

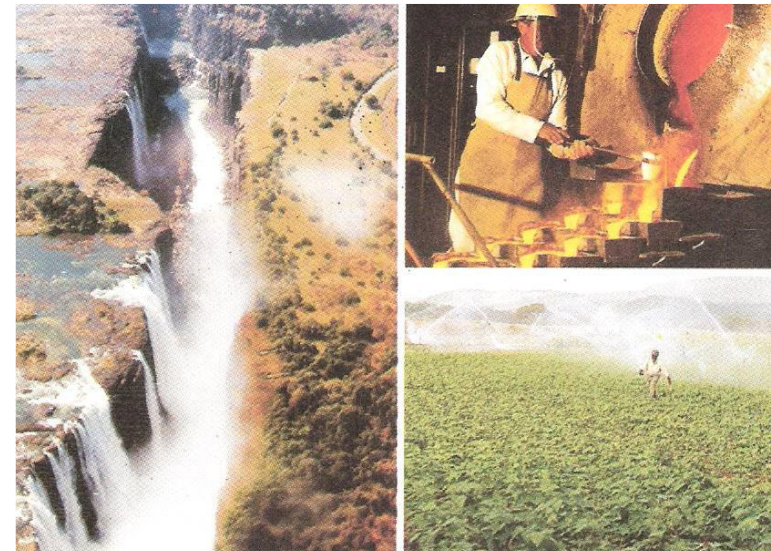


REPUBLIC OF ZIMBABWE

THE GOVERNMENT OF ZIMBABWE 100-DAY PLAN

(29 April to 6 August 2009)

Getting Zimbabwe Working Again



REPUBLIC OF ZIMBABWE

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**Approved by Cabinet on
Tuesday April 28, 2009**

FOREWORD

It gives me great pleasure to present the Government of Zimbabwe's plan that will inform and guide our activities over the next 100 days.

This plan represents a growing sense of cooperation between the parties within Government and the acknowledgement that only through working together can we overcome the significant obstacles that our country faces.

The 100 Day Plan detailed in this booklet allows all Zimbabweans and stakeholders to review the Government's targets and commitments and to hold us accountable for our activities during this period.

I would like to thank all those who contributed to the formulation of the 100 Day Plan and, in particular His Excellence The President of Zimbabwe and the Cabinet, Deputy Ministers, Permanent Secretaries and all Stakeholders for their input. May I also take this opportunity to thank the Staff in my office and the World Bank which supported and funded the ministerial retreat which gave birth to the 100-Day Plan.

The publishing of this plan also heralds a new spirit of openness and transparency by Government and I trust that this will engender a growing sense of cooperation and mutual understanding between Government and all stakeholders.

Together we can rebuild our beautiful country.

Morgan Tsvangirai

The Rt, Hon. Prime Minister of the Republic of Zimbabwe



The Rt, Honourable Prime Minister M R Tsvangirai

Conclusion: Implementation and Monitoring

The above measures in themselves remain inadequate for the sustainable turnaround of this economy.

Experience from previous policy pronouncements have demonstrated serious deficiency in the implementation of agreed policy measures and Government programmes.

As per the agreement between the Political Parties, the office of the Prime Minister shall through the Council of Ministers, ensure the overall effective implementation of Government policies and plans as approved by cabinet.

In this regard the office of the Prime Minister will utilize and benefit from the diverse human resource base already existing in the country also, embracing expertise outside government from retired public servants, business, labour, academia and civil society.

[An extract from the Short Term Emergency Recovery Programme (STEP) p122]



Honourable Deputy Prime Minister Aurther Mutambara



Honourable Deputy Prime Minister Thokozani Khupe



Honourable Minister of State in the Prime Ministers Office Gordon Moyo

SECURITY CLUSTER

1. Cluster Vision

A force that is, adequate, affordable, accountable and appropriate, guaranteeing peace, security and national sovereignty.

2. Key Results Areas

2.1 Support STERP in line with Constitutional mandate of the Security Cluster as provided for by the Constitution of Zimbabwe including Constitutional Amendment No. 19

2.2 Motivate for increased peacekeeping operations involvement for Zimbabwe: ready to discharge our obligations to the United Nations, African Union and SADC.

