



NATIONAL HIV/AIDS/STI/TB COUNCIL DEVOLUTION PLAN

**DEVOLUTION OF POSITION OF DISTRICT AIDS COORDINATION ADVISOR, TO BE CALLED
DISTRICT HIV/AIDS MAINSTREAMING PLANNER**

**9/17/2015
NATIONAL HIV/AIDS STI/TB/COUNCIL**

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1.0 INTRODUCTION

1.1 Back Ground to the Devolution Process

The National HIV/AIDS/STI/TB/COUNCIL is a statutory body under the Ministry of Health created by an Act of Parliament known as the National HIV/AIDS/STI/TB Council Act of 2002. The Ministry of Health (Primary Health Care) is among the thirteen Government Ministries and Institutions that are required to devolve some of their functions in accordance with the provisions of the Decentralisation Policy of 2013. As a requirement, an institutional devolution plan needs to be developed to guide the devolution process. This action plan is therefore a fulfilment of the devolution process requirements as per the sector devolution guidelines issued by the Decentralisation Secretariat under the Ministry of Local Government and Housing.

1.2 Broader Public Sector Reform Programme

The Government of the Republic of Zambia launched the Public Service Reform Programme (PSRP) in November, 1993 with the aim of improving the delivery, of efficient quality cost effective public services to the citizenry. The PSRP was targeted at three main components, namely the Public Service restructuring, management and human resource improvement and the decentralisation and strengthening Local Government. The restructured Public Service is envisaged to streamline functions, structures, establishments and operations of Government. The management and human resource improvement is aimed at organisational efficiency and accountability while the decentralised local Government is aimed at taking authority, control and utilisation of resources as close to the people as possible through their Local Authorities.

1.3 The National Decentralisation Policy

The vision of Government is to establish a decentralised system of governance within a unitary State with the main objective of empowering its citizenry with the capacity to control their own local affairs and foster meaningful development to provincial, district and sub-district levels.

The underpinning rationale of devolution is premised on the belief that the local representatives are best placed to know and understand the nature of local needs. Therefore locally specified plans tailored to the local context are likely to motivate a more effective and efficiently implementation by the local staff.

One of the objectives of the Decentralisation policy is to coordinate gender and HIV/AIDS mainstreaming in all the councils. NAC therefore would like to facilitate the actualisation of this objective by actively engaging Government in the implementation of the decentralisation policy through this plan.

1.4 The NAC Institution Devolution Action Plan (NAC-IDAP)

This NAC- IDAP is a culmination of a series of meetings with the Decentralisation Secretariat, the Devolution sensitisation workshops and the decentralisation implementation plan meeting held in Kabwe in 2013. Four (4) NAC staff members were incorporated in the Ministry of Health Devolution Task Team which has been drafting and refining the Ministry and institutional Devolution plans. NAC was requested to develop a separate plan to deal with the component of devolving the functions of coordination of HIV/AIDS mainstreaming as it had some peculiar differences especially in the staffing arrangements as the District AIDS Coordination Advisors (DACAs) are not mainstream Government employees but are on a project arrangement.

1.4.1 Objectives of the NAC-IDAP

The objectives of the NAC-IDAP are to:

- a) Define the functions to be devolved from NAC to the councils;
- b) Articulate the policies, legislation and administrative circulars and regulatory framework that hinder institutional devolution and should be reformed;
- c) In consultation with the Management Development Division at Cabinet Office and the Local Government Service Commission, provide for an appropriate organisational structure that is part of the Council's management framework with appropriate staffing positions, roles, responsibilities and reporting relationships;
- d) Provide a clear roadmap of how NAC is going to implement the devolution of functions to the councils;
- e) Provide a listing of staff and assets to be transferred to the Councils;
- f) Articulate modalities for improved funding to the councils for HIV/AIDS and gender mainstreaming programmes ; and
- g) Propose coordination mechanisms for effective delivery of services at local level.

2.0 DEFINITION OF FUNCTIONS TO BE DEVOLVED AND THOSE TO REMAIN WITHIN THE COUNCIL SECRETARIAT

This chapter outlines the mandates and functions of the National AIDS Council. It also gives the working definitions of some of the terms connected to the functions to be devolved and those to be retained by the Secretariat.

For the purpose of this plan, unless the context requires otherwise, the following terms will be defined as follows:

- a) CATF- Community AIDS task Force
- b) DACA- District AIDS Coordination Advisor
- c) DATF- District AIDS Task Force
- d) PATF- Provincial AIDS Task Force
- e) PLWHIV- People Living With HIV
- f) HIV/AIDS Gender Mainstreaming- Making HIV/AIDS and gender an integral part of the routine sector or institutional developmental programming
- g) EIA- Environmental Impact Assessment in relation to HIV/AIDS and gender
- h) EIMP- Environmental Impact Mitigation Plan in relation to HIV/AIDS and gender.

2.1 The Vision and Mission Statement of NAC.

The vision of NAC is a Zambia free from the treat of HIV and AIDS while its mission is to provide leadership and a well-coordinated multi-sectoral national response ti HIV and AIDS.

2.2 The mandates of NAC

The National HIV/AIDS/STI/TB Council Act (2002) has outlined the functions of the Council as follows:

- a) To support the development and coordination of policies, plans and strategies for the prevention and combating of HIV, AIDS, STI and TB for health and other institutions concerned with the prevention of HIV, AIDS, STI and TB;
- b) Advise Government, health institutions and other organizations on policies strategies and plans to prevent and combat HIV, AIDS, STI and TB;
- c) Ensure provision and dissemination of information and education on HIV, AIDS, STI and TB;
- d) Develop a national HIV, AIDS, STI and TB research agenda and strategic plan which shall include the quest for a cure for HIV, AIDS as one of the research priorities;
- e) Support programmes relating to prevention, care, and treatment of HIV, AIDS, STI and TB;
- f) Mobilise resources to promote and support identified priority interventions including research in areas related to HIV, AIDS, STI and TB;
- g) Provide technical support and guidelines to health and other institutions involved in the Prevention and treatment of HIV, AIDS, STI and TB
- h) Care and support of persons infected in relation to HIV, AIDS, STI and TB
- i) collaborate with other research institutions in relation to HIV, AIDS, STI and TB
- j) Undertake such other activities as are conducive or incidental to its functions under this Act.

2.3 The Functions of the NAC Secretariat (National and Sub-national)

The NAC Secretariat, which includes the sub-national structures, is mandated to “implement the Council’s decisions” including the development of technical guidelines for coordination of the multi-sectoral national response in order to facilitate the following:

- a) Prevention of HIV, AIDS, STI and TB, and care of persons infected with HIV, AIDS, STI and TB
- b) Ensure accessibility of HIV, AIDS, STI and TB information to the public throughout the country
- c) assist in the development of guidelines for screening of blood, and blood related products in accordance with international standards in order to prevent the spread of HIV/AIDS, STI and TB
- d) in consultation with health institutions and other stakeholders develop guidelines for community based care for combating HIV, AIDS, STI and TB and develop mechanisms for linkages between community based and other health care systems
- e) In consultations with other institutions involved in the fight against HIV, AIDS, STI and TB develop strategies for appropriate interventions targeted at the most vulnerable populations including key populations.
- f) develop mechanisms and guidelines to ensure speedy, effective and direct delivery of resources, materials to affected communities and groups
- g) Development of guidelines for HIV Counselling and testing for persons infected with or affected by HIV, AIDS, STI and TB
- h) Develop a databank for HIV, AIDS, STI and TB
- i) develop guidelines for securing human rights of persons with HIV and AIDS
- j) To strengthen the collaboration between traditional health practitioners and conventional practitioners dealing with HIV and AIDS
- k) The formation of support groups to combat stigmatization, discrimination, and denial in respect of HIV and AIDS
- l) Perform any other function assigned to it by the Council.

