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# DIRA YA MWANASHERIA MKUU WA SERIKALI

KUELEKEA WELEDI NA UBORA

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**Kikao na Wakurugenzi na Wakuu wa Vitengo vya  
Huduma za Sheria Serikalini**

# WELEDI NA UBORA

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Kama Ofisi ya Mwanasheria Mkuu wa Serikali tunataka kuamini na kutenda kwa **Weledi na Ubora**

Huko ndipo tunapotaka kwenda, kwa sababu ninaamini  
**hatujafika huko bado**



# WELEDI

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Weledi unaweza kutafsiriwa kama namna bora ya kufikiri na kutenda katika kazi ili kuleta **tija**.

Njia nzuri ya kufikiri kuhusu hili ni kuangalia **A** tatu:

- **Accountability**
  - **Attitude**
  - **Audience**
- Borneo



# UBORA

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Ubora ni hali ya kuwa ya mfano au nzuri kupita kiasi



# WELEDI NA UBORA

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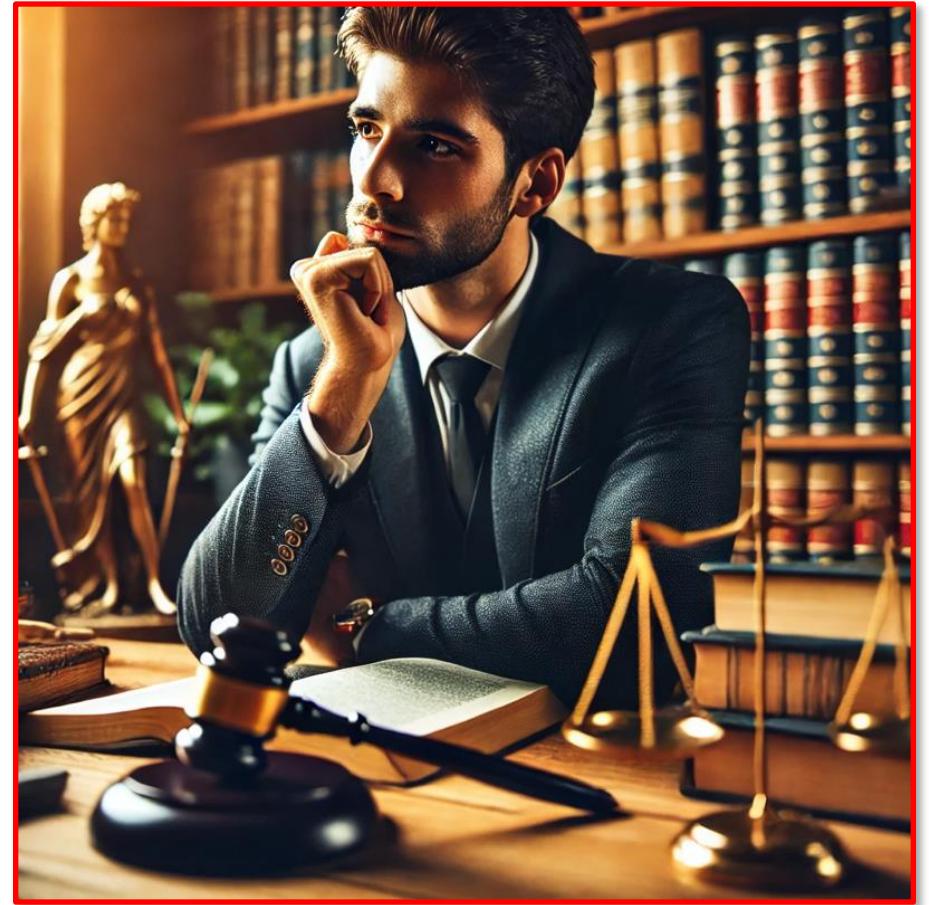
Tunapofikiria kutimiza azma hii hatuwezi kufika huko bila kuwashirikisha **Wakurugenzi na Wakuu wa Vitengo vya Huduma za Sheria Serikalini** ili wote tuwe na fikra sawa kutimiza lengo hili.



