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Att: Mr. Knudsen

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AFRICAN NATIONAL CONG BESS

CONSTRUCTION, PLANNING Er MAINTENANCE

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NPA D?M 3

J No: HW/GO 3 21-08-90

NPA /

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Herewith please find the entTBEd Project Management Unit (PMU) organisational structure & Interim Financial Proposal in Dakawa-Mazimbu, proposed by the Planning Team to reorganize the present Construction Dept.

As per your request or query forwarded to ANC TGO, Lusaka as to how to implement the recommendation of the Morogoro-Seminar Ref: NPA-ANC. 0

Project Coordination Meeting held on the 11-05-90 in Dakawa.

In establishing the PMU responsible for the physical coordination of the different sections responsible for the physical Development in

Dakawa-Mazimbu namely:

I) Project Managers Office

II) Finance Department

III) Planning Department

IV) Workshops for Productidh&\$ervice

V) Construction Department

VI)t Maintenance Department

VII) Personnel Department

The introduction of this PMU structure is of vital importance to better efficiency and better management of this project. 0

The PMU organisational structure will not function at 100% due to present shortage of qualified administrative gr: tett'n1:21 32C ??rtt'n:l in some Departments. In the implementation of the recruiteieni ngw in the

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PRIVATE BAG MAZIMBU. MOROGORO, TANZANIA

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ates or more and the inputs plus the contribution from your office ie
hPi-Dit will be 4? great advantage to us.

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.MU secretariat composed of all Heads of Departments had three /

I) To set up the PMU organisational structure.

II) To set up urgent Projects.

III) To work out the PMU recruitment plan & wage career structure
for the Donors Conference (Project Package). 1'4

IV) Priorities for 1991 NPA Budget.

V.

One of the main conclusion and recommendations of the Workshop is that
the success of creating a functional Dku Development Organization with
qualified ANC personnel may to a large extent depend on the introduction
of a wage system.

The PMU secretariat had to work out the Interim Financial Proposals
for the remaining 5 months of the year based itself on suggestions of all
Departments.

The Interim Financial Proposals take into consideration the three main
factors:

I) Qualifications

II) Experience

III) Responsibilities

The introduction of this Interim Financial Proposals for the PMU secretariat
and personnel should not be viewed or considered as a vehicle to higher
incentives but a vehicle to improve efficiency in production activities
and motivation to younger technocrats and workforce.

As per our agreements between NPA Resident Representative, ANC Project
Manager and his Deputy ie myself that we should use or utilise the
remaining votes-funds of 2340 Dakawa workers allowance in NPA 1990 Budget
until the final budget is presented to the Donors Conference early next
year.

We would appreciate your early repiy on the matter. Your cooperation
will highly be appreciated. We remain

Yours very truly

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BIZZAH LEGOBYE

Act. Proj. Manager

cc. TG Office Lusaka

cc. All Heads of Dept.