|  |  |  |
| --- | --- | --- |
| **Republic of Zimbabwe** |  | **Bindura Rural District Council** |

**Bindura Rural District Council**

**Strategic Plan 2021 - 2025**

**SECTION A: Profile of Bindura Rural District Council**

|  |  |
| --- | --- |
|  |  |

1. **Introduction**

This Strategic Plan document was a result of collaborative effort by Council and its stakeholders. The plan precedes the Council 2019-2020 Strategic Plan that had been crafted under the guidance of the Transitional Stabilization Programme (2018-2020). Preparation of this strategic plan was informed by the new National Development Strategy 1 (NDS1) (2021-2025). The overarching goal of the NDS1 is to ensure high, accelerated, inclusive and sustainable economic growth as well as socio-economic transformation and development as the country moves ***“Towards a Prosperous and Empowered Upper Middle-Income Society by 2030****”.* This strategic plan covers period 2021 - 2025.

 .

This strategic plan provides the strategic trajectory to position the Local authority as it seeks to become a Rural District Council with socially and economically empowered communities by 2030.This will be achieved through implementation of the following 6 programmes, Governance and Administration, Water, Sanitation and Hygiene, Social Service, Road, Public Safety and Security and lastly Natural Resources, Conservation and management. Implementation of these programmes will be underpinned by the IRBM system which promotes a culture of high performance, quality service delivery, measurement, goal clarity, continuous improvement and accountability.

1. **Background**

Bindura RDC came into existence in 1994 as a result of the amalgamation process which saw the merging of Kubatana Bindura Rural District and Bindura Rural Council. The Council with a population of 169 841 (National Census, 2022) is located in Mashonaland Central. The current GDP per capita of the province is currently US$784.00 (ZIMSTAT 2020)

Bindura Rural District Council surrounds Bindura Municipality which is the provincial capital of Mashonaland Central Province. The District is gifted with skilled and well diversified human capital. It is home to the Bindura University of Science and Education, Ezekiel Guti University and Zimbabwe Open University. The major economic activities in the District are Mining and agriculture.

Mineral resources in excess of 27 types are available across the District. The District is also the proud home of the largest gold mine in the country (Freda Rebecca Gold mine) and the largest nickel mine in Southern Africa (Trojan Nick mine).The District is gifted with fertile soils and abundant rainfall and perennial rivers ideal for water harvesting for irrigation e.g., Mazowe and Pote. Areas of Investment also include Irrigation development, Mechanization of production, Dam construction, Replacement of old infrastructure, Value Addition through establishment of agro-processing plant e,g. Honey production. Fruit Canning etc. The District is also endowed with a variety of wildlife and scenic view places that are largely unexploited, High value of cultural, wildlife and landscape assets.

 

Figure 1: Bindura RDC Map

1. **National Level Contribution**

**National Vision:** *“Towards a Prosperous and Empowered Upper Middle Income Society by 2030”*

* 1. **National Priorities Bindura Rural District Council is contributing to:**

|  |  |
| --- | --- |
|  | **Description of National Priority Area** |
| NPA 1 | **Economic growth and stability** |
| NPA 2 | **Food Security and Nutrition Security;** |
| NPA 3 | **Governance;** |
| NPA 4 | **Environmental Protection, Climate Resilience and Natural Resource Management;** |
| NPA 5 | **Housing delivery** |
| NPA 6 | **Health and wellbeing** |
| NPA 7 | **Infrastructure and utilities** |
| NPA 8 | **Social protection**  |
| NPA 9 | **Youth, Sports and Culture** |
| NPA 10 | **Devolution** |

* 1. **National Key Result Areas Bindura Rural District Council is contributing to:**

|  |  |
| --- | --- |
|  | **Description of National Key Result Area** |
| NKRA 1 | Economic growth Stability |
| NKRA 2 | Food Security and Nutrition Security  |
| NKRA 3 | Governance |
| NKRA 4 | Environmental protection, climate resilience and Natural Resource management |
| NKRA 5 | Housing Delivery |
| NKRA6 | Health and well being |
| NKRA7 | Infrastructure and Utilities |
| NKRA8 | Social Protection |
| NKRA9 | Youth ,Sports and Culture |
| NKRA10 | Devolution  |

1. **National Outcomes Bindura Rural District Council is contributing to:**

|  |  |
| --- | --- |
|  | **Description of National Outcome** |
| NOUC 1 | Improved ease of doing business ranking |
| NOUC 2 | Improved food security |
| NOUC 3 | Enhanced service delivery |
| NOUC 4 | Improved quality of wealth |
| NOUC 5 | Improved access to affordable and quality housing and social amenities |
| NOUC6 | Environment protected |
| NOUC7 | Provision of improved Infrastructure and services |
| NOUC8 | Quality and affordable social protection for all |
| NOUC9 | Youth, Sport and Culture promotion and development |
| NOUC10 | Equitable regional development |

1. **Sectoral Level Contribution:**

**Sector Name………………………………..**

* 1. **Sectoral Key Results Areas**

|  |  |
| --- | --- |
|  | Description of Sector Key Result Area |
| SKRA 1 |  |
| SKRA 2 |  |

* 1. **Sectoral Outcomes**

|  |  |
| --- | --- |
|  | **Description of Sectoral Outcome Description** |
| SOUC1 | Increased growth in the Agricultural sector |
| SOUC2 | Increased growth in the Mining sector |
| SOUC 3 | Increased growth in the tourism sectors |
| SOUC 4 | Increased meat production and other by product |
| SOUC 5 | Enhanced service delivery |
| SOUC6 | Enhanced transparency and accountability |
| SOUC 7 | Improved ecosystem Health |
| SOUC 8 | Increased shelter for households.  |
| SOUC9 | Improved Land for housing delivery |
| SOUC10 | Increased domestic funding for Health.  |
| SOUC11 | Increased access to water, sanitation and Healthy environment |
| SOUC12 | Improved Water Supply |
| SOUC13 | Improved transport roads services |
| SOUC14 | Improved Sanitation and hygiene |
| SOUC15 | Improved roads and bridge infrastructure  |
| SOUC16 | Reduced extreme poverty |
| SOUC17 | Improved care and protection of vulnerable groups |
| SOUC18 | Improved Livelihoods for the poor and vulnerable |
| SOUC19 | Enhanced job and income security. |
| SOUC20 | Increased youth participation in Leadership development programme s |
| SOUC21 | Increased access to empowerment opportunities for youth |
| SOUC22 | Improved and coordinated development of infrastructure frameworks , products and services in arts, culture, and heritage |
| SOUC23 | Improved sport performance |
| SOUC24 | Increased participation in recreation activities |
| SOUC25 | Increased social cohesion, sense of national identity and pride |
| SOUC26 | Improved funding of devolution and decentralisation agenda |
| SOUC27 | Improved Administrative Decentralisation |

1. **MDA:** Bindura Rural District Council

2. **MDA Vote Number:** ………………………………….