3. Cluster Composition

This cluster is composed of the following member ministries:

3.1 Ministry of Defence

3.2 Ministry of Home Affairs

3.3 Ministry of State Security



Honourable
Sydney Sekeramai



Honourable
Emmerson
Munangagwa



Honourable
Giles Mutsekwa



Honourable
Kembo Mohadi

TABLE OF CONTENTS

Contents	Page
Introduction	1
Economic Cluster	2
Ministry of Economic Planning and Investment Promotion	4
Ministry of Finance	5
Ministry of Agriculture, Mechanisation and Irrigation Development	6
Ministry of Lands and Rural Resettlement	7
Ministry of Industry and Commerce	8
Ministry of Regional Integration and International Cooperation	9
Ministry of Tourism and Hospitality Industry	10
Ministry of Environment and Natural Resources Management	11
Ministry of Mines and Mining Development	12
Ministry of State Enterprises and Parastatals and Co-operative Development	13
Ministry of Small and Medium Enterprises	14
Infrastructure Cluster	15
Ministry of Public Works	16
Ministry of Energy and Power Development	17
Ministry of Information and Communication Technology	18
Ministry of Housing and Social Amenities	19
Ministry of Public Service	20
Ministry of Science and Technology	21
Ministry of Transport and Infrastructure Development	22
Ministry of Water Resources and Development	23

TABLE OF CONTENTS

Contents	Page
Social Cluster	24
Ministry of Local Government, Urban and Rural Development	25
Ministry of Women Affairs, Gender and Community Development	26
Ministry of Health and Child Welfare	27
Ministry of Labour and Social Service	28
Ministry of Higher and Tertiary Education	29
Ministry of Education, Sports, Arts and Culture	30
Ministry of Youth Development, Indegenisation and Empowerment	31
Rights & Interest Cluster	32
Ministry of Justice and Legal Affairs	33
Ministry of Media Information and Publicity	34
Ministry of Foreign Affairs	35
Ministry of Constitutional and Parliamentary Affairs	36
Organ on National Healing and Reconciliation	37
Security Cluster	38
CONCLUSION	39

Organ on National Healing and Reconciliation

CLUSTER KRA	TARGETS
Launching and facilitating the establishment of the machinery for national healing, reconciliation and integration	Launch Organ for Healing, Reconciliation and Integration and establish Secretariat Hold pre-conference workshops for local and international experts. Establish machinery and processes for national healing, reconciliation and integration.



*Honourable
Sekai Holland*



*Honourable
John Nkomo*



*Honourable
Gibson Sibanda*

Ministry of Constitutional and Parliamentary Affairs

CLUSTER KRA	MINISTRY TARGETS
Facilitating the establishment and work of the Parliamentary Select Committees to kick-start the constitutional reform process, Independent Commissions and disseminate copies of the GPA in English, Shona and Ndebele and other local languages.	Convene sensitisation meetings of Parliament
	Select Committee and Members of Parliament
	Organise outreach programmes and distribute copies of GPA in three languages.
	Organise the first stakeholders conference on constitution-making.
	Engage line ministries and the Standing Rules and Orders Committee to establish the Independent Commissions.



*Honourable
Advocate Eric
Matinenga*



Getting Zimbabwe Working Again

INTRODUCTION

The 100 Day Plan represents the practical implementation of the Government's commitment to the people of Zimbabwe as outlined in the Global Political Agreement and the Short Term Emergency Recovery Programme (STERP).

To increase cooperation, communication and the efficiency of implementation, all the Ministries have been grouped into sector-specific clusters.

There are five clusters, namely Economic, Social, Infrastructure, Rights and Interest and Security.

Each of the clusters is headed by a lead Ministry and during the Ministerial Retreat in Victoria Falls, each of the clusters produced 5-6 Key Result Areas (KRA's).

These KRA's then formed the basis upon which the individual Ministries developed their own ministerial KRA's and targets which they have committed to achieving and implementing over the next 100 Days.

This document contains the KRA's by Cluster and by the Ministry and the Ministerial targets to be met in the next 100 Days.

Getting Zimbabwe Working Again

ECONOMIC CLUSTER

1. Cluster Vision

‘A growing economy that is generating adequate resources for increased incomes and employment for Zimbabwe.’

2. Key Results Areas

2.1 Resource mobilization to include:

Financing utilities providing water, power, sanitation, transport and other social services.

Financing the agricultural winter wheat and tobacco crop.

Lines of credit to boost industry capacity utilization levels.

FDI mobilisation.

Budgetary support and aid inflows.

2.2 Achieve and sustain macroeconomic stabilization including price stability.

2.3 A supportive legal and regulatory framework for the economy, inclusive of ensuring the security of people and assets, as well as a land audit.

2.4 Comprehensive reform of the public sector which include:

Civil service reform.

Parastatal reform.

Reform of the Public Finance Management System (PFMS) and the Results Based Management System (RBMS).

Reform of local authorities.

Reform of the RBZ.

Ministry of Foreign Affairs

CLUSTER KRA

MINISTRY TARGETS

Facilitating Zimbabwe's re-engagement with the international community at the economic and political levels.

Arrange meetings between the European Union and the Ministerial Group on Engagement.

Engage Western capitals bilaterally to lobby for the lifting of sanctions.



Honourable
Simbarashe
Mumbengegwi



Ministry of Media Information and Publicity

CLUSTER KRA	MINISTRY TARGETS
Review of media policy and laws for a plural media.	Appoint the Zimbabwe Media Commission. Constitute the Broadcasting Authority of Zimbabwe Board to enable the opening up of the airwaves. Organise stakeholders' conference on media policies.



