

WORK PLAN 2026

LOCAL GOVERNMENT AUTHORITY

Policy	Strategic Activity	Activities	Activity Reference	Govt Budget required?	Approved Budget
Assist local councils in creating vibrant local economies	Facilitate to increase financial resources to councils	Develop policies for resources utilization within atoll for community development.	Vision 2030	No	
	Facilitate the transfer of a percentage of centrally collected fees and taxes to local councils	Facilitate and lobby to ensure 50% of Green fund is transferred to the respective local council	Vision 2030	No	
Promote sustainable Local Economic Development	Facilitate to develop vibrant sustainable economies at local level	Incorporate local economic development concept within island development plans	Vision 2030	No	
		Facilitate to utilize resource including uninhabited houses to generate benefits for the council	Vision 2030	No	
	Develop capacity in areas of local economy development	Facilitate to provide business skill development training opportunities for local communities	Vision 2030	Yes	
	Establish a funding mechanism for council activities through responsible debt management mechanism	Develop a research paper on income generation and debt management of Local councils	Vision 2030	No	
Ensure provision of effective and quality services by local councils	Build capacity of staff in local councils	Develop capacity of local council staffs	Vision 2030	Yes	
		Develop awareness materials on importance of SOPs & service charter for the services provided by local councils	Vision 2030	No	
	Facilitate to make services provided by councils	Implement measures to enable cashless payment options for local council services (Bandeyri pay implementation).	Vision 2030	No	
		Establish a mechanism to collect citizen feedback on services delivered by local councils (will proceed with row activity in 34)	Vision 2030	Yes	
Strengthen municipal services provided by local councils	Create awareness to ensure the security of public spaces in islands in collaboration with local councils	Vision 2030	No		
Ensure local councils are transparent, responsible and accountable.	Ensure implementation of exiting policies to make local councils accountable & responsible	Monitor all City councils	Routine	Yes	
		Conduct Inquiry & Investigation Trips	Routine	Yes	
		Conduct training on policies and regulation	Routine	Yes	
	Ensure regular monitoring & auditing of local councils	Establish internal audit mechanism at local councils	Vision 2030	Yes	
	Facilitate to establish an internal audit mechanism at all councils	Standardized and ensure implementation of internal audit mechanism of island councils by lga offices in atolls	Routine	Yes	
Leverage use of ICT for an empowered, effective and efficient	Digitalize works of councils through E-council software.	Design and Develop Viya		yes	
		Ensure all the councils use Viya module to record all the financial transactions of Local Councils	Vision 2030	No	
	Establish an automated mechanism to digitalize internal work process	Design and Develop backend processes for digital public services.	Vision 2030	No	
		Continuous bug fixing of Viya Portal		Yes	59,817.00