2.4 Functions to Remain at Secretariat (National & Provincial Levels)

After devolution, the following functions will be retained at Secretariat level, i.e. at National and Provincial levels:

2.4.1 At NAC Headquarters- National level

The following functions will remain the responsibility of the central level;

- a) To support the development and coordination of policies, plans and strategies for the prevention and combating of HIV, AIDS, STI and TB for health and other institutions concerned with the prevention of HIV, AIDS, STI and TB;
- b) Advise Government, health institutions and other organizations on policies strategies and plans to prevent and combat HIV, AIDS, STI and TB;
- c) Development of a national HIV, AIDS, STI and TB research agenda and strategic plan which shall include the quest for a cure for HIV, AIDS as one of the research priorities;

- d) Mobilisation of resources to promote and support identified priority interventions including research in areas related to HIV, AIDS, STI and TB
- e) Assist in the development of guidelines for screening of blood, and blood related products in accordance with international standards in order to prevent the spread of HIV/AIDS, STI and TB
- f) In consultation with health institutions and other stakeholders develop guidelines for community based care for combating HIV, AIDS, STI and TB and develop mechanisms for linkages between community based and other health care systems
- g) In consultations with other institutions involved in the fight against HIV, AIDS, STI and TB develop strategies for appropriate interventions targeted at the most vulnerable populations including key populations.
- h) Development of guidelines for HIV Counselling and testing for persons infected with or affected by HIV, AIDS, STI and TB
- i) Development of a databank for HIV, AIDS, STI and TB
- j) Development of guidelines for securing human rights of persons with HIV and AIDS
- k) Preparation of national and international reports to fulfil national and international reporting obligations

2.4.2 Functions to be devolved to District Level will include the Following:

- a) Support programmes relating to prevention, care, and treatment of HIV, AIDS, STI and TB;
- b) Mobilise resources to promote and support identified priority interventions including research in areas related to HIV, AIDS, STI and TB;
- c) Provide technical support and guidelines to health and other institutions involved in the Prevention and treatment of HIV, AIDS, STI and TB
- d) Care and support of persons infected in relation to HIV, AIDS, STI and TB
- e) collaborate with other research institutions in relation to HIV, AIDS, STI and TB
- f) Undertake such other activities as are conducive or incidental to its functions under this Act.
- g) Prevention of HIV, AIDS, STI and TB, and care of persons infected with HIV, AIDS, STI and TB
- h) Ensure accessibility of HIV, AIDS, STI and TB information to the public at sub national level
- i) develop mechanisms and guidelines to ensure speedy, effective and direct delivery of resources, materials to affected communities and groups
- j) To strengthen the collaboration between traditional health practitioners and conventional practitioners dealing with HIV and AIDS
- k) The formation of support groups to combat stigmatization, discrimination, and denial in respect of HIV and AIDS
- l) Maintain district data base and conduct routine data collection and preparation of district quarterly and annual reports
- m) Perform any other function assigned to it by the Council and/or the Centre.

2.0 ASSESSMENT OF ORGANISATIONAL STRUCTURE IMPLICATIONS ON NAC AND COUNCILS AND RECOMMENDATIONS

This Chapter assess the implications of devolution and makes recommendations for appropriate organisational structures to be established at different levels to effectively deliver the devolved functions. At National level NAC has already restructured its organogram and realigned the functionaries to the core business of NAC at national and provincial levels.

3.1 Current Organisational Structure at National and Provincial level.

The Secretariat is headed by the Director General. The Finance Department, Human Resource Management, Knowledge Management and Donor Coordination Units are all directly under the Office of the Director General. There are two Directorates, one for Programmes and the other for Policy and Planning. They are each headed by a Director.

3.2 Provincial level

The provincial office has two members of staff. The Provincial AIDS Coordination Advisor heads the provincial office and is supported by the Provincial Information Technology, Monitoring and Evaluation Officer. The provincial Office is supported by the Provincial AIDS Task Force Committee (PATF)

3.3 The District Level

The District Office is run by the District AIDS Coordination Advisor who is supported by the District AIDS Task Force Committee (DATF)

3.4 Organisational Structure Implications of Devolution at National and Provincial Levels

There will be little or no change at all at national and provincial levels. Therefore little or no implications are expected at the two levels.

3.5 Organisational Structure Implications of Devolution at District level

There will be both structural and reporting relationships implications at the District level. Currently the DACA is conveniently structured within the District Administration Office. He reports to the District Commissioner (DC) administratively and programmatically to the Provincial AIDS Coordination Advisor. The DATF which is a Sub-Committee of the District Development Coordination Committee gives legitimacy to the establishment of the office of the DACA via the Cabinet Circular No 1 of 1995. The DDCC is chaired by the District Commissioner and the DATF is chaired by the District Administrative Officer. In view of the devolved functions of the DACA into the Councils there will be need to realign both the DATF and the DACA into the Council.

3.5.1 Recommendations

- a) The DACA will need to be realigned from the Office of The District Commissioner to the Council Planning Department. The proposed Terms of Reference for the District HIV/AIDS mainstreaming Planner are provided in annex 1.
- b) The DACAs title will need to Change from DACA to District HIV/AIDS Mainstreaming Planner

- c) The DATF will also need to be re-aligned into the Council as a Standing Committee to be known as District HIV/AIDS/ Gender Committee (DAGC)
- d) The Community AIDS Task Force will need to be re-aligned into the Ward development Committee as a standing sub-committee to be known as Community HIV/AIDS/Gender Committee (CAGC)

3.5.2 Title and Job Description

The current District AIDS Coordination Advisor shall be changed to “**District HIV/AIDS Mainstreaming Planner**”. The job description and key result areas shall include but not limited to the following:

- a) Provide Policy Guidance to Councils on the national decentralised multi-sectoral response
- b) Support the Planning Department to mainstream HIV/AIDS and gender in all developmental plans.
- c) Support the sub-district structures in mainstreaming HIV/AIDS in all sub-district developmental plans and activities
- d) Coordinates and supervises the activities of the decentralised HIV multi-sectoral response at district and sub-district level
- e) Support undertaking of HIV and AIDS research activities at district and sub-district level and participate in the generation of evidence based plans based on research findings.
- f) Facilitate the collection, storage, retrieval and analysis of local data on HIV and AIDS for planning and decision making at various levels of the Local Authority
- g) Provides expertise and technical assistance on HIV/AIDS and gender mainstreaming to implementing partners at district and sub-district levels.
- h) Facilitate staff development and training in HIV/AIDS, and gender mainstreaming at district and sub-district levels.