**3. MDA Vision Statement:** A Rural District Council with socially and economically empowered communities by 2030.

**4. MDA Mission Statement:** To provide quality services to communities in a transparent and professional manner through participatory and sustainable development approaches

**5. Core Values:**

* **Team Work** – collaborative effort towards effective and efficient service delivery to the community
* **Transparency** – all Council systems and processes open to scrutiny by all stakeholders
* **Accountability –** being answerable and liable for all council processes and decisions
* **Integrity**-Council operations done in an honest, consistent and uncompromising adherence to strong moral principles and values
* **Professionalism**-execution of council business in strict adherence to laid down standards
* **Expediency** – Timeous execution of council processes and decisions for ease of doing business
* **Inclusivity** – providing equal access to opportunities and resources to the community not excluding members on the grounds of gender, class and disability.

**6.**   **Terms of Reference:**

* **Constitution of Zimbabwe Amendment (No. 20) Act 2013 Section 275**
* **Rural districts Council Act 29:13**

**7. Overall Functions:**

* Provision of social services
* Land use planning and Infrastructure development
* Environmental management
* Promotion of Local Economic Development
* Promotion of Public Participation
* Promotion of sound local governance

**8. Departments in Council and their functions:**

 **Finance**

* Resource mobilisation
* Financial management

**Admin, Human Resources and Community Services**

* Asset management
* Formulate, implement and review policies.
* Provision of administration and secretarial services
* Design and implement the organizational structure of Council.
* Promote human resources development in pursuance with the council’s aims and objectives.
* Recruit council staff in terms of the RDC Act Chapter 29:13
* Formulate conditions of services of council staff in accordance with council resolutions.
* Design and implement performance management system.
* Carry out disciplinary measures and grievances handling procedures.
* Establishment of health, education and recreational facilities.
* Coordination of health and education programs

**Audit**

* Develop Annual Audit Plans
* Prepare internal audit reports.
* Ensure compliance to policies and procedures.
* Develop and implement a quality assurance program.
* Review of internal control systems
* Risk management

**Technical services**

* Infrastructure development and maintenance
* Provision of water, sanitation and hygiene
* Provide spatial planning and development control
* Promote sustainable environmental management
* Provision of housing and social amenities.

**9. State Enterprises and Parastatals, Statutory Bodies and Grant Aided Institutions under the Council and their functions.**

 **N/A**

**10. Council KRAs**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **KRA Ref** | **KRA Description** | **weight** | **SKRA REF** | **NKRA REF** | **NPA REF** |
| KRA1 | Provision of quality services in an environmentally sustainable manner | 100% |  | 1-10 | 1-10 |

**11. Environmental Scan**

**11 a. PESTLEG Analysis**

|  |  |  |
| --- | --- | --- |
| **Factor** | **Positive factors** | **Negative factors** |
| Political | * Stable Political Environment
* Government Engagement and re-engagement efforts
* Supportive government policies e.g. NDS1 and devolution policy
 | * Political interference in administrative issues
* Illegal economic sanctions
 |
| Economical | * Stable exchange rate
* Favourable economic policies
* Ease of doing business thrust
* Price stability for goods and services
 | * High inflationary pressures
* High start-up costs
* Beauracratic processes
* Poor debt rating
* Exorbitant fees charged by Environmental Management Agency
* Impact of Russia – Ukraine invasion which cut out fuel and wheat supplies
* Delayed and unfulfilled grants
 |
| Sociological | * Social cohesion
* promotion of Gender mainstreaming
* High literacy rate
* Peaceful environment
 | * Unemployment rate
* Pandemics- Covid-19, Polio and trachoma
* Drug and substance abuse
* Brain drain
 |
| Technological | * Technological advancements
 | * Technological lag
 |
| Legal | * Enabling Legal framework.
* Enabling Council bylaws
* Enabling Council policies
* Decentralisation of Courts
* New approaches to by-law preparation by the Ministry of Local Government.
 | * Slow harmonisation of statutes to the constitution.
* Policy inconsistency
* Policy shift
 |
| Ecological | * Good farming soils
* Abundance of natural resources
* Favourable rainfall pattern and availability of small and large dams
* Abundant flora and fauna
 | * Negative Climate change effects e.g. floods
* Environmental degradation
* Veld fires
 |
| Governance  | * Constitutionalism
* Clear public administration structures
* Expediency in formulation of by- laws and approval
* Favourable government policies (e.g. Devolution,
* Capacity building in governance issues
 | * High corruption levels
* Unexploited human resource base
 |

**11 b. SWOT Analysis**

|  |  |
| --- | --- |
| **Strengths*** Skilled labour force
* Critical positions filled
* Knowledgeable councillors
* Council has a networked administration system
* Availability of sand
 | **Opportunities*** Land for business centres and controlled centres expansion
* Support from Development Partners.
* Abundant Knowledge Base from Universities (ZOU, BUSE, ZEGU)
* Availability of media coverage
* Tourist attractions within the District
* Increased base of mining activities
* High demand of sand by upcoming developers
* Existence of newly constructed dams
* Availability of grants (ZINARA, IGFT)
 |
| **Weaknesses*** Aging road equipment
* Limited Funding to carry out developmental projects.
* Lack of arresting powers
 | **Threats*** Dwindling revenue base due to expansion of Bindura Municipality
* Unsustainable and illegal exploitation of natural resources and veld fires.
* Negative political interference into council operations.
* Human wild life conflict.
* Illegal settlements
* Environmental degradation through mining activities
 |

