

SOKOINE UNIVERSITY OF AGRICULTURE ACTION PLAN FOR IMPLEMENTING THE FOURTH NATIONAL ANTI-CORRUPTION STRATEGY AND ACTION PLAN (NACSAP IV) 2023-2030

1. STRATEGIC OBJECTIVE ONE (SO1): SOCIETY EMPOWERED TO PARTICIPATE IN ANTI-CORRUPTION INITIATIVES AND PROMOTING INTEGRITY

SO1 Outcomes	Targets	Target Indicators	Interventions	Timeframe	Lead Actors
(i) Enhanced level of integrity and reduced corruption (ii) Improved quality of service provision.	Awareness programmes on anti-corruption initiatives and integrity promotion conducted for SUA community quarterly effective April-June 2024.	Number of awareness programmes on ethics and integrity.	Preparation of SUA's workplan for operationalizing anti-corruption initiatives and the promotion of integrity	October 2024	SUA integrity Committee (KKU), SUA Anti-corruption Union (SUAACU), SUA Students Integrity Committee (SSIC)
			Engage students' government (Sokoine University of Agriculture Students Organization (SUASO) leaders, and students' religious leaders, and students class representatives (CRs) in promoting integrity and fighting against corruption.	2024-2030	KKU, SUASO, CRs, Dean, religious denominations
			Engage SUA Anti-corruption Union (SUAACU), and SUA Students' Integrity Committee (SSIC) in promoting integrity and fighting against corruption	2024-2030	SUAACU, SSIC, Dean, KKU.
			Undertake Annual Anti-Corruption Forum	June 2025	SUAACU, KKU, SSIC, CHRAO, DVC-PFA
	(viii) System for capture and register of citizens' complaints on services received established.	Framework for capture and register students', staffs' and citizens' complaints in place.	Design a tool for registering complaints and provision of feedback to the clients.	2023-2030	KKU, SUA ICT

	(ix) Training programmes on ethics and integrity conducted to SUA community (staff and students).	Number of programmes prepared.	Prepare and conduct programmes for training of SUA staff and students on ethics and integrity.	2023-2030	KKU, PCCB, Ethics Secretariat, NSA
	(x) Training programmes on demanding accountability and transparency from service providers conducted to SUA staff and students	Number of programmes for training citizens to demand accountability	Prepare and conduct training programmes on citizens to demand for accountability and transparency of service providers.	2023-2030	KKU, Ethics Secretariat, SUASO, SSIC, SUAACU
	(xiii) IEC material developed and disseminated to the SUA community throughout NACSAPIV period	Number of types of IEC material developed	Develop and design topical IEC material and messages.	2024	SUAACU, SSIC, KKU.
			Distribute the prepared IEC material and messages	2025-2030	SUAACU, SSIC, KKU, SUASO.

2. STRATEGIC OBJECTIVE TWO (SO2): ACCOUNTABILITY AND TRANSPARENCY PROMOTED IN STATE AND NSAs' INSTITUTIONS

SO2 Outcomes	Targets	Target Indicators	Interventions	Timeframe	Lead Actors
(i) Improved service delivery. (ii) Enhanced efficiency in resource use. (iii) Enhanced adherence to legislations. (iv) Improved governance of institutions.	(i) Sokoine University receives unqualified audit reports annually	unqualified audit reports	Strengthen internal control systems of SUA	2023-2030	SUA Audit Office, Controller and Auditor General (CAG) office, SUA Management.
	(ii) System for registration of staff's complaints on provided services strengthened.	An established complaints registration system	Build capacity in use of electronic feedback mechanism.	2023-2030	SUA Management, KKU, ICT department
		Number of complaints on provided services registered	Analyse data from electronic feedback mechanism.	2023-2030	KKU, SUA Management, other

					stakeholders.
	(iii) Effective tools for information sharing among departments and staff at SUA in place.	Number of departments with effective tools for information sharing	Installation of information sharing systems in departments of SUA	2023-2030	Departments, KKU and other stakeholders.
	(iv) SUA's statutory reporting compliance regarding the implementation of National Anti-corruption Strategy (2023-2030).	Quarterly statutory implementation reports.	Quarterly reporting meetings of SUA integrity committees	2023-2030	SUA Management, KKU, Chief Secretary Office.
	(v) SUA has Integrity Committee (IC) established and functional	Operational SUA Integrity Committee	Establishment of ICs and training of	2023-2030	KKU, SUA Management, Ethics Secretariat, PCCB
	(vi) Mid-term and end-term perception surveys on quality of services undertaken	Number of surveys undertaken	Undertake SUA community and external clients perception surveys on improved services by SUA	2027 and 2029/30	SUA staff, students and other stakeholders outside SUA.
	(vii) Mid-term and end-term perception surveys on corruption and governance undertaken	Number of surveys undertaken	Undertake UA community and external clients' perception surveys corruption and governance undertaken	2027 and 2030	SUA staff, students and other stakeholders outside SUA.

3. STRATEGIC OBJECTIVE FOUR (SO3): ICT-BASED SYSTEMS ENHANCED IN SUA'S SERVICE DELIVERY

SO4 Outcomes	Targets	Target Indicators	Interventions	Timeframe	Lead Actors
(i) Efficient and effective service delivery. (ii) Reduced personal contact and incidences of corruption.	(i) Service delivery ICT application systems developed.	Number of service delivery ICT application systems	Business process re-engineering to reduce personal contacts in service delivery.	2023-2030	SUA Management, ICT, KKU
			Facilitate systems support.	2023-2030	SUA Management, ICT, KKU
	(iii) SUA with automated services enhanced.	Number of automated services.	Facilitate orientation of SUA on ICT applications.	2023-2030	SUA Management, ICT, KKU
	(iii) Information sharing platforms established.	Number of Information-sharing platforms.	Facilitate the design, review, and fill the gap of ICT applications for facilitating information sharing and exchange	2023-2030	SUA Management, ICT, KKU