3.5.3 Reporting lines

The District HIV/AIDS Mainstreaming Planner will report to the Director Planning of the council. The Planner will horizontally interact with the other planners in the planning Department to support them mainstream HIV/AIDS and gender in all developmental plans.

4.0 ASSESSMENT OF HUMAN RESOURCE IMPLICATIONS OF DEVOLUTION ON NAC AND THE COUNCILS AND RECOMMENDATIONS

This chapter assesses the personnel or human resource implications of devolution on National AIDS Council and the Councils and makes recommendations on the staff that will be transitioned to the Councils in order to ensure effective delivery of quality services.

Currently there are 58 DACAs out of the 72 on the old establishment for this position. These DACAs have NAC contracts up to December 31st 2015. All the salaries and benefits for the current contracts are funded by Global Fund through CHAZ.

Given the small numbers of personnel involved, they will move to the Councils in one batch at the same time within two (2) months. NAC will facilitate the movement of staff files and records. The Local Government Service Commission will recruit the 2 DHAMP to fill the existing funded positions and further recruit the remaining 31 for the new districts from January 2016.

4.1 Personnel Implications of Devolution on NAC

The following implications are anticipated to result from the devolution of staff:

- a) Staff will have to be transferred together with their files to the Councils. This will have no effect on the NAC structure as the personnel involved are already operating at district level.
- b) Some staff may consent to the transfer while others may not. This will have little or no effect as all staff is on renewable contracts. NAC may opt to wait for those that do not consent to the transfer to run the period of the contract before laying them off.
- c) Most staff however is willing to transfer to the Councils as they have already been sensitised and they would feel a sense of security as the move to the councils will be on permanent basis as opposed to project contracts. This will boost their morale and energies the staff to perform even better.
- d) Since the DACAs are not unionised neither do they belong to any associations, there is no union or association implications.
- e) Some DACAs may lose or fail to retain their jobs if the Council wishes to screen the current crop of staff to match the job qualifications.

4.2 Personnel Implications of Devolution on Councils

The following implications are anticipated to result from the devolution of staff:

- a) The councils will need to prepare to receive the transferred staff from NAC. This will increase the mobilisation of both financial and material resources at national level. The effect however at local council level will be minimal.
- b) The Councils will need to realign and re-orient the planning department to accommodate the new staff. This may require some team building processes.
- c) The Councils will need to establish HIV/AIDS/ Gender standing committees within their committee establishments. This may increase the number of committee meetings and will have some operational costs.

4.3 Recommendations

In view of the above implications of devolution on personnel and human resource management, the following recommendations are made:

- a) The budgetary allocation to the councils for personal emoluments, capacity building and recurrent expenditure will need to be increased.
- b) The Councils will need to provide office space and recurrent expenditure for the additional staff.
- c) The Office of the District Commissioner will need to be officially communicated to in good time to facilitate a smooth transition.
- d) The Councils will need to employ new staff to fill the vacant positions in both the old and new districts.

4.4 Schedule of names of Districts and staff status.

The table below shows the list of both old and new districts and the staffing status.

Table 1: Schedule of districts and staffing position

NO.	NAME	DISTRICT
CENTRAL		
1	Michelle Kanene	Chibombo
2	Vacant	Chisamba
3	Vacant	Chitambo
4	Hastings Chinyundu	Itezhi-tezhi
5	Wangu Musonda	Kabwe
6	Chiyala Mweemba	Kapiri-mposhi
7	Vacant	Luano
8	Queen Seketi	Mkushi
9	Ackson Hamwanza	Mumbwa
10	Margaret Mwamba	Serenje
COPPERBELT		
11	Haskad Chengo	Chililabomwe
12	John Lumbwe	Chingola
13	Lyness Mumba Lubemba	Kalulushi
14	Regina Lwipa Musa	Kitwe
15	Chileya Emmanuel Mwewa	Luanshya
16	Vacant	Lufwanyama
17	Charles Chabala	Masaiti
18	Crispin Bwalya	Mpongwe
19	Chewe Chama	Mufulira
20	Lengwe Ngulube Mwanza	Ndola
EASTERN		
21	Rodgers Chileshe	Chadiza
22	Mvula Margaret Dube	Chipata

NO.	NAME	DISTRICT
23	Fredrick Njamba	Katete
24	Christa Nyirenda	Lundazi
25	Margaret Dube Mvula	Mambwe
26	Vacant	Nyimba
27	Martin Chishimba	Petauke
28	Vacant	Sinda
29	Vacant	Vubwi
LUAPULA		
30	Vacant	Chembe
31	Vacant	Chiengi
32	Vacant	Chipili
33	Emmanuel Mwewa Chileya	Kawambwa
34	Vacant	Lunga
35	Reuben Chibwe Musonda	Mansa
36	Chiinga M. Margrey	Milenge
37	Vacant	Mwansabombwe
38	Kabungo Mwila	Mwense
39	Latham Chalwe	Nchelenge
40	Vacant	Nsama
41	John Mwale	Samfya
LUSAKA		
42	Vacant	Chilanga
43	Vacant	Chirundu
44	Lucia Banda	Chongwe
45	Martha Nswana	Kafue
46	Chikota Milamba	Luangwa
47	Mubanga Chanda	Lusaka
48	Vacant	Rufunsa
49	Vacant	Shibuyunji
MUCHINGA		
50	Daniel Thole	Chama
51	Osward Chikwaba	Chinsali
52	Mabvuto Lameck Mhone	Isoka
53	Vacant	Mafinga
54	Charles Silabo	Mpika
55	Vacant	Nakonde
56	Vacant	Shiwang'andu
NORTHERN		
57	Jacob B.C. Lombe	Chilubi
58	Wedlock C.K Mulubwa	Kaputa

NO.	NAME	DISTRICT
59	Chiinda Mutinta	Kasama
60	Nathan Kabwe	Luwingu
	Solomon Smart Kaluba	Mbala
62	Bornface Kaluba	Mporokoso
63	Vacant	Mpulungu
64	Friday Silweya	Mungwi
N/WESTERN		
65	Benjamin Kitanda Kanyoka	Chavuma
66	Vacant	Ikelengi
67	Shoneka Shaloba	Kabompo
68	Ronald Kapesha	Kasempa
69	Vacant	Mufumbwe
70	Vacant	Mwinilunga
71	Dunstan Swomba	Solwezi
72	David kalolu	Zambezi
SOUTHERN		
73	Vacant	Chikankata
74	Veronica V C Mweemba	Choma
75	Liswaniso Godfrey Kalaluka	Gwembe
76	Ernest Sakala	Kalomo
77	Wendy Muleya Muchindu	Kazungula
78	Stephen Chongo Ndebele	Livingstone
79	Brian Mtambo	Mazabuka
80	Sichali Salome	Monze
81	Daniel Mulonda	Namwala
82	Vacant	Pemba
83	Vacant	Siavonga
84	Lester Maumbu Nambale	Sinazongwe
85	Vacant	Zimba
WESTERN		
86	Precious Nabita	Kalabo
87	Vacant	Kalale
88	Jonathan N M Mungandi	Kaoma
89	Vacant	Limulunga
90	Kashina Muyambango	Lukulu
91	Vacant	Lwampa
92	Vacant	Mitete
93	Collins Lilembalemba	Mongu
94	Vacant	Mulobezi
95	Vacant	Mwandi

NO.	NAME	DISTRICT
96	Vacant	Nalolo
97	Vacant	Nkeyema
98	Dunford Muchindu	Senanga
99	Mwelwa Raymond Mwelwa	Sesheke
100	David Mushokabanji	Shango'mbo
101	Vacant	Sikongo
102	Vacant	Sioma

5.0 ASSESSMENT OF FINANCIAL AND ASSETS IMPLICATIONS

This Chapter assess the financial and assets implication of and makes recommendations on the appropriate financing and assets arrangements to be put in place in order to facilitate the devolution process successfully.