12. **MDA Programmes and Outcomes:**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Prog. Ref** | **Programme Name** | **Programme Outcome/s** | **Weight**  | **Responsible Department** | **Contributing MDAs/****Other Partners** | **Type of Contribution** | **Sector Outcome Ref.** | **National Outcome Ref** | **SDG Ref** |
| 1 | Governance and administration | Improved corporate governance and administration | 10% | Admin, Finance & Audit | Ministry of Finance and Economic DevelopmentPRAZMinistry of Local Government &Public WorksMin of LabourDevelopment Partners eg Silveira House, Commonwealth Local Government Forum | Technical supportTechnical support | 5,6,20 | 1,3 | 16,17 |
| 2 | Water, sanitation and hygiene | Improved water ,sanitation and hygiene(WASH)  | 20% | Technical Services | 1.District Development Fund2.Development partners3.Ministry of Health4. Ministry of Local Gvt | 1.Technical and Financial support2.Technical and Financial Support3.Technical Support4.Financial Support | 5,11,12,14 | 3,4,10 | 3,6 |
| 3 | Social service | Improved access to social services   | 20% | Admin HR and Social ServicesTechnical ServicesTechnical Services/AHRD& Social Services | 1.Development Partners2.MoHCC3.Min of Local Gvt 4.Public Works Department1.Ministry of Primary and Secondary Education 2.EMA3.MoHCC4.ZETDC5.Ministry of Mines6.Ministry of Lands7.Ministry of Youth Sports and Culture8.Development Partners9.Sports and recreation Commission | 1.Technical and Financial Support2.Technical and Financial Support3. Financial Support4.Technical Support1.Technical and Financial Support2.Technical and Financial Support3.Technical Support4. Technical Support5.Technical Support6. Technical Support7. Technical Support8. Technical Support9. Technical Support | 5,8,17,23,24 | 3,4,5,8,9,10 | 1,3,4,5,10,11, |
| 4 | Roads | improved road network | 25% | technical | ZINARA Ministry of TransportDDF | financial supporttechnical supporttechnical support | 13,15 | 1,3,7 | 9,10 |
| 5 | Public safety and security services | enhanced public safety and security | 5% | technical | ZRP ZESAGuard alert BirdcockParks and Wildlife | technical support technical support technical support technical supporttechnical support | 17,18 | 8 | 11 |
| 6 | Natural resources, conservation and management | improved natural resources conservation and environmental management | 20% | technical | EMAForestry commission ZRPZINWAParks and wildlife AGRITEXDAPPSilveira HouseMin of Mines | financial supporttechnical supporttechnical supporttechnical supporttechnical supporttechnical supportfinancial supportfinancial and technical supportcapacity buildingregulatory support | 7  | 6 | 9,11,12,13,14,15 |

**13. Policies Applicable for Council:**

|  |  **External Policy** | **Programme Ref** | **Internal Policy** | **Programme Ref** |
| --- | --- | --- | --- | --- |
|  | National water policy | 2,6 | Transport Policy | All progs |
|  | National Gender policy | All progs | Staff Recruitment, Promotion and Staff Development Policy | 1 |
|  | National employment policy | 1 | Natural resources protection by-laws  | 6 |
|  | National HIV & AIDs policy | 1,2,3,4,5,6 | Code of Conduct (Grade 10 – 11 employees) | All progs |
|  | National Health Policy | All progs | Bindura RDC Code of Conduct (gr 10 – 11 employees) | All progs |
|  | Fiscal Policy | All progs | Council Annual Budget  | All progs |
|  | National Housing policy  | 3 | Council Resolutions | All progs |
|  | Land Policy | 3,6 | Strategic Plan | All progs |
|  | National Youth Policy | 1,3 | Council By-Laws | All progs |
|  | National Budget | All progs | Internal Audit charter | 1 |
|  | Education Policy | 3 | Bindura RDC Gender Policy | All progs |
|  | National Energy Policy | 1,2,5,6 | Clients Service Charter | All progs |
|  | SDGs  | All progs | Bindura RDC HIV/AIDs Policy | All progs |
|  | National Environment Policy  | 6 | **Fire management Policy** | 6 |
|  | Food and Nutrition Policy  | 3 |  |  |
|  | Model Building By-laws | 3 |  |  |
|  | National human settlement policy (Nov 2020) | 3 |  |  |
|  | Civil Protection Act [Chapter 10:06 | 2,3,4,5 |  |  |
|  | Environmental Management Act [Chapter 22:19] | 6 |  |  |
|  | Education Act [Chapter 25:04] | 3 |  |  |
|  | Roads Act [Chapter 13:18] | 3,4,5 |  |  |
|  | Public health Act [Chapter 15:09] | 3 |  |  |
|  | Road Traffic Act [Chapter 13:11] | 3,4,5 |  |  |
|  | Public Procurement and Disposal of Public Assets [Chapter 22:23]  | All progs |  |  |
|  | Public finance Management Act Chapter 22:19) | 1 |  |  |
|  | Labour Act (28:01) | 1 |  |  |
|  | NSSA Act (17:04) | 1 |  |  |
|  | Traditional Leaders Act [Chapter 29:17] |  |  |  |
|  | Provincial Councils and Administration Act [Chapter 29:11] |  |  |  |
|  | Regional, Town and Country Planning Act [Chapter 29:12] |  |  |  |
|  | Shop Licences Act [Chapter 14:17] |  |  |  |
|  | Housing and Standards Control Act [Chapter 29:08] |  |  |  |
|  | Local Authorities Employees (Pension Schemes) Act [29:09] |  |  |  |
|  | Communal Lands Act [Chapter 20:04] |  |  |  |
|  | Traditional Beer Act [Chapter 14:24] |  |  |  |
|  | Stock Trespass Act [Chapter 19:14] |  |  |  |
|  | Cemeteries Act [Chapter 5:04] |  |  |  |
|  | Liquor Act [Chapter 14:12] |  |  |  |
|  | Housing and Building Act (Chapter 22:07) |   |  |  |
|  | Accounting policy and procedure manual |  |  |  |
|  | Collective Bargaining Agreement SI 87/2017 |  |  |  |
|  | Health and Safety Policy |  |  |  |
|  | Accounting Procedures Manual |  |  |  |