*Honourable
Webster Shamu*

2.5 Restore a functional financial system.

2.6 Re-branding of Zimbabwe.

3. Cluster Composition

The Economic Cluster is composed of the following member ministries;

3.1 Ministry of Economic Planning and Investment Promotion
(Cluster Leader)

3.2 Ministry of Finance

3.3 Ministry of Agriculture Mechanisation and Irrigation Development

3.4 Ministry of Lands and Resettlement

3.5 Ministry of Mines & Mining Development

3.6 Ministry of Tourism & Hospitality Industry

3.7 Ministry of Environment and Natural Resources Management

3.8 Ministry of Industry & Commerce

3.9 Ministry of Regional Integration and International Co-operation

3.10 Ministry of State Enterprises and Parastatals

3.11 Ministry of Small and Medium Enterprises and Co-operative Development

Ministry of Economic Planning and Investment Promotion

CLUSTER KRA	MINISTRY TARGETS
1. Resource Mobilisation	Develop strategies to ensure that key parastatals such as ZESA, HCC, NRZ, operate efficiently. Mobilise resources to finance the 2009/2010 agriculture season. Establish Lines of Credit and encourage Foreign Direct Investment.
2. Macro-Economic Stability	Monitoring of STERP. Formulating the Medium Term Plan building on STERP.
3. Legal and Regulatory Environment.	Take audit of the BIPPAs that have been violated and the cost of such violations.
4. Public Sector Reform	Develop a mechanism for monitoring the implementation of STERP in conjunction with the Office of the Prime Minister. Proffer advise to the Ministry of Parastatals and State Enterprises on the Framework for public enterprise reform.



*Honourable
Eric Mangoma*

Ministry of Justice and Legal Affairs

CLUSTER KRA	MINISTRY TARGETS
Improving the justice delivery system including the restoration prisoners' rights.	Meet the needs of prisoners Operationalise the Judicial Services Commission. Meet the minimum standards, best practices and needs of justice delivery institutions.



*Honourable
Patrick Chinamasa*

RIGHTS AND INTEREST CLUSTER

1. Cluster Vision

A democratic, independent, peaceful, sovereign, prosperous and gender-sensitive Zimbabwe that is rights-driven, participatory and interactive in the global context and which is in line with the commitments of the GPA

2. Key Results Areas

- 2.1 Review of media policy and laws for a plural media.
- 2.2 Facilitating the establishment and work of the Parliamentary Select Committees to kick-start the constitutional reform process, Independent Commissions and to disseminate copies of the GPA in English, Shona and Ndebele and other local languages.
- 2.3 Improving the justice delivery system including the restoration of prisoners' rights.
- 2.4 Facilitating Zimbabwe's re-engagement with the international community at the economic and political levels.
- 2.5 Launching and facilitating the establishment of the machinery for national healing, reconciliation and integration.

3. Cluster Composition

This cluster is composed of the following member ministries:

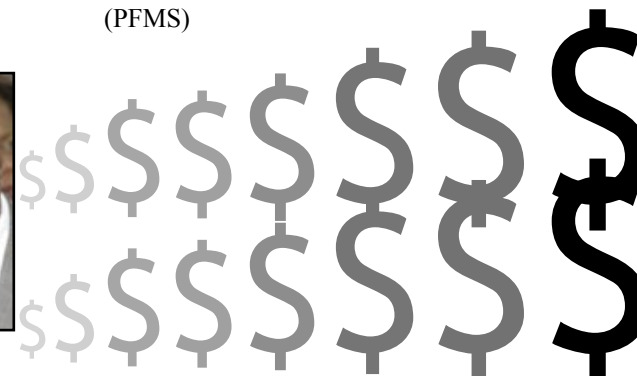
- 3.1 Ministry of Justice and Legal Affairs
(Cluster Leader)
- 3.2 Ministry of Constitutional and Parliamentary Affairs
- 3.3 Ministry of Foreign Affairs
- 3.4 Ministry of Media, Information and Publicity
- 3.5 Organ on National Healing and Reconciliation

Ministry of Finance

CLUSTER KRA	MINISTRY TARGETS
1. Resource Mobilisation	Mobilise resources to finance the 2009/2010 agricultural season. Raise funds to finance STERP (e.g. for water and sanitation, health and education, importation of electricity). Review tax policies in order to broaden the tax base. Enhance revenue collection capacity.
2. Macro-Economic Stability	Implement recommendations of the IMF on reforming the RBZ. Supervision of the Banking Sector. Together with the Prime Minister's office, follow up on the implementation of all STERP measures. Publicity and campaign programmes for STERP targeting the country's provincial capitals.
3. Public Sector Reform	Mobilise resources to finance the audit of the Civil Service; Reinforce the Public Finance Management System (PFMS)