5.1 Assessment of financial assets and implications of devolution on NAC.

Currently the NAC provides quarterly operation costs to the district on the basis of availability of funds. NAC also pays salaries and other personal emoluments as provided for in the Global Fund project document.

The details of salaries and personal emoluments are contained in the table below.

Table 2: Schedule of Staff personnel emoluments

NO	NAME	DISTRICT	GROSS PAY	BASIC PAY	MEDICAL	NAPSA	GRATUITY	LEAVE PAY
CENTRAL								
1	Michelle Kanene	Chibombo	6,600.00	5,300.00	151.00	245.00	442.00	442.00
2	Vacant	Chisamba	6,600.00	5,300.00	151.00	245.00	442.00	442.00
3	Vacant	Chitambo	6,600.00	5,300.00	151.00	245.00	442.00	442.00
4	Hastings Chinyundu	Itezhi-tezhi	6,600.00	5,300.00	151.00	245.00	442.00	442.00
5	Vacant	Kabwe	6,600.00	5,300.00	151.00	245.00	442.00	442.00
6	Chiyala Mweemba	Kapiri-mposhi	6,600.00	5,300.00	151.00	245.00	442.00	442.00
7	Vacant	Luano	6,600.00	5,300.00	151.00	245.00	442.00	442.00
8	Nyambe Kamungoma	Mkushi	6,600.00	5,300.00	151.00	245.00	442.00	442.00
9	Ackson Hamwanza	Mumbwa	6,600.00	5,300.00	151.00	245.00	442.00	442.00
10	Margaret Mwamba	Serenje	6,600.00	5,300.00	151.00	245.00	442.00	442.00
COPPERBELT								
11	Haskad Chengo	Chililabomwe	6,600.00	5,300.00	151.00	245.00	442.00	442.00
12	Brian M Daka	Chingola	6,600.00	5,300.00	151.00	245.00	442.00	442.00
13	Lyness M. Lubemba	Kalulushi	6,600.00	5,300.00	151.00	245.00	442.00	442.00
14	Regina Lwipa Musa	Kitwe	6,600.00	5,300.00	151.00	245.00	442.00	442.00
15	Vacant	Luanshya	6,600.00	5,300.00	151.00	245.00	442.00	442.00
16	John Lumbwe	Lufwanyama	6,600.00	5,300.00	151.00	245.00	442.00	442.00
17	Charles Chabala	Masaiti	6,600.00	5,300.00	151.00	245.00	442.00	442.00
18	Crispin Bwalya	Mpongwe	6,600.00	5,300.00	151.00	245.00	442.00	442.00
19	Chewe Chama	Mufulira	6,600.00	5,300.00	151.00	245.00	442.00	442.00
20	Lengwe	Ndola	6,600.00	5,300.00	151.00	245.00	442.00	442.00

NO	NAME	DISTRICT	GROSS PAY	BASIC PAY	MEDICAL	NAPSA	GRATUITY	LEAVE PAY
	Ngulube Mwanza							
EASTERN								
21	Rodgers Chileshe	Chadiza	6,600.00	5,300.00	151.00	245.00	442.00	442.00
22	Vacant	Chipata	6,600.00	5,300.00	151.00	245.00	442.00	442.00
23	Fredrick Njamba	Katete	6,600.00	5,300.00	151.00	245.00	442.00	442.00
24	Christa Nyirenda	Lundazi	6,600.00	5,300.00	151.00	245.00	442.00	442.00
25	Margaret Dube Mvula	Mambwe	6,600.00	5,300.00	151.00	245.00	442.00	442.00
26	Vacant	Nyimba	6,600.00	5,300.00	151.00	245.00	442.00	442.00
27	Martin Chishimba	Petauke	6,600.00	5,300.00	151.00	245.00	442.00	442.00
28	Vacant	Sinda	6,600.00	5,300.00	151.00	245.00	442.00	442.00
29	Vacant	Vubwi	6,600.00	5,300.00	151.00	245.00	442.00	442.00
LUAPULA								
30	Vacant	Chembe	6,600.00	5,300.00	151.00	245.00	442.00	442.00
31	Samangwe Chansa	Chiengi	6,600.00	5,300.00	151.00	245.00	442.00	442.00
32	Vacant	Chipili	6,600.00	5,300.00	151.00	245.00	442.00	442.00
33	Emmanuel M. Chileya	Kawambwa	6,600.00	5,300.00	151.00	245.00	442.00	442.00
34	Vacant	Lunga	6,600.00	5,300.00	151.00	245.00	442.00	442.00
35	Reuben C. Musonda	Mansa	6,600.00	5,300.00	151.00	245.00	442.00	442.00
36	Vacant	Milengi	6,600.00	5,300.00	151.00	245.00	442.00	442.00
37	Vacant	Mwansabombwe	6,600.00	5,300.00	151.00	245.00	442.00	442.00
38	Kabungo Mwila	Mwense	6,600.00	5,300.00	151.00	245.00	442.00	442.00
39	Latham Chalwe	Nchelenge	6,600.00	5,300.00	151.00	245.00	442.00	442.00
40	Vacant	Nsama	6,600.00	5,300.00	151.00	245.00	442.00	442.00
41	John Mwale	Samfya	6,600.00	5,300.00	151.00	245.00	442.00	442.00
LUSAKA								
42	Vacant	Chilanga	6,600.00	5,300.00	151.00	245.00	442.00	442.00
43	Vacant	Chirundu	6,600.00	5,300.00	151.00	245.00	442.00	442.00
44	Lucia Banda	Chongwe	6,600.00	5,300.00	151.00	245.00	442.00	442.00
45	Martha Nswana	Kafue	6,600.00	5,300.00	151.00	245.00	442.00	442.00
46	Chikota Milamba	Luangwa	6,600.00	5,300.00	151.00	245.00	442.00	442.00