1. **CLIENT NEEDS/PROBLEMS ANALYSIS:**

|  |  |  |
| --- | --- | --- |
| **Direct Clients** | **Needs/Problems** | **Extent *(Magnitude/seriousness)*** |
| 1. **Ratepayers**
 | **Needs**Portable water | 37% of population |
| Health facilities | Chelvey (50%) , makaya (20%), simoona (35%), guhwa (40%), muchapondwa (40%) |
| Educational facilities  | Manhenga primary (100%), tamuka (100%) |
| Trafficable roads | 65% of road network |
| Reliable electricity | 55% of the households |
| Recreational Facilities | 9 (1 per every 2 wards) |
| Establishment of dumpsite | 1 (Nyava & Rutope) |
| Sewer Reticulation  | 2 (Rutope & Manhenga) business centres |
| Construction of public Toilets | 1 at Manhenga |
| Establishment of small Industries-Durawall type | 2 (Nyava & Rutope) |
| Vendors Market | 2 (Manhenga, rutope, nyava, muchapondwa & Mupandira, nyanhewe) |
| Bus Terminus | 3 (Rutope, Nyava . muonwe & Manhenga) |
| Fuel Service Station sites | 4 (Manhenga, muchapondwa, matepatepa & Nyava) |
| Road Naming | All 3 controlled centres |
| Street lighting | All 3 controlled centres  |
| Direction Signs | 6 strategic points  |
|  |  |  |
|  | **Problems** |  |
|  | Water borne diseases  | 5% of population |
|  | Illiteracy | 8% |
|  | Electrical power shortage  | 55% of the households |
|  | Drug and substance abuse  | 20% population |
|  | Land pollution  | 10% |
|  | Open defecation  | 18.4% |
|  | Mugging and thefts  | All 3 controlled centres  |
|  | Hitchhiking  | 3 (Rutope, Nyava & Manhenga) |
|  |  |  |
| 1. **Farmers**
 | **Needs**Trafficable roads  | 65% of road network |
| Standard market facilities | 2 (North and south constituencies) |
| Portable water | 37% of population |
| Information hubs/centres | 1 in the district |
|  |  |  |
|  | **Problems**  |  |
|  | Long journey time  | 65% of road network |
|  | Water borne diseases  | 5% of population |
|  | Increased vehicle maintenance costs | 100% of the vehicles  |
|  |  |  |
| 1. **Business community /Investors**
 | **Needs**Business stands | 100 |
| Consultation and feedback before budget endorsements | 100%  |
| Dumping sites  | 1 Bindura south constituency |
|  |  |  |
|  | **Problems** |  |
|  | Mushroom of illegal business structures  | 120 |
|  | Ratepayer Apathy  | 60%  |
|  | Pollution (land, water and air) | 10%  |
|  |  |  |
| 1. **Vendors**
 | **Needs**Trafficable roads | 65% of road network |
| Standard market stalls | 9 |
| Various payment systems | One money  |
|  |  |  |
|  | **Problems** |  |
|  | Lack of market stalls | 70% |
|  | Diseases outbreak | 5% |
| 1. **Transporters**
 | **Needs** |  |
| Trafficable Roads | 65% of road network |
|  |  |  |
|  | **Problems** |  |
|  | Increased transportation costs | 100%  |
|  | Increased vehicle maintenance costs | 100% of the vehicles |
|  |  |  |
| 1. **Councillors**
 | **Needs** Information  | 100% |
| Timeous payment of allowances | 100% |
| Capacitation/ training | All councillors |
|  |  |  |
|  | **Problems** |  |
|  | low uptake of technology | All Councillors |
|  |  |  |
| 1. **Employees**
 | **Needs**Good working conditions  | 100% |
| Capacitation  | 100% |
| Information  | 100% |
| Job security  | 100% |
|  |  |
| **Problems**  |  |
| Low morale | 15% |

1. **STAKEHOLDERS ANALYSIS**

|  |  |  |
| --- | --- | --- |
| **Direct Stakeholders** |  **Demands/ Expectations** | **Extent *(Magnitude/seriousness)*** |
| 1. **Regulators:NSSA, ZIMRA, PRAZ, RBZ, IPEC, EMA,**
 | Proper record keeping | 100% compliance |
| Subscriptions/ contributions/import duties/taxes | 100% compliance |
| Reports | 100% compliance  |
| 1. **Traditional Leaders**
 |  |  |
| Collaboration  | When there is need |
| Stands  | All approved stands for allocation to traditional leaders |
| Consultation  | When necessary |
| 1. **Development partners (NGOs, UNDP, UNHCR, UNICEF)**
 |  |  |
| Accountability of project funds | 100% compliance |
| Collaborative approach | 100% compliance |
| 1. **ARDCZ**
 | Subscriptions | 100% compliance |
| Accountability | 100% compliance |
| Transparency  | 100% compliance |
| 1. **Ministry of Local Gvt**
 | Monthly reports | 100% compliance |
| 1. **All ministries**
 | Collaboration  | 100% compliance |
| 1. **DDF**
 | Collaborative approach | 100% compliance |
| 1. **PSC**
 | Collaboration  | When need arises |