local governance system	Establish an automated mechanism to digitalize internal work process	Attending Microsoft Office 365 Requests/ MageyCouncil/ Vuna User Requests/Helpdesk		No	
		Coordination and Technical Support for Digitization of Public Services in Collaboration with MINDCo. (Trade Net)		No	
Promote for a resilient community with access to safe water and air at local level	Establish a a socially safe and & healthy environment at local level	Create awareness on green island development initiatives in collaboration with councils	Vision 2030	No	
		Incorporate Sustainable Development Goals in island development plans	Vision 2030	No	
	Work towards creating a better environment for LGA staff	Hire LGA building security	Routine	Yes	99000
		Acquire AC service agreement	Routine	Yes	130000
	Build trust & transparency of LGA & Increase awareness about work of LGA	Update SOPs & Service Charters for LGA operation	Routine	No	
		Monitor and maintain LGA website as per ICOM standards	Routine	No	
		Strengthen public relations of LGA & maximise publication on social media platforms	Routine	Yes	
	Efficient Management of Inventory	Acquire an Inventory management software	Routine	Yes	135000
	Build trust on LGA & Increase awareness about work of LGA	Publish board meeting decisions - 1	Routine	No	
		Publish board meeting decisions - 2	Routine	No	
		Publish board meeting decisions - 3	Routine	No	
		Publish board meeting decisions - 4	Routine	No	
		Publish board meeting decisions - 5	Routine	No	
		Publish board meeting decisions - 6	Routine	No	
		Publish board meeting decisions - 7	Routine	No	
		Publish board meeting decisions - 8	Routine	No	
		Publish board meeting decisions - 9	Routine	No	
		Publish board meeting decisions - 10	Routine	No	
		Publish board meeting decisions - 11	Routine	No	
		Publish board meeting decisions - 12	Routine	No	
Live board meetings on social media		Routine	No		
Develop a media plan for LGA	Routine	No			
Coordinate and oversee the implementation of the 17th amendment to the Decentralization Act	Prepare & monitor an implementation plan with regard to the 17th Amendment to the Decentralization Act	Routine	No		
Promote evidence-Based Local Governance and enhance Institutional Profile through Research Engagement	Present research paper in Civil Service Conference 2026	Routine	No		
Facilitate dialogues with general public and relevant institutions on decentralization and good governance	Conduct Decentralization policy coordination conference on decentralization and good governance (Fanoalla Dharubaaru)	Routine	Yes		
	Conduct a community forum on Decentralisation	Routine	Yes	67,111.00	
Facilitate Oath Taking Ceremony arrangements	Arrange transportation of magistrates	Routine	Yes		
	Draft a sample agenda of ceremony	Routine			
	Ensure the process of oath taking ceremony	Routine			
Facilitate transitional arrangements of all councils before 5th term elected councilors take office	Ensure smooth transition process	Routine	No		

Undertake legal, regulatory, and coordination actions to support decentralization and strengthen local council operations.	Legal action to be taken by the Authority in connection with amendments to the Decentralization Act	Routine		
	Amend the General Procedure Rules of local Council	Routine		
	Gazette the regulations submitted by the councils	Routine		
	Take necessary steps to resolve issues raised by councils and councilors in coordination with relevant bodies	Routine		
Conduct LGA Board Election		Routine		
	Elect board member from city councils			
	Elect board member from Island councils	Routine		
Establish a mechanism to increase knowledge on local governance & Decentralization through field trips, exposure trips, workshops	Elect board member from WDCs	Routine		
	Facilitate to conduct Capacity Building training to members of councils, WDC & staff of LGA in collaboration with Government of India & NIRD - Batch 1	Routine	Yes	
	Facilitate to conduct Capacity Building training to members of councils, WDC & staff of LGA in collaboration with Government of India & NIRD - Batch 2	Routine	Yes	
	Facilitate to conduct Capacity Building training to members of councils, WDC & staff of LGA in collaboration with Government of India & NIRD - Batch 3	Routine	Yes	
	Facilitate to conduct Capacity Building training to members of councils, WDC & staff of LGA in collaboration with Government of India & NIRD - Batch 4	Routine	Yes	
Conduct Staff leadership programs to strengthen leadership and staff competency	Facilitate to conduct Capacity Building training to members of councils, WDC & staff of LGA in collaboration with Government of India & NIRD - Batch 5	Routine	Yes	
	Conduct Staff leadership Program (Fanaaru) month 1			
	Conduct Staff leadership Program (Fanaaru) month 2			
	Conduct Staff leadership Program (Fanaaru) month 3			
	Conduct Staff leadership Program (Fanaaru) month 4			
	Conduct Staff leadership Program (Fanaaru) month 5			
	Conduct Staff leadership Program (Fanaaru) month 6			
	Conduct Staff leadership Program (Fanaaru) month 7			
	Conduct Staff leadership Program (Fanaaru) month 8			
	Conduct Staff leadership Program (Fanaaru) month 9			
	Conduct Staff leadership Program (Fanaaru) month 10			
	Conduct Staff leadership Program (Fanaaru) month 11			
	Conduct Staff leadership Program (Fanaaru) month 12			
	Conduct Quarterly staff development programs for staff based on Training need analysis - Q1			
	Conduct Quarterly staff development programs for staff based on Training need analysis - Q2			