NO	NAME	DISTRICT	GROSS PAY	BASIC PAY	MEDICAL	NAPSA	GRATUITY	LEAVE PAY
47	Mubanga Chanda	Lusaka	6,600.00	5,300.00	151.00	245.00	442.00	442.00
48	Vacant	Rufunsa	6,600.00	5,300.00	151.00	245.00	442.00	442.00
49	Vacant	Shibuyunji	6,600.00	5,300.00	151.00	245.00	442.00	442.00
MUCHINGA								
50	Daniel Thole	Chama	6,600.00	5,300.00	151.00	245.00	442.00	442.00
51	Oswald Chikwaba	Chinsali	6,600.00	5,300.00	151.00	245.00	442.00	442.00
52	Mabvuto Mhone	Isoka	6,600.00	5,300.00	151.00	245.00	442.00	442.00
53	Vacant	Mafinga	6,600.00	5,300.00	151.00	245.00	442.00	442.00
54	Charles Silabo	Mpika	6,600.00	5,300.00	151.00	245.00	442.00	442.00
55	Vacant	Nakonde	6,600.00	5,300.00	151.00	245.00	442.00	442.00
56	Vacant	Shiwang'andu	6,600.00	5,300.00	151.00	245.00	442.00	442.00
NORTHERN								
57	Ben Nonde Lwatula	Chilubi	6,600.00	5,300.00	151.00	245.00	442.00	442.00
58	Wedlock Mulubwa	Kaputa	6,600.00	5,300.00	151.00	245.00	442.00	442.00
59	Vacant	Kasama	6,600.00	5,300.00	151.00	245.00	442.00	442.00
60	Nathan Kabwe	Luwingu	6,600.00	5,300.00	151.00	245.00	442.00	442.00
	Solomon Kaluba	Mbala	6,600.00	5,300.00	151.00	245.00	442.00	442.00
62	Bornface Kaluba	Mporokoso	6,600.00	5,300.00	151.00	245.00	442.00	442.00
63	Vacant	Mpulungu	6,600.00	5,300.00	151.00	245.00	442.00	442.00
64	Friday Silweya	Mungwi	6,600.00	5,300.00	151.00	245.00	442.00	442.00
N/WESTERN								
65	Benjamin nda Kanyoka	Chavuma	6,600.00	5,300.00	151.00	245.00	442.00	442.00
66	Vacant	Ikelengi	6,600.00	5,300.00	151.00	245.00	442.00	442.00
67	Shoneka Shaloba	Kabompo	6,600.00	5,300.00	151.00	245.00	442.00	442.00
68	Ronald Kapesha	Kasempa	6,600.00	5,300.00	151.00	245.00	442.00	442.00
69	Vacant	Mufumbwe	6,600.00	5,300.00	151.00	245.00	442.00	442.00
70	Vacant	Mwinilunga	6,600.00	5,300.00	151.00	245.00	442.00	442.00
71	Dunstan Swomba	Solwezi	6,600.00	5,300.00	151.00	245.00	442.00	442.00
72	David kalolu	Zambezi	6,600.00	5,300.00	151.00	245.00	442.00	442.00
SOUTHERN								
73	Vacant	Chikankata	6,600.00	5,300.00	151.00	245.00	442.00	442.00

NO	NAME	DISTRICT	GROSS PAY	BASIC PAY	MEDICAL	NAPSA	GRATUITY	LEAVE PAY
74	Veronica C Mweemba	Choma	6,600.00	5,300.00	151.00	245.00	442.00	442.00
75	Liswaniso G. Kalaluka	Gwembe	6,600.00	5,300.00	151.00	245.00	442.00	442.00
76	Ernest Sakala	Kalomo	6,600.00	5,300.00	151.00	245.00	442.00	442.00
77	Wendy M. Muchindu	Kazungula	6,600.00	5,300.00	151.00	245.00	442.00	442.00
78	Stephen Chongo Ndebele	Livingstone	6,600.00	5,300.00	151.00	245.00	442.00	442.00
79	Brian Mtambo	Mazabuka	6,600.00	5,300.00	151.00	245.00	442.00	442.00
80	Sichali Salome	Monze	6,600.00	5,300.00	151.00	245.00	442.00	442.00
81	Daniel Mulonda	Namwala	6,600.00	5,300.00	151.00	245.00	442.00	442.00
82	Vacant	Pemba	6,600.00	5,300.00	151.00	245.00	442.00	442.00
83	Vacant	Siavonga	6,600.00	5,300.00	151.00	245.00	442.00	442.00
84	Lester Maumbu Nambale	Sinazongwe	6,600.00	5,300.00	151.00	245.00	442.00	442.00
85	Vacant	Zimba	6,600.00	5,300.00	151.00	245.00	442.00	442.00
WESTERN								
86	Precious Nabita	Kalabo	6,600.00	5,300.00	151.00	245.00	442.00	442.00
87	Vacant	Kalale	6,600.00	5,300.00	151.00	245.00	442.00	442.00
88	Jonathan Mungandi	Kaoma	6,600.00	5,300.00	151.00	245.00	442.00	442.00
89	Vacant	Limulunga	6,600.00	5,300.00	151.00	245.00	442.00	442.00
90	Kashina Muyambango	Lukulu	6,600.00	5,300.00	151.00	245.00	442.00	442.00
91	Vacant	Lwampa	6,600.00	5,300.00	151.00	245.00	442.00	442.00
92	Vacant	Mitete	6,600.00	5,300.00	151.00	245.00	442.00	442.00
93	Collins Lilembalemba	Mongu	6,600.00	5,300.00	151.00	245.00	442.00	442.00
94	Vacant	Mulobezi	6,600.00	5,300.00	151.00	245.00	442.00	442.00
95	Vacant	Mwandi	6,600.00	5,300.00	151.00	245.00	442.00	442.00
96	Vacant	Nalolo	6,600.00	5,300.00	151.00	245.00	442.00	442.00
97	Vacant	Nkeyema	6,600.00	5,300.00	151.00	245.00	442.00	442.00
98	Dunford Muchindu	Senanga	6,600.00	5,300.00	151.00	245.00	442.00	442.00
99	Mwelwa R. Mwelwa	Sesheke	6,600.00	5,300.00	151.00	245.00	442.00	442.00
100	David Mushokabanji	Shango'mbo	6,600.00	5,300.00	151.00	245.00	442.00	442.00
101	Vacant	Sikongo	6,600.00	5,300.00	151.00	245.00	442.00	442.00
102	Vacant	Sioma	6,600.00	5,300.00	151.00	245.00	442.00	442.00
	TOTAL		673,200.00	540,600.00	15,402.00	24,990.00	45,084.00	45,084.00
GRAND TOTAL								1,344,360.00
								0

In view of the above, NAC will continue to provide the funds for salaries for the devolved DACAs up to December 2015. NAC will continue supporting the DATFs with the operation from both the JFA and

community sub-grating funds from cooperating partners. The DATF accounts that are operated by the DATFs will be transferred to the local Councils. Some DATFs have already transferred these accounts to the Councils and the rest will do so as soon as the Local Government Commission gives instruction to devolve the DACAs.

5.2 Assessment of financial assets and implications of devolution on Councils.

The councils will need to include the salaries and operation costs for the devolved DACAs starting January 2016. The Councils will need to operationalise the Nakonde declaration during the 2013 AMMICAAL conference which stated that the councils will set aside 5% of the CDF funds for HIV/AIDS activities. The council's finance department will also need to plan for an expanded pay roll management due to the increased numbers of the district planners which will include the new districts.