1. **STRATEGIES, ASSUMPTIONS, RISKS AND MITIGATIONS**

**Strategies: Game plan to achieve the targets**

**Assumptions: Positive factors that can assist in the achievement of the targets**

**Risks: Factors which militate against the achievement of results**

**Mitigation: Interventions to reduce the gravity or intensity of the damage**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Period** | **Strategies** | **Assumptions** | **Risks** | **Mitigations** |
| **Programme1: Governance and administration** |
| **Outcome1: Improved corporate governance and administration** |
| **Budget Year** | Digitalising Operations | System compatibility | Low uptake | Capacity building |
| Strengthen Capacity building  | Availability of funding | Skills flight | Improve conditions of service |
| Outsourcing Specialist Services |  Availability of Specialists | High costs of services | Due diligence |
| Re-capitalisation | Availability of equipment in the marketImproved revenue collection Grant disbursements  | High repair costRatepayer apathyLate grant disbursements  | Adhere to maintenance scheduleAwareness campaigns through various mediaRatepayer promotionsContinuous engagement with the parent Ministry |
| Investment promotion | Availability of resourcesAvailability of investment promotion agencies  | Changing investment climateBureaucracy  | Continous lobbyingCreating one stop investment centre |
| **2-3 Years** | Twinning with local and International Partners | Availability of partnersImproved International relations | Bottlenecks in decision making | Enhancing Ease of doing business |
| Strengthen Capacity building  | Availability of funding | Skills flight | Improve conditions of service |
| Outsourcing Specialist Services |  Availability of Specialists | High costs of services | Due diligence |
| Digitalising Operations | System compatibility | Low uptake | Capacity building |
| Re-capitalisation | Availability of equipment in the marketImproved revenue collection Grant disbursements  | High repair costRatepayer apathyLate grant disbursements  | Adhere to maintenance scheduleAwareness campaigns through various mediaRatepayer promotionsContinuous engagement with the parent Ministry |
| Investment promotion | Availability of resourcesAvailability of investment promotion agencies  | Changing investment climateBureaucracy  | Continous lobbyingCreating one stop investment centre |
| Upgrading softwares | Availability of suppliers and support services | Software upgradingFunding constraints  | Increasing revenue streams |
| **Period** | **Strategies** | **Assumptions** | **Risks** | **Mitigations** |
| **Programme 2: Water sanitation and hygiene** |
| **Outcome1: Improved water, sanitation and hygiene (WASH)** |
| **Budget year** | Promotion of Public Private Partnerships. | Strong collaboration | Competing priorities | Continuous engagement of partners |
|  | Promotion of community based participation and management | Community buy-in | Resistance and Interference  | Awareness Campaigns |
| Promotion of New Technologies | -Availibility of FundingHigh uptake of technology | -InflationCyber threats | Increase revenue streamsAwareness Campaigns |
| Promotion of Smart Settlements | Community buy-inAvailability of Funding | Continued illegal setllementsProhibitive Cost of implementation | Continuos engangement of relavant stakeholders.Phased out approach |
| Promotion of Sanitation Focused Participatory Health and Hygiene Education. | Community buy in | -Lack of resources to implement.-Resistance due to religious beliefs | Resource mobilisation.Continuos engangement |
| Promotion of Public Private Partnerships. | Strong collaboration | Competing priorities | Continuous engagement of partners |
| **2 – 3yrs** | Promotion of Public Private Partnerships. | Strong collaboration | Competing priorities | Continuous engagement of partners |
| Promotion of community based participation and management | Community buy-in | Resistance and Interference  | Awareness Campaigns |
| Promotion of New Technologies | -Availibility of FundingHigh uptake of technology | -InflationCyber threats | Increase revenue streamsAwareness Campaigns |
| Promotion of Smart Settlements | - Community buy-in--Availability of Funding | -Continued illegal setllements-Prohibitive Cost of implementation | Continuos engangement of relavant stakeholders.Phased out approach |
| **Period** | **Strategies** | **Assumptions** | **Risks** | **Mitigations** |
| **Programme 3: social service** |
| **Outcome 1: Improved access to social services** |
| **budget year**  | Establishment of Health Facilities | Land availability  | funding constraints | Engagement of development partners |
| Establishment of Education Facilities | Land availability  | Funding constraints | Engagmenent with PPPs |
| Establishment of sporting and recreational facilities | availability of land  | Long acquisition process of land | Contiunous engagement with community and landowners. |
| Acquisition of land for housing  | Land availabilityHigh Demand  | Resistance in acquisition of land | Continuous Engagement of community. |
| **2 – 3yrs** | Establishment of Health Facilities | Land availability  | Funding constraints | Engagement of development partners |
| Establishment of Education Facilities | Land availability  | Funding constraints | Engagmenent with PPPs |
| Establishment of sporting and recreational facilities | availability of land  | Long acquisition process of land | Contiunous engagement with community and landowners. |
| Acquisition of land for housing  | -Land is available-High Demand  | -Resistance in acquisition of land | -Continuous Engagement of community. |
| **Period** | **Strategies** | **Assumptions** | **Risks** | **Mitigations** |
| **Programme 4: Roads** |
| **Outcome : Improved road network** |
| **Budget year** | Construction of new roads | Community buy-in-Availability of funding and road equipment | Political interferenceCompeting demands | -Continuos engagement with community-Invest in modern equipment |
| **2-3yrs** | Construction of new roads | Community buy-in-Availability of funding and road equipment | Political interferenceCompeting demands | -Continuos engagement with community-Invest in modern equipment |
| **Period** | **Strategies** | **Assumptions** | **Risks** | **Mitigations** |
| **Programme 5: Public safety and security services** |
| **Outcome : Enhanced public safety and security** |
| **Budget year** | Promotion of public safety and security | -Capacity to enforce by-lawsSupport from stakeholders | - political interference/reluctancy-competing demands | -continous engagement with stakeholders-awareness campaigns- continuous development and review of by-laws  |
| Establishment of council police task force | -Availability of funding-Cooperation from the concerned parties | - reluctancy -lack of tools of trade  | -Continous engagement /law enforcement |
| **2 – 3yrs** | Outsourcing security services | -availability of funding | Increase in labour cost | Explore more revenue options to finance labour costs |
| **Period** | **Strategies** | **Assumptions** | **Risks** | **Mitigations** |
| **Programme 6: Natural Resources Conservation and management**  |
| **Outcome 1:Improved natural resource conservation and environmental management**  |
| **Budget year** | Enforcement of natural resources by - law | Capacity to enforceSupport from Stakeholders | community resistancecompeting demands | awareness campaignsContinuos Engagement with stakeholders. |
| **2 – 3yrs** | Enforcement of natural resources by - law | Capacity to enforceSupport from Stakeholders | community resistancecompeting demands | awareness campaignsContinuos Engagement with stakeholders. |
|  | Establishment of GIS and remote technologies in environmental monitoring | Support from environmental management partners | Limited expertise to operate technology | User training/ capacitation |
|  | Establishment of community virtual groups | Community awareness towards trending environmental issues | Community members hostility | Environmental education in all sectors |

