

**Performing local government personnel management in
Tanzania: a case study of Temeke municipal council**

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Decentralization of political and administrative power is increasingly becoming an important component of Local Government reform all over Africa. Tanzania, for example, is currently implementing phase one of Local Government reforms that involve 38 Local Authorities. The reforms aim at improving service delivery through decentralization of political, financial and administrative powers to the Local Authorities. This study examined the impact of the on-going reforms on personnel management in Temeke Municipal Councils (TMC), one of the 38 Councils under reform. Non-probability or purposive sampling were used by the Researcher. This type of sampling enabled the researcher to select the samples which were representative of the whole.

The findings of the study suggest that the reforms have enabled TMC to manage its personnel, who are now employed in a competitive way. Moreover, TMC is able to conduct training needs assessments for providing training to Council staffs and to prepare Job Descriptions for its staff. Other achievements include the use of open performance appraisal system (OPRAS) instead of confidential reports (for promotion), and improved revenue collection. Also, the Sectoral Ministries are now in the final stages of transferring their personnel to the Local Authorities. Generally, the reforms have enabled TMC to identify strengths and weaknesses in the management of its personnel. The study recommends improvement in the following areas; Firstly, there is need to improve staff motivation since some staff feared that there was less security in the council as compared to Central Government. Secondly, there is also a need to empower LGAs to recruit their Senior staff, give them more power to determine and mobilize their revenue sources.