Honourable
Tendai Biti



Ministry of Agriculture, Mechanisation and Irrigation Development

CLUSTER KRAS	MINISTRY TARGETS
1. Resource Mobilisation	Mobilise resources for winter wheat production for 100 000 mt through sub-contracting; lines of credit by April 2009. Facilitate the provision of inputs through engagement with cooperating partners; seedlings by 1 June. Other crops like cotton, sugar cane and soya beans also require sub-contracting by the corporate sector. Mobilise support from cooperating partners for crop input packs for 800 000 vulnerable households. Summer maize inputs mobilization for the self-financing farmers through the facilitation of the input marketing and distribution system as well as engaging the corporate sector for contract farming to produce at least 1.6m mt of maize.
2. Macro-Economic Stability	Increase tobacco to 150m kg, cotton to 450,000mt, sugarcane to 600,000mt and soya beans to 240,000mt. Increase the numbers and quality of livestock. Capacitate farmers by improving capacity at AGRITEX, livestock and veterinary services and agricultural colleges with human, financial and physical resources. Completion of ongoing irrigation projects. Mobilising farming equipment and implements for both winter and summer seasons. Establishment of commodity exchanges to enhance farming viability. Facilitate re-vamping of commodity associations for major crops.



Honourable
Joseph Made

Ministry of Youth and Indigenisation

KRAs	MINISTRY TARGETS
1. Youth Development	Develop Catalogue of Youth programmes and Directory of youth oriented organisations in 30 days Design Short-term Vocational Training Programmes Conduct Stakeholders Meetings for Youth Data Bank Development Review and align the Youth Policy and Develop the National Action Plan in 60-days Implement Integrated Skills Outreach (ISOP) in each District design data collection methodologies Implement National Action Plan Evaluate and Review ISOP Train Youth Officers for survey roll-out.
2. National Youth Service	Develop National Youth Policy Framework review proposal National Youth Service Policy review Cabinet process Personnel skills training and filling of vacant posts. Roll out actual National Youth Service training of youths
3. Youth Advocacy and National Healing	Youth Consultative meetings and one National Stakeholder meeting Conduct Junior Council and Parliament selection of Councillors and Parliamentarians in 60 days Decentralise Zimbabwe Youth Council to Provinces
4. Empowerment	Complete the Development of the National Youth Employment Policy and Action Plan. Seek Cabinet approval. Evaluate and review the framework of Youth Development Fund and Board. Implement Employment Policy and National Action Plan roll-out Establish Empowerment Data Base.
5. Indigenisation	Establish Indigenisation and Economic Empowerment Fund and Board. Assess the state of Indigenisation in all sectors of the economy. Publish Statutory Instruments for implementation modalities.

Ministry of Education, Sport, Arts and Culture

KRAs	MINISTRY TARGETS
1. Functional Pre/Primary and secondary schools	School Opening
2. Mark all Exams of 2008	Results
3. Create separate division of Sport and Culture	Audit existing resources and structure Meet all stakeholders Create new divisions and establishments
4. Rehabilitate HQ	Water and toilets Lifts/elevators Lobby



*Honourable
David Coltard*



Ministry of Lands and Rural Resettlement

CLUSTER KRA	MINISTRY TARGETS
1. Legal and Regulatory Environment	Security of Tenure – provide 99-year leases to 100 A2 beneficiaries and land permits for 450 A1 farmers Secure farming environment – reduce conflicts and disputes on the land and ensure security of persons and assets. Ensuring a land audit is carried out. Regularise BIPPA farms that were resettled. Provision of support services and logistics



*Honourable
Herbert Murerwa*



Ministry of Industry and Commerce

CLUSTER KRA	MINISTRY TARGETS
1. Resource Mobilisation	Ensure adequate supply of fertilizer for winter wheat by end of May. 36,000 MT of compound D 30,000 MT Ammonium Nitrate. Lines of Credit – identify recipients of opened up lines of credit for the key identified strategic sectors – fertilizer, agro-process pharmaceuticals within the first 30 days.
2. Macro-Economic Stability	Develop pricing models and benchmarking prices with regional countries. Modalities in terms of structure modus operandi should be in place in the first 30 days. Compile comprehensive information on the manufacturing sector. Work towards establishment of a commodity exchange to ensure that farmers get competitive prices, whilst facilitating the mobilization of funds in agriculture sector will also be initiated. ZISCO: Complete reline of blast furnace No. 4 in 90 days.
3. Brand Zimbabwe	Promote the rebranding of Zimbabwe through the hosting of COMESA, ZITF and Trade Representatives abroad.