5.3 Assets implications of devolution on NAC

The assessment of assets implications of devolution on NAC shows that devolution will result in the following assets implications:

- a) NAC will transfer its movable assets to Councils resulting in reduced costs of management and maintenance.
- b) All inventory of movable assets consisting vehicles and office equipment has been compiled and will be transferred to the councils in accordance with applicable laws pertaining to transfer of Government property as soon as Government effects the devolution instructions. This will result in loss of assets by NAC.
- c) NAC does not rent any assets hence there are no rental implications on both NAC and the Councils

5.4 Assets implications of devolution on Councils

Upon devolution the following assets implications on the Councils is anticipated:

- a) The assets of the councils will increase resulting in increased capacity of the council to better coordinate the local response.
- b) The increase in assets will also result in increased costs for management and maintenance of the assets.
- c) The Councils will need to prepare to receive the assets thus the need for a comprehensive assets register.
- d) The table below shows the assets and by district.

Table 3: Schedule of Movable Assets

NO.	DISTRICT	ASSET	VEHICLE REG NO.	CONDITION	PROVINCE
1	Chibombo	1 Desktop/1 Printer/1 Laptop	ABF 6326 Arctic White Nissan Hard body(J85)	Runner	Central
2	Chisamba	Nil	Nil	N/A	Central
3	Chitambo	Nil	nil	N/A	Central
4	Itezhi-tezhi	1 Desktop/1 Printer/1 Laptop	ABR 9805 White Toyota Landcruiser	Runner	Central
5	Kabwe	2 Desktop/1 Printer/1 Laptop	ABR 9752 White Toyota Landcruiser	Runner	Central
6	Kapiri-mposhi	1 Desktop/1 Printer/1 Laptop	ABF 6342 Arctic White Nissan Hardbody(J85)	Runner	Central
7	Luano	Nil	Nil	N/A	Central
8	Mkushi	1 Desktop/1 Printer/1 Laptop	ABF 5490 Arctic White Nissan Hardbody(J85)	Non-Runner	Central
9	Mumbwa	1 Desktop/1 Printer/1 Laptop	ABF 5477 Light Blue Nissan Hardbody(J85)	Runner	Central
10	Serenje	1 Desktop/1 Printer/1 Laptop	ABJ 781 White Toyota Landcruiser Hardtop	Renner	Central
11	Chililabomwe	1 Desktop/1 Printer/1 Laptop	ABF 8768 Arctic White Nissan Hardbody(J85)	Runner	Copperbelt
12	Chingola	1 Desktop/1 Printer/1 Laptop	ABF 5489 Arctic White Nissan Hardbody(J86)	Runner	Copperbelt
13	Kalulushi	1 Desktop/1 Printer/1 Laptop	ABF 6323 Arctic White Nissan Hardbody(J85)	Runner	Copperbelt
14	Kitwe	1 Desktop/1 Printer/1 Laptop	ABF 6867 Arctic White Nissan Hardbody(J85)	Runner	Copperbelt
15	Luanshya	1 Desktop/1 Printer/1 Laptop	ABF 6868 Arctic White Nissan Hardbody(J85)	Runner	Copperbelt
16	Lufwanyama	1 Desktop/1 Printer/1 Laptop	ABF 5475 Arctic White Nissan Hardbody(J86)	Runner	Copperbelt
17	Masaiti	1 Desktop/1 Printer/1 Laptop	ABF 6321 Arctic White Nissan Hardbody(J85)	Runner	Copperbelt
18	Mpongwe	1 Desktop/1 Printer/1 Laptop	ABF 5492 Arctic White Nissan Hardbody(J86)	Runner	Copperbelt
19	Mufulira	1 Desktop/1 Printer/1 Laptop	ABF 6874 Arctic White Nissan Hardbody(J85)	Runner	Copperbelt
20	Ndola	1 Desktop/1 Printer/1 Laptop		Runner	Copperbelt
21	Chadiza	One (1) HP Non Functioning Compag dx 2400 Desk Top/Acer Laptop functioning/Non-functional HP Laser Jet 4200/Functioning Fridge/Panasonic Fax Machine	DATF ABF 6876 Nissan Hard body: Broken chassis and without suspension; Turbo charger damaged; body very	Non Runner	Eastern

NO.	DISTRICT	ASSET	VEHICLE REG NO.	CONDITION	PROVINCE
22	Chipata	One (1) HP Compag L176 Desk Top being used by DACA working/ Canon 420 MC Camera working but no down loading of photos/ HP Laser jet 1320 functional and working/Non-functional HP Laser Jet 4200 Printer/ Functioning fridge	DATF ABJ 658 Toyota Land Cruiser in good running condition but in just in need of servicing and purchasing of new tires	Runner	Eastern
23	Katete	One (1) HP Non Functioning Compag dx 2400 Desk Top/ Laptop Functioning/ Non-functional HP Laser Jet 1320 Printer	ABJ 773 Toyota Land Cruiser Station Wagon in working condition but needs servicing	Runner	Eastern
24	Lundazi	One (1) HP Non Functioning Compag dx 2400 Desk Top/ Functional Samsung Printer/Non-functional HP Laser Jet 4200/Non Functional Winding Radio	ABF 5662 Nissan Hard body (White): on and off working condition; without suspension, broken chassis and leaking radiator	Non Runner	Eastern
25	Mambwe	One (1) HP Functioning Compag dx 2005 Model Desk Top/DATF bought a Toshiba lap Top/Non-functional HP Laser Jet 4200 Printer/Functional Winding Radio/Functioning fridge	ABF 6320 Nissan Hard body (White):	Non Runner	Eastern
26	Nyimba	One (1) HP Non Functioning Compag dx 2400 Desk Top	ABF 6869 Nissan Hard Body (White):	Runner	Eastern
27	Petauke	Functional Dell Dimension 4600/HP Laser jet 4200 nonfunctional/Color Printer HP D1460/ Panasonic Fax	ABF 6325	Non Runner	Eastern
28	Sinda	Nil	Nil	N/A	Eastern
29	Vubwi	Nil	Nil	N/A	Eastern
30	Chembe	Nil	Nil	N/A	Luapula
31	Chiengi	1 Desktop/1 Printer/1 Laptop	Nil	N/A	Luapula
32	Chipili	Nil	Nil	N/A	Luapula
33	Kawambwa	1 Desktop/1 Printer/1 Laptop	ABF 5493 Arctic White Nissan Hardbody(J86)	??	Luapula
34	Lunga	Nil	Nil	N/A	Luapula
35	Mansa	1 Desktop/1 Printer/1 Laptop	ABT 447 White Toyota Landcruiser	Runner	Luapula
36	Milengi	1 Desktop/1 Printer/1 Laptop	ABF 6319 Arctic White Nissan Hardbody(J85)	Runner	Luapula
37	Mwansabombwe	Nil	Nil	N/A	Luapula