**SECTION B: PERFORMANCE FRAMEWORK FOR THE MDA**

1. **Programme Performance Framework**

**17.a Outcome Performance Framework**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Ref** | **Outcome Description** | **KPI:** | **Measurement Criterion (time;$;rate;etc)** | **Baseline** | **TARGETS** |
| **2021** | **2022** | **2023** | **2024** | **2025** |
| **Year**  | **Value**  | **T** | **ALV** | **T** | **ALV** | **T** | **ALV** | **T** | **ALV** | **T** | **ALV** |
|  | Improved corporate governance and administration | Clients satisfaction rate |  % | 10 | 2020 | 35 | +/-3.5 | 40 | +/-4 | 50 | +/-5 | 55 | +/-5 | 60 | +/-6 |
| Compliance levels | % | 100 | 2020 | 100 | 0 | 100 | 0 | 100 | 0 | 100 | 0 | 100 | 0 |
| Employee satisfaction | % | 50 | 2020 | 55 | +/-4 | 60 | +/-5 | 65 | +/-5 | 70 | +/-5 | 75 | +/-5 |
| Budget execution rate(Budget performance) | % | 25 | 2021 | 65 | +/-6 | 65 | +/-6 | 65 | +/-7 | 70 | +/-7 | 75 | +/-8 |
|  | improved water sanitation and hygiene | Potable water coverage | % |  | new | 40 | +/-4 | 50 | +/-2 | 60 | +/-6 | 65 | +/-6 | 70 | +/-7 |
| Refuse collection coverage | % |  | new | - | 0 | 25 | +/-2 | 50 | +/-5 | 75 | +/-7 | 100 | +/-10 |
| Refuse collection frequency | Number |  | new | - | 0 | 48 | +/-4 | 52 | +/-4 | 52 | +/-4 | 52 | +/-4 |
| Walking distance to water points | Mtrs | 1000 | 2020 | 1000 | 0 | 850 | +/-10 | 700 | +/-10 | 650 | +/-10 | 600 | +/-10 |
| ODF villages | Number |  | 2020 | 100 | 0 | 40 | +/-10 | 2 | +/-10 | 2 | +/-10 | 2 | +/-10 |
|  | Improved access to social services | Distance travelled to nearest health centre  | Km |  |  | 10 | +/-1 | 8 | +/-1 | 7 | +/-1 | 6 | +/-1 | 5 | +/-1 |
| Distance travelled to nearest educational facilities  | Km |  |  | 10 | +/-1 | 9 | +/-1 | 7 | +/-1 | 6 | +/-1 | 5 | +/-1 |
| Percentage allocated on the housing waiting list/backlog clearance rate | % |  |  | 20 | +/-2 | 20  | +/-2 | 40 | +/-2 | 50 | +/-2 | 60 | +/-2 |
|  | Improved road network | Coverage of road network | Km |  |  | 709 | +/-10 | 720 | +/-10 | 725 | +/-10 | 730 | +/-10 | 735 | +/-10 |
| Trafficability | % |  |  | 40 | +/-10 | 45 | +/-2 | 50 | +/-10 | 55 | +/-10 | 65 | +/-10 |
| Improved natural resource conservation and environmental management | Incidences of poaching (natural resources) | % |  |  | 70 | +/-10 | 50 | +/-10 | 30 | +/-10 | 25 | +/-2 | 20 | +/-2 |

 T = Target; ALV = Allowable Variance

**18. Outputs Performance Framework**

| **No. & Prog. Code** | **Outputs** | **5 year target** | **Baseline** | **Current Year** | **Targets** |
| --- | --- | --- | --- | --- | --- |
| **2021** | **2022** | **2023** | **2024** | **2025** |
| **Value** | **Year** | **T** | **A** | **ALV** | **T** | **ALV** | **T** | **ALV** | **T** | **ALV** | **T** | **ALV** |
| **Programme 1: Governance and administration**  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Outcome 1:Improved corporate governance and administration** |  |  |  |  |  |  |  |  |  |  |  |  |
| OP 1.1 | Council policies formulated | 8 | 1 | 2020 | 2 |  | 0 | 22 | 0 | 2 | 0 | 1 | 0 | 1 | 0 |
| OP 1.2 | Monitoring and evaluation reports produced | 60 | 12 | 2020 | 12 | 12 | 0 | 12 | 0 | 12 | 0 | 12 | 0 | 12 | 0 |
| OP 1.3 | Stakeholder engagement programmes conducted | 15 | 2 | 2020 | 3 | 3 | 0 | 3 | 0 | 3 | 0 | 3 | 0 | 3 | 0 |
| OP 1.4 | Revenue collected | 100% | 26 | 2020 | 90% | 45% | +/-10% | 90% | +/-10% | 90% | +/-10% | 90% | +/-10% | 90% | +/-10% |
| OP 1.5 | Statutory obligations paid | 60 | 12 | 2020 | 12 |  | 0 | 12 | 0 | 12 | 0 | 12 | 0 | 12 | 0 |
| OP 1.6 | Financial statements audited | 5 | 1 | 2020 | 1 |  |  | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 |
| OP 1.7 | Council budget consolidated | 5 | 1 | 2020 | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 |
| OP 1.8 | Council systems computerised | 3 |  | new | 1 | - |  | 1 |  | 1 |  | - |  | - |  |
| **Programme 2: Water, sanitation and hygiene (WASH)** |  |  |  |  |  |  |  |  |  |  |  |
| **Outcome 1: Improved water, sanitation and hygiene (WASH)** |  |  |  |  |  |  |  |  |  |  |  |  |
| OP 1.1 | Solid waste collected  | 4260M³ |  | new | 0 |  |  | 1040 | +/-10 | 1040 | +/-10 | 1090 | +/-10 | 1090 | +/-10 |
| OP 1.1 | Dumpsite constructed  | 1 |  | new |  |  |  | 1 |  | 1 |  | - |  | - |  |
| OP 1.2 | Water reticulation network/system constructed | 1 |  | new |  |  |  | 50% | +/-5 | 50% | +/-5 | - |  | - |  |
| OP 1.3 | Water points established /borehole drilled | 30 | 3 | 2020 | 5 | 2 |  | 5 | +/-1 | 10 | +/-5 | 5 | +/-1 | 5 | +/-1 |
| **Programme 3: Social Services** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **OUC 1: Improved access to social services** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| O.P1.1 | Educational facilities constructed | 8 | 0 | 2020 | - |  |  | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 |
| O.P1.2 | Stands allocated | 2000 | 223 | 2020 | 200 | 111 |  | 100 | +/-30 | 500 | +/-30 | 1000 | +/-30 | 400 | +/-30 |
| O.P1.3 | Housing developments regularised | 1 |  | New |  | - |  | 1 | 0 | 1 | 0 | - |  | - |  |
| O.P1.4 | Health centre facilities constructed | 9 |  | 2020 | 1 | 1 | +/-1 | 2 | +/\_1 | 2 | +/-1 | 2 | +/-1 | 2 | +/-1 |
| **Programme 4: Roads** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Outcome 1: improved road network** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| OP 1.1 | Roads maintained | 1250 | 154 | 2020 | 250 | 164.7 |  | 250 | +/-25 | 250 | +/-25 | 250 | +/-25 | 250 | +/-25 |
| OP 1.2 | Roads constructed | 59 | 300 | 2020 | 4 | 12 |  | 4 | +/-1 | 25 | +/-1 | 12 | +/-1 | 14 | +/-1 |
| OP 1.3 | Bridges constructed/maintained | 9 | 1 | 2020 | 1 | 1 |  | 2 |  | 2 |  | 2 |  | 2 |  |
| **Programme 5: Public safety and security services** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Outcome 1: enhanced public safety and security** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| OP 1.1 |  Awareness campaigns held  | 8 |  | New | - | 0 |  | 2 |  | 2 |  | 2 |  | 2 | 0 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Programme 6: Natural resources, conservation and management** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Outcome 1: improved natural resource conservation and environmental management**  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| OP 1.1 | Awareness campaigns conducted | 61 | 10 | 2020 | 10 | 20 | 0 | 10 | +/-1 | 21 | +/-1 | 10 | +/-1 | 10 | +/-1 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