Strengthen Local Government Authority & build trust for Decentralization System

	Conduct Quarterly staff development programs for staff based on Training need analysis - Q3	Routine	Yes	
	Conduct Quarterly staff development programs for staff based on Training need analysis - Q4	Routine	Yes	
	Conduct Quarterly Team building activities - 1	Routine	Yes	
	Conduct Quarterly Team building activities - 2			
	Conduct Quarterly Team building activities - 3			
	Conduct Quarterly Team building activities - 4			
Conduct staff activities to create better work environment among staff	Celebrate LGA anniversary	Routine	Yes	
	Conduct an internal collaborative forum to organize and host a staff award ceremony recognizing employee performance of 2025	Routine	Yes	
	Conduct monthly staff performance evaluations and, upon completion, hold a monthly employee recognition event.			
	Conduct monthly staff performance evaluations and, upon completion, hold a monthly employee recognition event.			
	Conduct monthly staff performance evaluations and, upon completion, hold a monthly employee recognition event.			
	Conduct monthly staff performance evaluations and, upon completion, hold a monthly employee recognition event.			
	Conduct monthly staff performance evaluations and, upon completion, hold a monthly employee recognition event.			
	Conduct monthly staff performance evaluations and, upon completion, hold a monthly employee recognition event.			
	Conduct monthly staff performance evaluations and, upon completion, hold a monthly employee recognition event.			
	Conduct monthly staff performance evaluations and, upon completion, hold a monthly employee recognition event.			
	Conduct monthly staff performance evaluations and, upon completion, hold a monthly employee recognition event.			
	Conduct monthly staff performance evaluations and, upon completion, hold a monthly employee recognition event.			
	Conduct monthly staff performance evaluations and, upon completion, hold a monthly employee recognition event.			
	Conduct monthly staff performance evaluations and, upon completion, hold a monthly employee recognition event.			
	Conduct monthly staff performance evaluations and, upon completion, hold a monthly employee recognition event.			
	Conduct monthly staff meetings 1	Routine	No	
	Conduct monthly staff meetings 2	Routine	No	
	Conduct monthly staff meetings 3	Routine	No	
	Conduct monthly staff meetings 4	Routine	No	
	Conduct monthly staff meetings 5	Routine	No	
Conduct monthly staff meetings 6	Routine	No		
Conduct monthly staff meetings 7	Routine	No		

	Conduct monthly staff meetings 8	Routine	No	
	Conduct monthly staff meetings 9	Routine	No	
	Conduct monthly staff meetings 10	Routine	No	
	Conduct monthly staff meetings 11	Routine	No	
	Conduct monthly staff meetings 12	Routine	No	
Comprehensive Review and Enhancement of HR Policies	Develop and implement a Mental Health Leave Policy to support and promote employees' mental wellbeing.			
	Review and update the Flexible Hours Policy to improve operational effectiveness.			
	Review and update the Recruitment and Selection Policy.			
	Review and revise the Attendance Allowance Policy to clearly define payable and non-payable leave types and ensure fairness.			
	Review the Living Allowance provision to extend eligibility to employees during the probation period.			
	Conduct a comprehensive review of the Staff Regulations and address identified gaps within specific chapters to ensure alignment with approved policies and promote staff welfare.			
Enhance operational efficiency by automating manual HR processes	Automate and streamline the monthly staff recognition & employee performance evaluation process through the HR system.			
	Digitize and centralize employee personal files to improve record management and accessibility.			
Monitor activities related to LGA in national level plans & policies	Collect information to monitor the progress of national level plans & policies	Routine	No	
Prepare plans /report to monitor works of LGA	Establish a Work plan Monitoring system for 2026	Routine	No	
	Formulate LGA Work plan 2027	Routine	Yes	30,300.00
	Collect information and update workplan activities progress for Q4 (2025)	Routine	No	
	Collect information and update workplan activities progress for Q1	Routine	No	
	Collect information and update workplan activities progress for Q2	Routine	No	
	Collect information and update workplan activities progress for Q3	Routine	No	
	Compile LGA Annual Report	Routine	No	
	Develop LGA budget for 2027	Routine	No	
Conduct staff evaluation on a regular basis	Compile Financial statements of LGA	Routine	No	
	Conduct staff monthly evaluation - 1	Routine	No	
	Conduct staff monthly evaluation - 2	Routine	No	
	Conduct staff monthly evaluation - 3	Routine	No	
	Conduct staff monthly evaluation - 4	Routine	No	
	Conduct staff monthly evaluation - 5	Routine	No	
	Conduct staff monthly evaluation - 6	Routine	No	
	Conduct staff monthly evaluation - 7	Routine	No	
	Conduct staff monthly evaluation - 8	Routine	No	
	Conduct staff monthly evaluation - 9	Routine	No	
Conduct staff monthly evaluation - 10	Routine	No		