NO.	DISTRICT	ASSET	VEHICLE REG NO.	CONDITION	PROVINCE
38	Mwense	1 Desktop/1 Printer/1 Laptop	ABF 6859 Orion Grey Nissan Hardbody(J85)	Runner	Luapula
39	Nchelenge	1 Desktop/1 Printer/1 Laptop	ABF 6858 Arctic White Nissan Hardbody(J85)	Runner	Luapula
40	Nsama	Nil	Nil	N/A	Luapula
41	Samfya	1 Desktop/1 Printer/1 Laptop	ABF 7033 Light Blue Nissan Hardbody(J85)	Runner	Luapula
42	Chilanga	Nil	Nil	N/A	Lusaka
43	Chirundu	Nil	Nil	N/A	Lusaka
44	Chongwe	1 Desktop/1 Printer/1 Laptop	ABF 6871 Arctic White Nissan Hardbody(J85)	Runner	Lusaka
45	Kafue	1 Desktop/1 Printer/1 Laptop	ABF 6870 Arctic White Nissan Hardbody(J85)	Runner	Lusaka
46	Luangwa	1 Desktop/1 Printer/1 Laptop	ABF 5660 Light Blue Nissan Hardbody(J85)	Runner	Lusaka
47	Lusaka	1 Desktop/1 Printer/1 Laptop	ABR 9627 White Toyota Landcruiser	Runner	Lusaka
48	Rufunsa	Nil	Nil	N/A	Lusaka
49	Shibuyunji	Nil	Nil	N/A	Lusaka
50	Chama	1 Desktop/1 Printer/1 Laptop	ABR 9653 White Toyota Landcruiser	Runner	Muchinga
51	Chinsali	1 Desktop/1 Printer/1 Laptop	ABF 6861 Arctic White Nissan Hardbody(J85)	Runner	Muchinga
52	Isoka	1 Desktop/1 Printer/1 Laptop	ABF 8769 Arctic White Nissan Hardbody(J85)	Runner	Muchinga
53	Mafinga	Nil	Nil	N/A	Muchinga
54	Mpika	1 Desktop/1 Printer/1 Laptop	ABF 6318 Arctic White Nissan Hardbody(J86)	Runner	Muchinga
55	Nakonde	1 Desktop/1 Printer/1 Laptop	ABF 5474 Light Blue Nissan Hardbody(J85)	None-Runner	Muchinga
56	Shiwang'andu	Nil	Nil	N/A	Muchinga
57	Chilubi	HP Computer ZAD54500NG None-Functional/ HP Dell Dimension 4600 CNO4864294037QO182/ Dell CRT Monitor CNO3X7294780437TL6AY/ Hp Laserjet 1320 functional/ Hp Laserjet 1320 none-Functional	ABR 9883 White Toyota Landcruiser	Runner	Northern
58	Kaputa	Dell Dimension 4600 none functional / Dell CRT Monitor functional/ Hp LaserJet Printer 4200 Series none functional	ABR 9880 White Toyota Landcruiser	Runner	Northern

NO.	DISTRICT	ASSET	VEHICLE REG NO.	CONDITION	PROVINCE
59	Kasama	Dell Dimension 4600s/n 497GZ0J functional/Dell CRT Monitor s/n M3017 Non Functional/Dell Keyboard Functional/Mouse Functional/Hp LaserJet Printer 4200 Series Functional/Hp LaserJet 1320 Printer Functional/Hp Compaq s/n ZAB 52200SL Functional/Hp Compaq Monitor s/n CNN 45235JJ Functional	ABJ 777 White Toyota Landcruiser Hardtop	Runner	Northern
60	Luwingu	Dell Dimension 4600None / Dell CRT Monitor/ Hp LaserJet Printer 4200 Series/ Zamtel Internet Modem All Functional	ABF 8553 Arctic White Nissan Hardbody(J85)	Non Runner	Northern
61	Mbala	Dell Dimension 4600, functional/Hp LaserJet Printer 4200 Series, functional/Dell CRT Monitor functional/Zamtel Internet Modem	ABF 6872 Arctic White Nissan Hardbody(J85)	None -Runner	Northern
62	Mporokoso	Dell Dimension 4600 functional / Dell CRT Monitor Functional/ Hp LaserJet Printer 4200 Series Functional/ Zamtel Internet Modem Functional	ABF 6853 Light Blue Nissan Hardbody(J85)	Non Runner	Northern
63	Mpulungu	Hp Desktop functional/Hp LaserJet Printer 4200 Series functional /Dell CRT Monitor none-Functional	ABF 6863 Arctic White Nissan Hardbody(J85)	Non Runner	Northern
64	Mungwi	Dell Dimension 4600, None Functional/Hp LaserJet Printer 4200 Series, None-Functional/Dell CRT Monitor, None-Functional	ABF 6339 Arctic White Nissan Hardbody(J85)	Non Runner	Northern
65	Chavuma	?	ABJ 656 White Toyota Landcruiser Hardtop	Runner	Nwestern
66	Ikelengi	Nil	Nil	N/A	Nwestern
67	Kabompo	1 Desktop/1 Printer/1 Laptop	ABJ 778 White Toyota Landcruiser Hardtop	Runner	Nwestern
68	Kasempa	1 Desktop/1 Printer/1 Laptop	ABF 6855 Arctic White Nissan Hardbody(J85)	Runner	Nwestern
69	Mufumbwe	1 Desktop/1 Printer/1 Laptop	ABF 6854 Arctic White Nissan Hardbody(J85)	Runner	Nwestern
70	Mwinilunga	1 Desktop/1 Printer/1 Laptop	ABF 5476 Arctic White	Runner	Nwestern

NO.	DISTRICT	ASSET	VEHICLE REG NO.	CONDITION	PROVINCE
			Nissan Hardbody(J86)		
71	Solwezi	1 Desktop/1 Printer/1 Laptop	ABR 9880 White Toyota Landcruiser	Runner	Nwestern
72	Zambezi	1 Desktop/1 Printer/1 Laptop	ABR 9882 White Toyota Landcruiser	Runner	Nwestern
73	Chikankata	Nil	Nil	N/A	Southern
74	Choma	1 Desktop/1 Printer/1 Laptop	ABF 8555 Arctic White Nissan Hardbody(J86)	Runner	Southern
75	Gwembe	1 Desktop/1 Printer/1 Laptop	ABJ 775 White Toyota Landcruiser Hardtop	Runner	Southern
76	Kalomo	1 Desktop/1 Printer/1 Laptop	ABF 6852 Arctic White Nissan Hardbody(J85)	?	Southern
77	Kazungula	1 Desktop/1 Printer/1 Laptop	ABF 7306 Arctic White Nissan Hardbody(J85)	?	Southern
78	Livingstone	1 Desktop/1 Printer/1 Laptop	ABJ 771 White Toyota Landcruiser Hardtop	Runner	Southern
79	Mazabuka	1 Desktop/1 Printer/1 Laptop	ABF 7035 Orion Grey Nissan Hardbody(J85)	?	Southern
80	Monze	1 Desktop/1 Printer/1 Laptop	ABF 5661 Light Blue Nissan Hardbody(J85)	?	Southern
81	Namwala	1 Desktop/1 Printer/1 Laptop	ABF 6862 Arctic White Nissan Hardbody(J85)	?	Southern
82	Pemba	Nil	Nil	N/A	Southern
83	Siavonga	1 Desktop/1 Printer/1 Laptop	ABF 6860 Orion Grey Nissan Hardbody(J85)	Runner	Southern
84	Sinazongwe	1 Desktop/1 Printer/1 Laptop	55 White Toyota Landcruiser Hardtop	Runner	Southern
85	Zimba	Nil	Nil	N/A	Southern
86	Kalabo	1 Desktop/1 Printer/1 Laptop	ABF 5478 Arctic White Nissan Hardbody(J86)		Western
87	Kalale	Nil	Nil	N/A	Western
88	Kaoma	1 Desktop/1 Printer/1 Laptop	ABF 5479 Arctic White Nissan Hardbody(J86)	Ranner	Western
89	Limulunga	Nil	Nil	N/A	Western
90	Lukulu	1 Desktop/1 Printer/1 Laptop	ABF 6341 Arctic White Nissan Hardbody(J85)	?	Western
91	Lwampa	Nil	Nil	N/A	Western
92	Mitete	Nil	Nil	N/A	Western
93	Mongu	1 Desktop/1 Printer/1 Laptop	ABJ 780 White Toyota Landcruiser Hardtop		Western
94	Mulobezi	Nil	Nil	N/A	Western
95	Mwandi	Nil	Nil	N/A	Western
96	Nalolo	Nil	Nil	N/A	Western
97	Nkeyema	Nil	Nil	N/A	Western
98	Senanga	1 Desktop/1 Printer/1 Laptop	ABJ 772 White Toyota	Runner	Western