 **T = Target A = Actual AV = Actual Variance ALV = Allowable Variance**

**19. Programme Budget**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Programme** |  | **Programme Outputs** | **Budget Last Year** | **Budget Current Year** | **Budget Year 1** | **Budget Year 2** | **Budget Year 3** | **Budget Year 4** | **Budget Year 5** |
| **Programme 1: Governance and administration** | **Sub-Prog 1.** | **-Council policies formulated****-Monitoring and evaluation reports produced****-Stakeholder engagement programs conducted****-Revenue collected****-statutory obligations paid****-Financial statements audited****-Council budget consolidated****-Council systems computerised** |  |  |  61 641 500 | **67805650** | **74586215** | **82044836.50** | **90249320.15** |
|  |  |  |  |  |  |  |  |
| **Total Programme Budget** |  |  |  |  61 641 500 | **67805650** | **74586215** | **82044836.50** | **90249320.15** |
| **Programme 2: Water sanitation and hygiene** | **Sub-Prog 1.** | **Solid waste collected****-Water reticulation network/system constructed****-Water points established/borehole drilled** |  |  | 1 105 649 500 | **1216214450** | **1337835895** | **1471619484.50** | **1618781432.95** |
|  |  |  |  |  |  |  |  |
| **Total Programme Budget** | **-** |  |  | 1 105 649 500 | **1216214450** | **1337835895** | **1471619484.50** | **1618781432.95** |
| **Programme 3: Social service** |  | **Educational facilities constructed****-Stands allocated****-Housing devlopments regularised****-Health centres facilities constructed** |  |  |  826 825 900 | **909508490** | **1000459339.00** | **1100505272.90** | **1210555800.19** |
|  |  |  |  |  |  |  |  |  |
| **Sub – prog3**  |  |  |  |   |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| **Total Programme Budget**  |  |  |  |  826 825 900 |  826 825 900 | **909508490** | **1000459339.00** | **1100505272.90** |
| **Programme 4: Roads** |  | **-Roads maintained****-Roads constructed****-Bridges constructed/maintained****-Roads furniture and facilities ins** |  |  |  607182 690 | **667900959** | **734691054.9** | **808160160.39** | **888976176.43** |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| **Total Programme Budget** |  |  |  |  607 182 690 | **667900959** | **734691054.9** | **808160160.39** | **888976176.43** |
| **Programme 5: Public safety and security service**  |  | **-Awareness campaigns held** |  |  | **4 680 000** | **5148000** | **5662800** | **6229080** | **6851988** |
|  |  |  |  |  | **4 680 000** | **5148000** | **5662800** | **6229080** | **6851988** |
|  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| **Programme 6: Natural resources conservation management**  | **Sub-Prog 1.** | **-Awareness campaigns**  |  |  | **48 200 000** | **53020000** | **58322000** | **64154200** | **70569620** |
|  |  |  |  |  |  |  |  |
| **Sub-Prog 2** |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| **Sub-Prog 3** |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| **Total Programme Budget** |  |  |  | **48 200 000** | **53020000** | **58322000** | **64154200** | **70569620** |
| **TOTAL MDA BUDGET** |  |  |  | **2654179179590** | **2919597549** | **3211557303.90** | **3532713034.29** | **3885984337.72** |

**20. Human Resources for the Strategic Period.**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Category**  | **Programme 1** | **Programme 2** | **Programme 3** | **Programme 4** | **Programme 5** | **Programme 6** | **Ministry Total Personnel Requirements By Category** |
| **1** | Top Management  | **4** | **0** | **0** | **1** | **0** | **0** | **5** |
| **2** | Middle Management | **3** | **1** | **1** | **0** | **0** | **1** | **6** |
| **3** | Supervisory Management | **2** | **2** | **0** | **0** | **0** | **0** | **4** |
| **4** | Operational and Support staff | **11** | **1** | **0** | **15** | **12** | **3** | **44** |
| **5** | **Total** | **20** | **1** | **4** | **16** | **12** | **4** | **57** |