**Kama unataka kwenda mahali, ni  
kitu gani cha kwanza unachohitaji  
kukijua?**



# Kwa nini Tujali?



# CHANGAMOTO

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- ❑ Ushirikiano dhaifu kati ya Mawakili wa Serikali
- ❑ Mikataba
- ❑ Uandishi wa sheria
- ❑ Mawakili kukosa mafunzo stahiki kuendana na mageuzi
- ❑ Kushindwa kwenye kesi za kimataifa na Serikali kulipa pesa nyingi
- ❑ Uhaba wa fedha za kughamaria utoaji huduma za kisheria
- ❑ Mawakili kutolipwa stahili zao kwa wakati
- ❑ Mawakili kutoshirikishwa katika mambo yanayohitaji ushauri wa kisheria
- ❑ Kutozingatiwa kwa ushauri unaotolewa na Mawakili wa Serikali
- ❑ Mawakili wa Serikali kutozingatia Miongozo inayotolewa na Ofisi ya Mwaka Mkuu wa Sheria
- ❑ Upungufu wa vitendea kazi
- ❑ Ukosefu wa maadili kwa Mawakili wa Serikali
- ❑ Uwepo wa vikwazo mbalimbali dhidi ya Mawakili wa Serikali



# WELEDI NA UBORA

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Kuna kazi kubwa ya kufanya ili  
kurekebisha changamoto tulizonazo  
kusudi tufike huko tunakotaka kwenda  
kufikia **Weledi na Ubora.**



# Masuala yaliyotelekezwa na OMMS

- OMMS imeandika barua kwenda Wizara ya Katiba na Sheria kuhusiana na muundo wa Utumishi wa Maafisa Sheria chini ya Wizara ya Katiba na Sheria ili uendane na matakwa ya Sura ya 268 ili Wanasheria wote walio kwenye utumishi wa umma wawe Mawakili wa Serikali;
- OMMS imeandika barua kwenda kwa Makatibu Wakuu wa Wizara na Wakuu wa Taasisi kuwataka watekeleze Waraka uliotolewa na KM Utumishi kuhusu Posho za Maafisa sheria;
- OMMS imeandika barua kwenda kwa KM- TAMISEMI kuzitaka Tawala za Mikoa na Serikali za Mitaa kuhakikisha wanatenga bajeti ya kutosha kwa ajili ya vitengo vya huduma za sheria;
- Barua imeandikwa kwenda kwa Wakili Mkuu wa Serikali kuhakikisha Ofisi yake inawashirikisha ipasavyo Mawakili wa Serikali walioko katika Mamlaka za Serikali za Mitaa wakati wa uendeshaji wa mashauri ya Serikali; na
- **Miongozo mbalimbali ya utendaji kazi iliyoandalowi na OMMS imeshawekwa kwenye Tovuti ya OMMS na Kamati za Ushauri za Mikoa na Wilaya zimeshaanzishwa katika Mikoa na Wilaya. Kwa Mikoa na Wilaya ambayo bado hawajaanzisha Kamati hizo nawaelekeza ifikapo tarehe 31.12.2024 wawe wameishazianzisha.**

# MAENEO YA VIPAUMBELE KATIKA SAFARI YETU

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KUIMARISHA USHIRIKIANO

MAFUNZO KWA MAWAKILI WA SERIKALI

MASLAHI (MOTIVATION)

KUTOA HUDUMA ZA MSAADA WA KISHERIA NA KLINIKI ZA USHAURI WA KISHERIA

UWAJIBIKAJI (ACCOUNTABILITY)

MFUMO FIKRA (ATTITUDE)

MAZINGIRA BORA YA KAZI

KUOANISHA (ALIGNMENT)

TEHAMAMA

MKAKATI WA MAWASILIANO

UBIA NA USHIRIKIANO

MABADILIKO YA UTAMADUNI (CULTURE CHANGE)

UTAFITI

MIKATABA

KESI ZA KIMATAIFA

VITUO JUMUISHI



Jengo La Kituo Jumuishi - Arusha



Jengo La Kituo Jumuishi - Arusha



Jengo La Kituo Jumuishi - Mtwara



Jengo La Kituo Jumuishi - Mwanza



Jengo La Kituo Jumuishi - Mwanza

# TRANSFORMATION IS ACHIEVABLE

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**Why? Because I Believe the so called impossible is actually very often possible.**

Borneo: Where the heart is willing, it will find thousands ways and where is unwilling, it will find thousands excuses

A winner sees answers in problems but a loser sees problems in every opportunity  
– Donald Trump

A winner is proactive and positive and a loser is negative and reactive

You should always remember that we are the results of our thinking

Chinese Proverb: If you are not part of the solution, then you are part of the problem

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# Paradigm Shift

- Put that necessary Business Case/Enterprise
- Some Economic Balances
- Before applying the law
- Commercial and legal risks management

**DIRA TUNAYOIZUNGUMZIA  
INAANZA LEO NA  
SIO KESHO**



**ASANTENI!**