NO.	DISTRICT	ASSET	VEHICLE REG NO.	CONDITION	PROVINCE
			Landcruiser Hardtop		
99	Sesheke	1 Desktop/1 Printer/1 Laptop	ABF 7156 Arctic White Nissan Hardbody(J85)	None-Runner	Western
100	Shango'mbo	1 Desktop/1 Printer/1 Laptop	?	?	Western
101	Sikongo	Nil	Nil	N/A	Western
102	Sioma	Nil	Nil	N/A	Western

6.0 ASSESSMENT OF POLICY AND LEGAL IMPLICATIONS OF DEVOLUTION ON NAC AND THE COUNCILS

This chapter assesses the implications of devolution on both NAC and the councils in relation to their policies and legislation and makes recommendations to ensure smooth implementation of the devolution process.

6.1 Assessment of Policy and Administrative circulars implications of devolution on NAC

The National HIV/AIDS/STI/TB Council is guided by the NAC Act of 2002. And currently there is only one policy document called the National HIV/AIDS policy of 2005. The Public service division also developed and launched the national work place policy which provides overarching guidance to HIV/AIDS mainstreaming in all public ministries. The broad objectives of the national HIV/AIDS/STI/TB policy are:

- a) To ensure that Zambia complies with international practices in its interventions against the HIV/AIDS pandemic and treatment of infected and affected people.
- b) To promote partnership and ensure that all sectors of society are actively involved in the design implementation, review, monitoring and evaluation of the national response to HIV/AIDS in order for it to be effective
- c) To achieve the highest levels of social mobilisation against and political commitment to the fight against HIV/AIDS/ STI/TB
- d) To effectively mainstream equity considerations and gender in HIV/AIDS programmes and activities and to enhance women's role in making decisions in sexual partnerships
- e) To fully exploit the potential of faith-based organisations in the fight against HIV/AIDS.
- f) To promote the use of traditional values and strengths as part of the foundation for the fight against HIV/AIDS
- g) To resolve the challenges associated with HIV/AIDS at work place, and to ensure that rights of HIV-infected and affected people are protected and stigma and discrimination are eliminated
- h) To protect the rights of children and young people and to avail them access to HIV/AIDS prevention and care services.
- i) To promote and support public and private scientific research initiatives in causes and treatment of HIV/AIDS
- j) To create a supportive environment for the effective prevention of HIV/AIDS.
- k) To raise public awareness of the dangers of contracting HIV/AIDS and the negative impact that the pandemic has on society and also to promote good social norms and behavioural change
- l) To equip Zambians, and especially the youth, with knowledge and life-saving skills as a way of preventing HIV infection
- m) To make condoms and other barrier methods available, accessible and affordable to all sexually active individuals throughout the country
- n) To ensure that only safe and secure blood is used in blood transfusion services in health facilities
- o) To provide quality STI diagnostic and treatment services at all levels of the health care delivery system.

- p) To minimise vertical transmission of HIV from the mother to the child.
- q) To provide effective diagnostic and treatment services for HIV/AIDS-related opportunistic infections at all levels of the health care system
- r) To increase the availability and accessibility of antiretroviral drugs and their safe and equitable distribution
- s) To promote the use of safe alternative or traditional remedies
- t) To strengthen treatment, care and support structures for infected and affected people
- u) To mitigate the high risk of HIV infection common among vulnerable groups.
- v) To establish and strengthen structures for effective coordination of multi-sectoral HIV/AIDS/STI/TB responses at national, provincial, district and community levels.
- w) To create a conducive legal framework for addressing the HIV/AIDS pandemic.
- x) To ensure availability of adequate resources for fighting against the HIV/AIDS/ STI/TB and other opportunistic infections.
- y) To strengthen programme monitoring and Evaluation of various
- z) HIV/AIDS/STI/TB interventions and build capacity in human development and training in the area of HIV/AIDS/STI/TB.

6.2 Existing Circulars guiding the functions to be devolved from NAC to the Councils.

The only circular that provide for the establishment of the function of the DATFS is the Cabinet Circular No.1 of 1995. This circular provided for the establishment of the Provincial and District Development Coordinating Committees. The PATFs and DATFs are provided for in this circular as sub-committees Chaired by the Permanent Secretary at Provincial level and the District Commissioner at District level.

6.3 Legal and Policy Implication

An assessment of the current legal and policy environment shows no legal and policy implications of devolving the DACAs as they are contractual Project staff that are not unionised.

6.4 Recommendations

- a) In view of the above the transfer of DACAs to the Councils as District HIV/AIDS Mainstreaming Planners will need a Cabinet Circular to realign the District HIV/AIDS Task Force (DATF) to the Councils as a standing committee in the Council to be known as the District HIV/AIDS Committee (DHAC).
- b) Further a Cabinet Circular effecting the transfer of DACAs to Councils in accordance with the Decentralisation Policy after consultations with the Local Government Commission will be necessary to effect a smooth transfer of staff and assets to the Councils.
- c) A transmission period of two months would be required to allow for smooth transfer of staff files, handover of assets and financial records from the DATFs to the Councils.

7.0 DACAs DEVOLUTION IMPLEMENTATION PLAN (2014)

Devolution measure	Key Activities	Implementing Agency	Estimated Cost	Time Frame - 2015			
				Sept.	Oct.	Nov.	Dec.
Finalise devolution implementation plan	Agree on DIP with the Local Government Commission	NAC, Decentralisation Secretariat	Nil				
	Agree on Implementation plan with Cabinet Office	Local Government Commission					
Sensitise staff to be transferred to Councils	Communicate in writing to: DACAs, DCs, Councils DATFs, PACAs & PATFs	NAC, Local Government Commission	Nil				
Take stock and verify Assets	Assets audit	NAC Councils	5,000.00				
Issue Cabinet Circular effecting the devolution of DACAs	Preparation of Cab. Memo	Ministry of Local Government, Local Government Commission	Nil				
Effect Devolution	Movement of Staff Movement of staff files	NAC	1,000.00				
	Movement of assets Movement of accounts and change of signatories Preparation of hand over notes	NAC Council	Nil				
Monitoring the Service delivery and Capacity building will be a continuous process by the central level.							