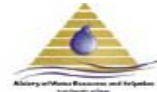




**United States Agency for International
Development**



Ministry of Water Resources & Irrigation

LIFE Integrated Water Resources Management
Task Order No. 802
EPIQ II: Contract No. EPP-T-802-03-00013-00

Integrated Water Management District Staffing Plans

Report No. 48

April 2008

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Integrated Water Management District Staffing Plans

Prepared by:

Dr. Ragab Abdel Azeem

April 2008

DISCLAIMER

The authors views expressed in this publication do not necessarily reflect the views of the United States Agency for International Development or the United States Government

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Integrated Water Management District Staffing Plans

1. Introduction

These guidelines are meant to assist MWRI General Directors and IWMD managers in the staffing and organizational structuring of the newly-established Integrated Water Management Districts.

2. Organization and Responsibilities of IWMDs

Within the district boundaries, IWMD staff is responsible for the following tasks:

1. Maintenance of all canals, open drains, and sub-surface drains within the District boundary
2. Operation and maintenance of all pumping stations with capacity up to $1\text{m}^3/\text{sec}$.
3. Distribution of water along main canal(s) and to branch canals
4. Monitoring of water resources availability and uses
5. Monitoring of water management activities/projects
6. Coordination with water users
7. Enforcement of Irrigation and Drainage Laws No. 12/1984 and 48/1982 and related bylaws and amendments.

In order to tackle these tasks, the IWMD is to be organized in four sections:

- Water Management and Distribution Section (responsible for Tasks 3, 4, and 7)
- Maintenance Section (responsible for Tasks 1, 2, and 7)
- Planning and Project Section (responsible for Tasks 5 and 6)
- Administration Section.

Each section has specific responsibilities and will perform activities to fulfill these responsibilities. These activities can be seen as “offices” in the sense that most of staff would be specifically assigned to one activity. However, managers, engineers, and senior technicians should be able to conduct different activities within the same section. While on a regular basis they should have focused responsibilities, they may have to replace colleagues because of transfer, sickness, or leave.

The IWMD would also have an information/computer office. All water and administrative data should be centralized in this office, through databases (if computers are available), or through paper records.

Water Management and Distribution Section

The Water Management and Distribution Section is responsible for:

- Assessing water needs and availability
- Requesting Nile water deliveries from the Water Distribution Directorate (through the Irrigation General Directorate)

- Planning and distributing water resources equitably among and along the various main and branch canals
- Monitoring the use of water resources.

Correspondingly, the Section is divided into three activities:

1. Water demand assessment
2. Water distribution
3. Water monitoring.

The demand assessment activity is responsible for:

- Assessing availability of local resources (drainage reuse, groundwater)
- Coordinating with the MALR and using the MISD tools to collect data on cropping patterns and defining crop water needs
- Identifying the various uses of water resources and assessing the use efficiencies
- Requesting Nile water delivery from the Water Distribution Directorate (through the Irrigation General Directorate)
- Providing feedback to the Water Distribution Directorate on actual allocation and supply–demand match.

The water distribution activity is responsible for:

- Controlling water distribution within the main canal by operating cross-regulators
- Allocating water among and along branch canals by operating branch canal head and cross-regulators
- Coordinating with water users in the operation of branch canals and addressing their water allocation complaints
- Recording violations to Water Laws No. 12/1984 and 48/1982 and related amendments and bylaws.

The flow monitoring activity is responsible for:

- Regularly measuring inflow to the main and branch canal(s) at priority inflow/outflow locations
- Maintaining the flow monitoring (water level/discharge) records/databases
- Regular calibration for water level monitoring scales and devices, both on main canals and on branch canals.

Maintenance Section

The Maintenance Section is responsible for:

- Annually assessing maintenance needs of irrigation and drainage networks (canals, drains, and pumping stations), in coordination with water users
- Prioritizing these needs and identifying the responsible entity, i.e. BCWAU, MWRI or outside contractor
- Preparing requests for funding from Headquarters (transmitted through the General Directorate)
- Carrying out some of the maintenance works
- Contributing to tendering the works
- Monitoring contractors' performance
- Recording violations of irrigation laws.

The section is divided into four activities:

1. Canal and open drain maintenance
2. Sub-surface drainage maintenance
3. Structure maintenance (includes civil works, gates, and governmental wells)
4. Pumping station maintenance.

Each of the four activities is responsible for a specific type of infrastructure.