Honourable
Welshman Ncube



Ministry of Higher and Tertiary Education

KRAs	MINISTRY TARGETS
1. Retention 40% Staff in University, Recruit 20% .	
2. Retention 25% Staff in Polytechnics, Recruit 20%.	
3. Retention 40% in Zimchairs HO.	
4. Procurement of learning technical and research equipment (current 10% shortfall 90%).	
5. Infrastructure Improvement	Provide water and sanitation at University of Zimbabwe. Complete ZIMDEF building lift. Complete National University of Science and Technology Library. Construction of Lupane State University Administration Provide buses.
6. Restructuring of all Ministry Departments	Conduct needs analysis Dialogue with Public Services Commission Recruit staff Procure furniture and fittings



Honourable
Dr Stan Mudenge

Ministry of Labour and Social Services

KRAs	MINISTRY TARGETS
1. Distribute 1 acre agriculture inputs	Develop Social Protection Policy Donor consultation conference Cabinet approval Procurement and logistical support Distribution of inputs
2. Provide educational assistance to 1 million orphans and vulnerable children by end 2nd term	Payment to beneficiaries Beneficiary selection
3. Signed Social Contract through social dialogue	Broad stakeholder consultation
4. Harmonise Labour and Public Services Commission Act	



*Honourable
Paurina Mpariwa*

Ministry of Regional Integration and International Cooperation

CLUSTER KRA	MINISTRY TARGETS
1. Resource Mobilisation	Resource mobilisation for the implementation of STERP.
2. Macro-Economic Stability	Re-engagement with development partners. Trade policy formulation and analysis.
3. Legal and Regulatory Environment	Development of regional integration frameworks
4. Public Sector Reform	Institutional building of the new ministry.
5. Brand Zimbabwe	Launch and manage Partner Zimbabwe campaign.



*Honourable
Priscilla Misihairembwi-
Mushonga*

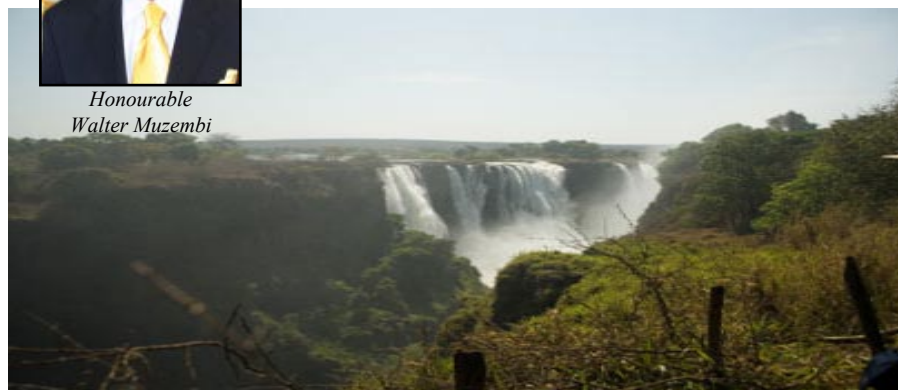


Ministry of Tourism and Hospitality Industry

CLUSTER KRA	MINISTRY TARGETS
1. Resource Mobilisation	Establish Tourism Development (Revival) fund for financing infrastructure. Establish lines of credit for the tourism and hospitality sector.
2. Macro-Economic Stability	Designate the whole country as a Tourism Development Zone (TDZ).
3. Legal and Regulatory Environment	Indigenisation Act to influence investment in the tourism sector and improve the role of the Diaspora.
4. Public Sector Reform	Develop a mechanism to define role clarity between the ministry, ZTA board and management and the hospitality Industry. Policy planning and development.
5. Brand Zimbabwe	Establish National Tourism Facilitaion Committee (NTFC). Establish Tourism Facilitation sub-commitees.



Honourable
Walter Muzembi



Getting Zimbabwe Working Again

Ministry of Health and Child Welfare

KRA	MINISTRY TARGETS
1. HR recruitment to 60%	
2. 60% drug provision to hospitals and clinics	
3. NatPharm capacity capacitation	
4. Functional infrastructure to 60% at all central hospitals	Theatres Laundry



Honourable
Dr. Henry Madzorera

By the end of 100 days availability of medicines, medical sundries and other hospital supplies will have increased from 40% to 60% with vital (V) drugs increasing from the current 42% to 100% in 100 days.