	Conduct staff monthly evaluation - 11	Routine	No	
	Conduct staff monthly evaluation - 12	Routine	No	
Conduct regular meetings at senior management level	Conduct weekly supervisors meeting	Routine	No	
	Conduct monthly SMT Meeting - 1	Routine	No	
	Conduct monthly SMT Meeting - 2	Routine	No	
	Conduct monthly SMT Meeting - 3	Routine	No	
	Conduct monthly SMT Meeting - 4	Routine	No	
	Conduct monthly SMT Meeting - 5	Routine	No	
	Conduct monthly SMT Meeting - 6	Routine	No	
	Conduct monthly SMT Meeting - 7	Routine	No	
	Conduct monthly SMT Meeting - 8	Routine	No	
	Conduct monthly SMT Meeting - 9	Routine	No	
	Conduct monthly SMT Meeting - 10	Routine	No	
	Conduct monthly SMT Meeting - 11	Routine	No	
	Conduct monthly SMT Meeting - 12	Routine	No	
Conducted regular Board meetings	Conduct Board Meeting - 1	Routine	Yes	
	Conduct Board Meeting - 2	Routine	Yes	
	Conduct Board Meeting - 3	Routine	Yes	
	Conduct Board Meeting - 4	Routine	Yes	
	Conduct Board Meeting - 5	Routine	Yes	
	Conduct Board Meeting - 6	Routine	Yes	
	Conduct Board Meeting - 7	Routine	Yes	
	Conduct Board Meeting - 8	Routine	Yes	
	Conduct Board Meeting - 9	Routine	Yes	
	Conduct Board Meeting - 10	Routine	Yes	
	Conduct Board Meeting - 11	Routine	Yes	
	Conduct Board Meeting - 12	Routine	Yes	
Strengthen the functioning of MILG	Develop MILG Strategic plan 2026-2028	Routine		
	Develop training calendar for the year 2026	Routine	No	
	Develop a social media plan for MILG	Routine	No	
	Implement media plan for promotion for MILG, kiyeveni portal and general awareness	Routine	Yes	
	Develop MILG training Directory for 2026-2028			
	Celebrate MILG Anniversary	Routine	Yes	
Strengthen Decentralization & local governance in Maldives	Analyze monitoring reports to identify and strengthen areas that are weak	Routine	No	
	Design summary infographics on monitoring report analysis (2024 & 2025)			
	Analyze performance index data to identify and strengthen areas that are weak	Routine	No	
	Design & publish summary infographics of the evaluation of Performance Index	Routine	No	
	Publish a research paper related to decentralization in Maldives on a local or international journal.	Routine	Yes	
Submit consolidated yearly reports of councils to Majlis	All councils Annual report to be sent to Majilis	Routine	No	