Planning and Projects Section

The Planning and Projects Section is responsible for:

- Assisting MWRI project implementation entities during planning, design, and implementation, by providing field data and feedback
- Contributing to tendering the works and monitoring contractors' performance
- Ensuring water users participation in project identification, planning, implementation, and monitoring
- Regularly assessing training needs of technical staff and communicating these needs to the General Directorate.

The section is divided into four activities:

1. Planning and design
2. Project monitoring
3. Water advisory
4. Training plans.

The planning and design activity is responsible for:

- Coordinating with MWRI project implementation entities to assess and prioritize needs (using criteria provided by these entities)
- Coordinating and assisting these entities during planning, design, and implementation (e.g. by providing data and feedback, and contributing to work supervision)
- Preparing tender documents, assisting in the selection of contractor, and directly supervising works in the case of minor rehabilitation/improvement.

The project monitoring activity is responsible for:

- Assisting the MWRI project implementation entities during implementation
- Monitoring the progress of project activities and reporting on implementation
- Supervision of contractors' work for all types of works except project entities.

The water advisory team is responsible for:

- Establishing BCWUAs
- Strengthening, monitoring, and assisting these BCWUAs
- Maintaining constant communications with water user representatives to assess their needs, priorities, and concerns, and inform them of water management issues and projects.

The training plan activity is responsible for:

- Assessing training needs of IWMD staff
- Transmitting training requests to the General Directorate

- Selecting staff to be trained
- Contributing to the logistics of training events.

Administrative Section

The Administrative Section is responsible for administrative, legal, financial, and logistical affairs. It is divided into eight activities:

1. Personnel affairs
2. Bookkeeping and archives
3. Legal issues
4. Financial affairs
5. Warehouse and purchasing
6. Internal communications (switch)
7. Security
8. Transportation.

The personnel affairs activity is responsible for:

- Work regulations and contracts
- Vacations and leave
- Performance evaluation
- Updating job descriptions
- Recording staff training.

The bookkeeping and archives activity is responsible for:

- Receiving and sending mails
- Filing documents.

The legal affairs activity is responsible for:

- Licensing water withdrawals, turnouts, and wells
- Receiving complaints
- Prosecuting violations (in coordination with the police).

The financial affairs activity is responsible for:

- Preparing requests for maintenance budgets
- Paying salaries
- Controlling expenditures.

The warehousing and purchasing activity is responsible for:

- Procuring materials and spare parts
- Controlling inventory.

The internal communications activity is responsible for:

- Receiving customers' complaints, requests, and comments and relaying these to appropriate personnel
- Responding to calls from the public
- Managing office messenger staff.

The security activity is responsible for:

- Guarding the District buildings, equipment, and vehicles.

The transportation activity is responsible for:

- Managing the carpool and drivers
- Managing work equipment (tractors, trucks, and excavators).

Key Personnel

| | |
|-----------------------------------|--|
| IWMD Manager | Administratively, must be Inspector or Senior Director of Works. |
| IWMD Deputy Manager | Preferably a Senior Director of Works, who is also the Head of one of the sections. He/she will act as IWMD Manager when required. The IWMD Deputy Manager should be involved in all decision-making by the IWMD Manager so that he/she can eventually become an IWMD Manager. |
| IWMD Section Heads: | |
| Maintenance | Administratively, must be an Assistant Director of Works; at least one experienced Engineer should be assigned to this section to support the Assistant Director of Works. |
| Water management/ distribution | Administratively, must be experienced Engineer. |
| Planning/project monitoring | Administratively, must be Assistant Director of Works. |
| Administration | Senior administrative person. |

Figure 1 shows the IWMD organization structure graphically.

The following activities will be handled at the General Directorate level (for the time being):

- Operation of water control structures on main canals
- Water quality monitoring
- Groundwater monitoring
- Telemetry
- Digital mapping
- Contracting
- Finances.

The data and information collected by the General Directorate during execution of these activities must be communicated to the IWMDs.