Getting Zimbabwe Working Again

Ministry of Women's Affairs, Gender and Community Development

KRAs	MINISTRY TARGETS
1. Ensure Women's Household Food Security (tseu/bindu/isipala/sikamana, 1 Hectare/Acre)	Identify appropriate seed packs by region. Promote tseu/bindu/isipala/sikamana. Mobilize resources for seed packs and implements. Compile statistical data.
2. Increase Women's Participation in the Economy (Mines, Agriculture, Cottage and Home Industry).	Hire consultant. Identify sector associations. Conduct provincial and district women's economic empowerment training workshop. Conduct district women's economic empowerment training workshops. Identify and publicise lines of credit, microfinance for start-up for women to access capital. Identify raw materials for cottage/home industries by areas. Source gadgets and small machinery for cottage industry.
3. Engender Constitutional Structures, Processes and Products Engage Consultant	Hold women summit Comparative visit studies
4. Promote National Healing Through Community Development Projects	Identify/Hire consultant and support community projects



*Honourable
Olivia Muchena*

Ministry of Environment and Natural Resources Management

CLUSTER KRA	MINISTRY TARGETS
1. Resource Mobilisation	Develop strategies to ensure that Environmental Management Agency, National Parks and Wildlife Management Authority and Forestry Commission operate efficiently.
2. Macro-Economic Stability	Monitor the implementation of the 100-Day Programme by the three parastatals.
3. Legal and Regulatory Environment.	Identify legal and regulatory framework to be amended in the three parastatals.
4. Public Sector Reform	Set structures and operational guidelines for the three parastatals.



*Honourable
Francis Nhema*



Ministry of Mines and Mining Development

CLUSTER KRA	MINISTRY TARGETS
-------------	------------------

- | | |
|--|--|
| 1. Macro-Economic Stability | <p>Capacitate the gold-producing sub-sector.</p> <p>Capacitate the ZMDC for production of diamonds at Chiadzwa.</p> <p>Capacitate the ministry's technical departments for effective monitoring and evaluation of the mining sector.</p> |
| 2. Legal and Regulatory Environment | <p>Review the framework for mining rights, Mines and Minerals Act to facilitate collection of rentals and royalties.</p> |



*Honourable
Obert Mpofu*



Getting Zimbabwe Working Again

Ministry of Local Government, Urban and Rural Development

KRA	MINISTRY TARGETS
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- | | |
|---|---|
| 1. Institutional Development | <p>Draft local government framework.</p> <p>Design and funding for Local Authority Retreat.</p> <p>Ministry draft local government vision.</p> <p>Council induction training material and teams in place.</p> <p>Ministerial retreat.</p> <p>Councillor induction complete.</p> |
| 2. Functional Local Authorities to 60% level in 100 days | <p>Conclude handover of water and sewer.</p> <p>Reconstitute local government boards.</p> <p>Budget guideline produced/needs assessment data collection done.</p> |
| 3. New operational procedure in place | <p>Budget gazetting concluded.</p> <p>Needs assessment for infrastructure and service level data collation.</p> |



*Honourable
Ignitius Chombo*



Getting Zimbabwe Working Again

SOCIAL CLUSTER

1. Cluster Vision

‘Functional delivery of social services through mobilisation of adequate human, technical and financial resources.’

2. Key Results Areas

2.1 Institutional Development

2.2 Social Safety Nets with special attention on Food Security & BEAM

2.3 Accessible and affordable functional basic services,

2.4 Human Resources Placement, Development and Motivation’

2.5 Infrastructure Resuscitation and Rehabilitation targeting Local Authorities, Schools, Clinics and Vocational Training Centres,

2.6 Engender the Constitution-making structure, process and product

3. Cluster Composition

This cluster is composed of the following member ministries:

3.1 Ministry of Local Government, Urban and Rural Development (Cluster Leader)

3.2 Ministry of Health and Child Welfare

3.3 Ministry of Education, Sport, Arts and Culture

3.4 Ministry of Higher and Tertiary Education

3.5 Ministry of Women’s Affairs, Gender and Community Development

3.6 Ministry of Youth Development, Indigenisation and Empowerment

3.7 Ministry of Labour and Social Services

Ministry of State Enterprises and Parastatals

CLUSTER KRA

MINISTRY TARGETS

1. Macro-Economic Stability

Identification of State Enterprises and Parastatals for restructuring.

Setting up of performance monitoring system for State Enterprises and Parastatals.

Production of Draft Corporate Governance Framework.

2. Legal and Regulatory Environment

Carry out mandate and legislative review of State Enterprises and Parastatals.



Honourable
Joel Gabuza Gabbuza



Ministry of Small and Medium Enterprises and Co-operative Development

CLUSTER KRA	MINISTRY TARGETS
1. Resource Mobilisation	Support the development of industrial cluster associations particularly in support of mobilizing resources for SMEs.
2. Macro-Economic Stability	Remove impediments and red tape to encourage private investment and growth of SME sector by creating an efficient regulatory environment through streamlining processes in key sectors such as local authorities and government institutions
	Support and promote subcontracting and the establishment of business links office to offer such technical support as advice, information and training to SMEs.
	Create a database covering a wide range of issues such as the spread, concentration and numbers of SMEs.