**21. Other Resources**

1. **Materials, Equipment and ICTs**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Materials/****Equipment /ICT**  | **2021** | **2022** | **2023** | **2024** | **2025** |
| **Quantity** | **Cost**  | **Quantity**  | **Cost**  | **Quantity**  | **Cost**  | **Quantity**  | **Cost**  | **Quantity**  | **Cost**  |
| Motor Vehicle | 4 | 32,400,000.00 | 5 | 56 500 000  |  | 165538464 | **-** | **-** | **-** | **-** |
| Backhoe loader  | 1 | 14,400,000.00 | 1 | 41250000 | 1 | 72000000 | **-** | **-** | **-** | **-** |
| Motorised Water bowser  | 1 | 72,000,00.00 | 1 | 15000000 | 1 | 64000000 | **-** | **-** | **-** | **-** |
| Refuse tractor and dumper |  |  |  |  | 1 | 56000000 |  |  |  |  |
| Tipper truck 15m³ |  |  |  |  | 1 | 70400000 |  |  |  |  |
| Motorised grader  | 1 | 25,200,000.00 | 1 | 30000000 | 1 | 160000000 | **-** | **-** | **-** | **-** |
| ICT upgrade  | 1 | 2,700,000.00 | 1 | 6000000 | - | 8000000 | **-** | **-** | **-** | **-** |
| Main office solar  | 1 | 1350000.00 | 1 | 3000000 | - | 8000000 | **-** | **-** | **-** | **-** |
| laptop  |  |  | 6 | 1440000 | 7 | 7480000 | **-** | **-** | **-** | **-** |
| Photocopier |  |  | 1 | 195000 | - | **-** | **-** | **-** | **-** | **-** |
| Plotter  |  |  | 1 |  2,500,000.00  | - | **-** | **-** | **-** | **-** | **-** |
| Engineering softwares(GIS,Google earth,Plex earth,Autocad ,Civil 3D,Quantity survey,Microsoft Project) |  |  | 2 |  1,300,000.00  | 3 | 4800000 | **-** | **-** | **-** | **-** |
| Computer Accessories(Harddrives,mouse, smart phones etc) |  |  | 8 |  2,080,000.00  | 1 | 400000 |  | **-** | **-** | **-** |
| Desktop |  |  | 2 | 900000 | 4 | 1720000 | **-** | **-** | **-** | **-** |
| Printers |  |  | 2 | 300000 | 6 | 2240000 | **-** | **-** | **-** | **-** |
| Office desks |  |  | 4 | 900000 | 4 | 1920000 | **-** | **-** | **-** | **-** |
| Solar staff house |  |  | 12 | 10800000 | 13 | 31200000 | **-** | **-** | **-** | **-** |
| Filing cabinets |  |  | 5 | 9000000 | 6 | 6400000 | **-** | **-** | **-** | **-** |
| Fan |  |  | 15 | 270000 | - | 720000 | **-** | **-** | **-** | **-** |
| Total station |  |  |  |  | 1 | 8000000 | **-** | **-** | **-** | **-** |
| Pneumatic roller |  |  |  |  | 1 | 72000000 |  |  |  |  |
| Refridgerators |  |  |  |  | 2 | 680000 |  |  |  |  |
| Heater |  |  |  |  | 12 | 192000 |  |  |  |  |
| Minibus |  |  |  |  | 1 | 16000000 |  |  |  |  |
| Boardroom chairs |  |  |  |  | 21 | 2016000 |  |  |  |  |
| Furniture |  |  |  |  | 1 | 960000 |  |  |  |  |
| Cellphones |  |  |  |  | 2 | 1120000 |  |  |  |  |
| Executive chairs |  |  |  |  | 3 | 360000 |  |  |  |  |
| Server |  |  |  |  | 1 | 4800000 |  |  |  |  |
| OA Printer |  |  |  |  | 1 | 4000000 |  |  |  |  |
| Survey drone |  |  |  |  | 1 | 32000000 |  |  |  |  |
| Office equipment |  |  |  |  | 1 | 2326152 |  |  |  |  |
| Excavator |  |  |  |  | 1 | 80000000 |  |  |  |  |
| Motorbikes |  |  |  |  | 3 | 3600000 |  |  |  |  |
| Road tools |  |  |  |  | 96 | 2448000 |  |  |  |  |

1. **Space Requirements**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| ***Location*** | **2021** | **2022** | **2023** | **2024** | **2025** |
| **Quantity (m2)** | **Cost** | **Quantity****(m2)** | **Cost** | **Quantity****(m2)** | **Cost** | **Quantity****(m2)** | **Cost** | **Quantity****(m2)** | **Cost** |
| **Offices** | **110** | **$2,000,000.00** | **500** | **$15000000.00** | **-** | **80000000** | **-** | **-** | **-** | **-** |

**ATTENDANCE REGISTER**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **NO** | **NAME** | **SEX** | **DESIGNATION** | **ORGANISATION** | **CELL NO** |
| 1 | B. Randazha | F | Social Service Focal Person | BRDC | 0772869796 |
| 2 | M. Nyikadzino | M | District Engineer | BRDC | 0718396741 |
| 3 | C.Chindewere | M | Environment Technician | BRDC | 0772904950 |
| 4 | K. Dzangare | M | Internal Auditor | BRDC | 0772286123 |
| 5 | Damiso K | M | Councillor | BRDC | 0718814837 |
| 6 | L.Zvarimwa | M | Councillor | BRDC | 0773522963 |
| 7 | B.Nyakudya | M | Councillor | BRDC | 0778368834 |
| 8 | A.Pedzisai | M | DHSA | Min of Health and Child Care | 0773231825 |
| 9 | C.Sosera | M | Councillor | BRDC | 0773850359 |
| 10 | G.Jonga | M | Council Chairperson | BRDC | 0772846246 |
| 11 | D.Kapondoro | M | CEO | BRDC | 0772917695 |
| 12 | R.Chipfuwa | M | District Development Coordinator | Min of Local Government and Public Works | 0773035379 |
| 13 | P.R.Mukuya | M | District Economist | Min of Local Government and Public Works | 0779569833 |
| 14 | C. Mazula | M | Youth Programs Officer | Ministry of Youth, Sports, Arts and Recreation | 0775661333 |
| 15 | T.Miti | F | Personnel Assistant | BRDC | 0772904951 |
| 16 | E. W. Mbozi | M | Facilitator | PSC | 0772488107 |
| 17 | M.Chatyoka | F | Councillor | BRDC | 0772537698 |
| 18 | B.Ananiah | F | Ass Admin,HR & Community Services | BRDC | 0773479358 |
| 19 | W.Nzvaura | M | District Coordinator | DDF | 0772891472 |
| 20 | C.Mahommadi | F | Procurement Officer | BRDC | 0777049355 |
| 21 | J.Dondo | F | Accountant | BRDC | 0773996110 |
| 22 | M. Madenga | F | Intern | BRDC | 0771338684 |
| 23 | G.Chigariro | M | Treasurer | BRDC | 0718889900 |
| 24 | E.Maringe | M | Councillor | BRDC | 0714105201 |
| 25 | B.Tafirenyika | M | Councillor | BRDC | 0774836220 |
| 26 | T.Madzvimbo | M | Planning Officer | BRDC | 0772810888 |
| 27 | A. Nhamo | M | CFA | Ministry of Local Governmenta and Public Works | 0772917453 |
| 28 | T. Tshabalala | F | DHPO | Ministry of Health and Child Care | 0771688617 |
| 29 | V. Muyambo | F | Intern | BRDC | 0786353772 |
| 30 | A.T Mandizha | F | PPPO | Ministry of Local Government and Public Works | 0775678699 |
| 31 | G. Kandini | F | Intern | BRDC | 0779843636 |
| 31 | A. Mazingaiso | M | D/D | Ministry of Local Government and Public Works | 0774573853 |