	Ensure regular update of councillors & WDCs list	Maintain Councilors & Women Development Committee members List	Routine	No	
	Establish a mechanism to monitor the reports/plans/statements to be submitted by councils	Monitoring of local councils budget & financial statements	Routine	No	
		Monitoring of 6 months report of councils	Routine	No	
		Monitoring of local councils annual work plan	Routine	No	
	Establish local & foreign partnership with relevant agencies	maintain membership in relevant international & local organisations	Routine	Yes	
	Celebrate Governance day	Conduct activities to celebrate Governance day	Routine	Yes	20,000.00
	Strengthen the performance of local councils through performance monitoring	Calculate PI and Rank Councils	Routine	No	
		Publish Performance Index Result (Design and Publish PI Book)	Routine	Yes	
		Conduct Kangathi Award Function	Routine	Yes	
	Create awareness on the role of council members and WDC members	Develop Councilors handbook	Routine	Yes	
		Develop WDC handbook	Routine	Yes	
		Develop handbook on Island Development Plan	Routine	Yes	
		Develop materials for orientation program for councillors	Routine	Yes	
		Conduct orientation program for councillors	Routine	Yes	
Promote public participation at local level	Establish a mechanism to to get public feedback for activities conducted by councils	Develop a guide for local councils to fomulate local level committees to get community feedback	Vision 2030	No	
		Develop a Local Council Digitalization Project (LCDP) to provide digital solutions for local coucils and to rasie funds to sevice and maintain digital services provided by Local Councils		No	
		Ensure councils enable online & physical meetings with public	Vision 2030	No	
	Establish a mechanism to provide assistance for people with special	Establish a mechanism for community input on council plans, including	Vision 2030	No	
	Establish a a socially safe and & healthy environment at local level	Ensure accesibility at public places (ramp)at local level (inform councils and through monitoring, include in monitoring paper)	Vision 2030	No	
		Facilitate to reduce crimes, and establish a safe, & healthy environment in local islands	Vision 2030	No	
		Facilitate to create awareness among community & councils on building a socially safe environment at local level	Vision 2030	No	
		Facilitate to establish a mechanism to maintain security & cleanliness of public places at local level (Through changes to the organiztional structure)	Vision 2030	No	
	Introduce a mechanism to monitor the island and city council's mandate of social protection in relation to the vulnerable population within LGA	NAPVAC	No		
	Ensure that the councils monitor and report the status of the vulnerable population every 4 months as stated in the Decentralization Act.	NAPVAC	No		

Build a socially safe and & healthy environment at local level		Build capacity of the island and atoll councils to monitor and ensure that programmes and activities are conducted in a child-safe and gender equitable manner, with access for CWDs.	NAPVAC	Yes	
		Introduce induction training materials accessible via eGov portal for all council members and staff regarding their roles and responsibilities in relation to early identification of VAC, and responding to VAC.	NAPVAC	No	
Create awareness by working with the community, stakeholders and political parties to increase percentage of women's participation in electoral process and representation in political institutions	Enhance Women's Economic Empowerment	Create awareness in councils to foster gender equity in decision-making process	Vision 2030	No	
		Conduct business skill development programs for women	Vision 2030	Yes	
	Ensure gender balanced participation in trainings related to decentralization	Collaborate with councils to create marketing options for products made by women through Business Centre Corporation	Vision 2030	No	
	Facilitate to change community's perception towards women	Develop a policy to ensure gender balanced representation in all trainings related to decentralization	Vision 2030	No	
		Conduct awareness programs to students in collaboration with Education ministry regarding role of women in decentralization	Vision 2030	No	
	Develop capacity of women councillors and WDC members	Conduct awareness programs to change community's perception towards women	Vision 2030	No	
		Develop orientation program (magaamah ahuluveri kurumuge program) for WDC members	Vision 2030	No	
		Conduct orientation program for WDC Members	Vision 2030	Yes	
		Conduct training programs to build capacity of WDC members	Vision 2030	Yes	
		Conduct women Leaders training program	Vision 2030	Yes	

Adopt measures to support programs and activities developed for economic empowerment of women, including the especially vulnerable groups such as persons with disabilities, the elderly, women heading single-headed households, victims of gender-based violence and migrant workers	Conduct gender sensitization training as part of orientation programs for local councils	GEAP	No	
	Update and digitise the land and household registers at island and city level, to assess share of women's property ownership	GEAP	No	