Honourable
Sithembiso Nyoni



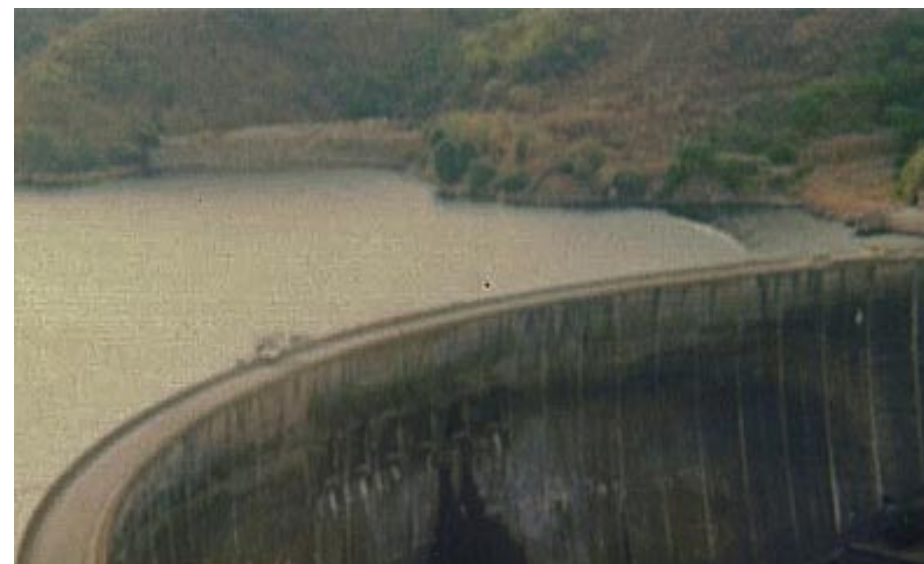
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Ministry of Water Resources and Development

CLUSTER KRA	MINISTRY TARGETS
1. Construction, Rehabilitation & Refurbishment of Infrastructure	Procure water treatment chemicals for next six months by 15 July. Complete construction of Bubi dam by 10th July 2009 Commence work on Mtshabezi pipeline, Tokwe Mukosi Dam & Kunzvi Dam by 30 June 2009.
2. Review & Implement Policy	Review and implement tariffs for urban and industrial use by end of May.



Honourable
Sipepa Nkomo



Getting Zimbabwe Working Again

Ministry of Transport and Infrastructural Development

CLUSTER KRA	MINISTRY TARGETS
1. Construction, Rehabilitation & Refurbishment of Infrastructure	Routine Maintenance 30% in 30 days, 70% in 60 Days, 100% by 100 days
2. Review & Implement Policy	Review tariffs . Report ready for Cabinet in 30 days. Cabinet approval in 60 days, tariff rollout in 100 days Review capacity as per plan and time frame below: Plan development, budget outlines, team assembly in 30 days. Presentation & preliminary report in 60 days. Commence implementation in 100 days.



*Honourable
Professor Elipha
Mukonoweshuro*



INFRASTRUCTURE CLUSTER

1. Cluster Vision

‘Well functioning efficient, available, affordable, improved infrastructure and services supporting the economy.’

2. Key Results Areas

2.1 Review current status of each ministry

2.2 Review and Implement Policy

2.3 Construction, Rehabilitation and Refurbishment of Infrastructure

2.4 Pay and Retain Key Skills in each ministry

2.5 E-enabled Services

3. Cluster Composition

This cluster is composed of the following member ministries:

3.1 Ministry of Public Works (Cluster Leader)

3.2 Ministry of Transport & Infrastructural Development

3.3 Ministry of Housing and Social Amenities

3.4 Ministry of Energy and Power Development

3.5 Ministry of Water Resources, Development and Management

3.6 Ministry of Public Service

3.7 Ministry of Science and Technology Development

3.8 Ministry of Information Communication Technology

Ministry of Public Works

CLUSTER KRA	MINISTRY TARGETS
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Construction, Rehabilitation & Refurbishment of Infrastructure

Complete 19 government buildings by end of July.

Cleaning of all government buildings by end of June 2009.

Maintenance and rehabilitation of all sanitary facilities by end of June 2009.



*Honourable
Theresa Makone*



Ministry of Science and Technology

CLUSTER KRA	MINISTRY TARGETS
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Review & Implement Policy

Research and development and innovation.

Audit of research institutions; research and needs.

Development of evaluation indicators and mechanisms in 60 days.

Linkages with diaspora experts.

Identification of R&D projects for commercialisation.

