff Motivation and Commitment</p>	<p>1. Initiate Manager Development Programme to strengthen People Management skills - begin by 1<sup>st</sup> Qtr 2005</p> <p>2. Initiate Performance Management system. PM system implemented in 2005 - before end 2005</p> <p>3. Initiate Gender Equality Training for Managers so they better manage their</p>	<p>Secretary</p> <p>Secretary</p> <p>Secretary</p> <p>Divisions</p>

	<p>fe e sa ff – des gn y end 200 ; p e en s r ng 2005,</p> <p>In t e or E c Progr t o pro o e sa ff prod c ty, nd d sc p ne – des gn y end 200 ; p e en s r ng i q r 2005,</p>	<p>D s on e ds D s on</p>
<p>5. Ineff c en y s e s nd <u>Processes</u></p> <ul style="list-style-type: none"> <li>In era Infor at on y s e s</li> <li>S ng y s e</li> <li>Pr n ng y s e</li> <li>M n ge Sen of Asse s</li> </ul>	<p>5. Infor at on F o s w t n DPLGA, nd s r ne – d 2005,</p> <p>5.2 Es s a s y s e of w ee y D s on Mee ngs, s p r t of t e PM t o f c a t e nfor at on f o s – y e p e r 200</p> <p>5.2 In e r nd pro e F ng y s e – re e y end 200 ; p e en y end 2005,</p> <p>5.3 Consider es s ng a cen r Pr n ng E c y – re e y end 200 ; p e en y end 2005,</p> <p>5. Es s a s y s e for e t t er a n g ng s s e s of DPLGA – re e y end 200 ; p e en y end 2005,</p>	<p>ecre ry en or Mg Gro p D s on e ds</p> <p>F &amp; A D s on</p> <p>F &amp; A D s on</p> <p>F &amp; A D s on</p>
<p>In er – D s on Coord n at on nd Co or at on</p>	<p>In er d s on Infor at on F o s – refer 5, o e</p> <p>2 Reg r ze In er d s on e ds Mee ng t o ex c nge e s nd concerns on ee ng of r ge ed o p s – s e t ng y 200</p>	<p>ecre ry D s on e ds</p> <p>D s on e ds</p>
<p>7. Eq p en t &amp; Lec no ogy</p> <ul style="list-style-type: none"> <li>Co p ers</li> <li>A do s e eq p en t</li> <li>Pr n ers</li> <li>In er ne t ccess</li> </ul>	<p>7. De e op a Pa n for p g d ng Eq p en t nd Lec no ogy of t e Dep r t en t nd see f nd ng t ro g t e e p d ge nd fro donors – Pa n prep red y e p e er 200 ; p e en ed o er 2005, 200</p>	<p>F &amp; A D s on</p>
<p>8. Off ce sp ce cons r n t s</p>	<p>8. In e r off ce sp ce, r nge en s efore end 200 ; n rod ce a yo c nges n e r y 2005,</p>	<p>F&amp;A D s on</p>