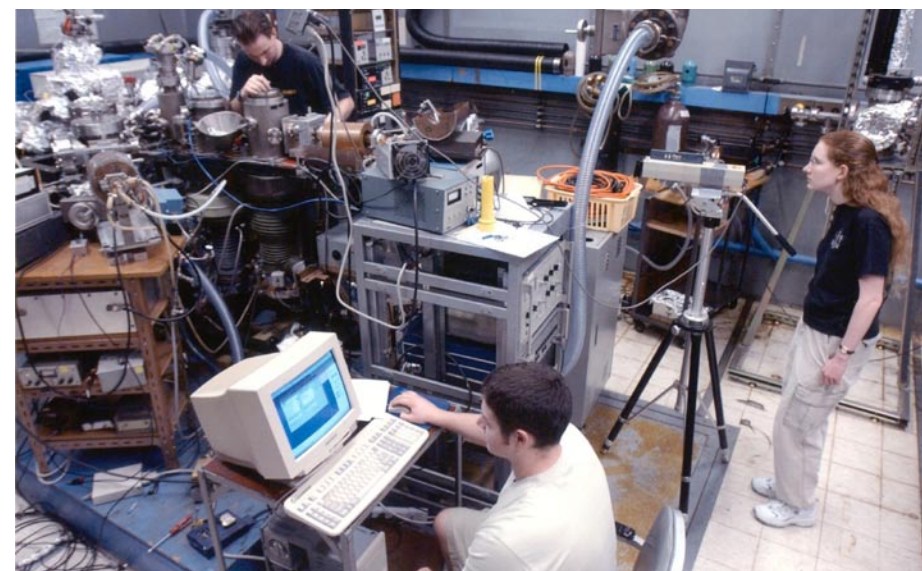
Commercialisation of Research and Development Science and Technology Intergration.

Popularisation of Science & Technology.

Identification of individual needs through sector requirements.



*Honourable
Professor
Heneri Dzinotyiweyi*



Ministry of Public Service

CLUSTER KRA	MINISTRY TARGETS
1. Review Current Status	Personnel audit of civil service by June 2009. Define audit plan in 30 days. Field audits in 60 days. National report and submission to cabinet in 100 days
2. Review & Implement Policy	Review salaries and conditions of service and harmonise Public Service Act with Labour Act.
3. Pay and Retain Key Skills	Get financial salary provisions and negotiate with associations in 30 days. Implement salary agreements with associations Implement the personnel performance system for public servants



*Honourable
Professor Eliphas
Mukonoweshuro*

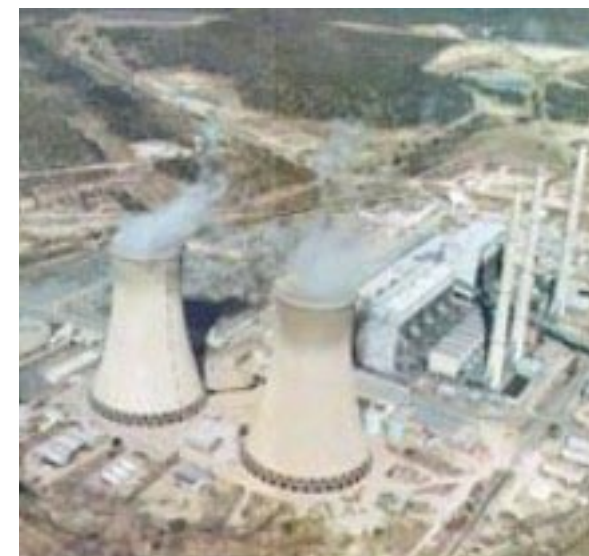


Ministry of Energy and Power Development

CLUSTER KRA	MINISTRY TARGETS
1. Construction, Rehabilitation & Refurbishment of Infrastructure	Rehabilitate transmission and distribution network and improve distribution by 20% in 100 days. Reduce reaction time to faults to less than 24 hours. Finalise Purchasing Power Agreements and negotiate for additional 400Megawatts power imports.
2. Review & Implement Policy	Complete agreements. Ensure 50% of service stations have paraffin to sell at their outlets. Import fuel via the pipeline from Beira, achieving 90% by 100 days.



*Honourable
Engineer Elias Mudzuri*



Ministry of Information Communication Technology

CLUSTER KRA	MINISTRY TARGETS
1. E-enabled Services	Develop the country's national website.
2. Review Current Status	Conduct a national communications infrastructure audit. Assess and increase bandwidth to Internet gateway by 40% by 15 July 2009. Increase capacity utilisation by 20% in 100 days.
3. Review & Implement Policy work of 2007 and finalise ICT Bill	Study and review the National ICT Policy Frame by 15 July 2009. Status Report completed in 60 days. Review of ICT Policy finalised in 60 days. Final Draft of ICT Bill tabled in 100 days. Assess operations and delivery of services from service providers. Parastatal status report in 60 days. Improve by 30% telephone and mobile communication services. Services delivery increased by 30%.



*Honourable
Nelson Chamisa*

Ministry of Housing and Social Amenities

CLUSTER KRA	MINISTRY TARGETS
Review & Implement Policy	Review the National Housing Policy for completion by July 2009. Restructure management of Garikai/Hlalani kuhle project in 30 days. Evaluate the National Housing Delivery Programme.



*Honourable
Fidelis Mhashu*