Sources:

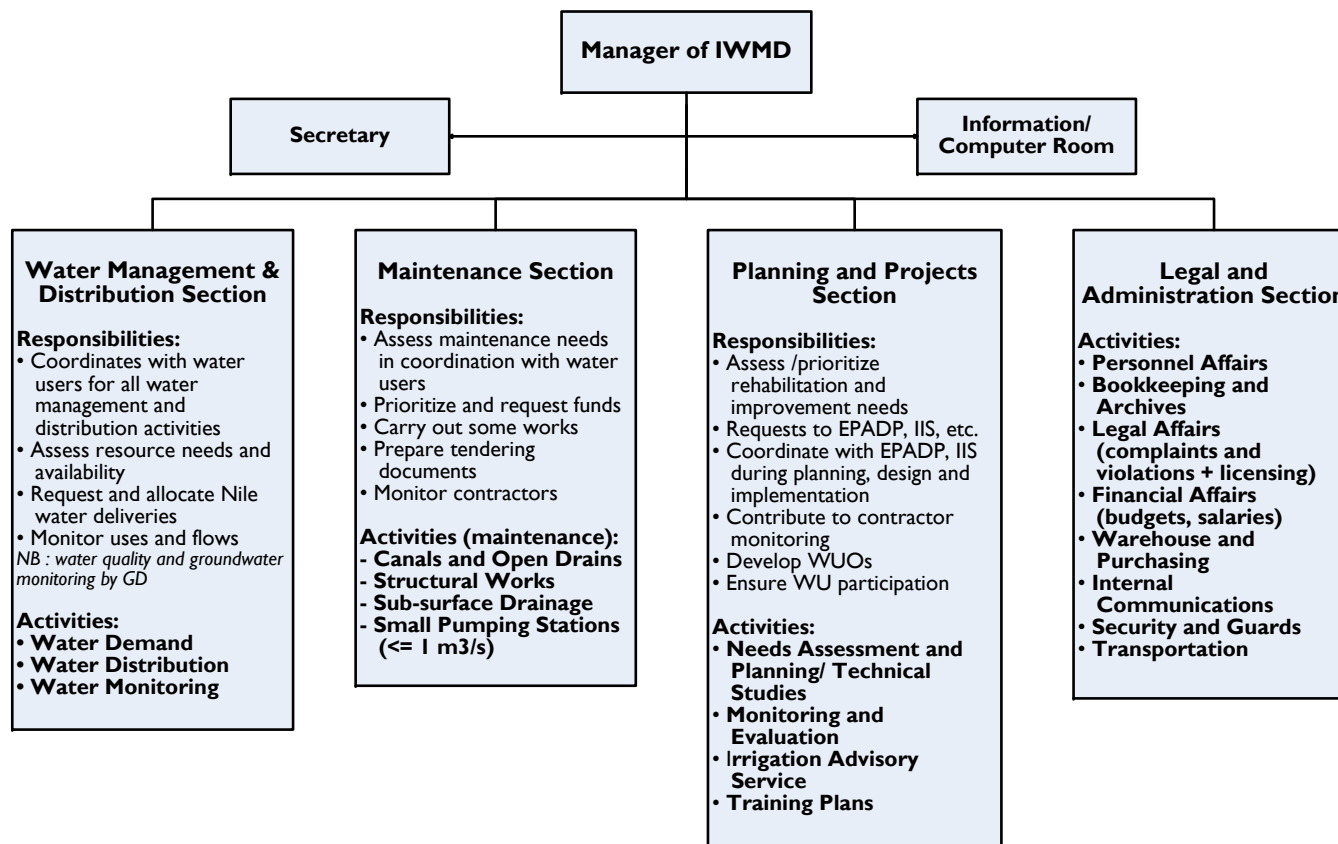
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Figure 1 IWMD Organization Chart



3. Engineer Assignment Decree

THE UNDERSECRETARY, HEAD OF THE IRRIGATION DEPARTMENT

After reviewing:

- Law No. 47 for the year 1978 regarding the state civil service and its amendments,
- And Ministerial Decree No. 541/2004 issued 10 November 2004 comprising the transformation of the irrigation districts in the Qena General Directorates to Integrated Water Management Districts,
- And a letter from the Head of the Central Department of Water Resources and Irrigation of Qena governorate issued on 7 November 2004 regarding the nomination of engineers to work in the integrated districts of the Qena General Directorate,
- And our approval,

DECIDED

Article One

Starting from today, the following engineers are to work in the Integrated Water Resource Districts of Qena General Directorate as follows:

Article Two

All Concerned parties have to implement this decree.

(Signed by)

*Dr. Mahammed Bahaa Eldin Ahmed
MWRI Undersecretary and ID Chairman*

| Name | Job and Degree | IWMD Assignment | Notes |
|---------------------------------------|------------------------------------|------------------------|---|
| Eng. Ahmed Al Sayed Mohammed Omar | Irrigation Inspector – Civil - 1st | Nagga Hammady District | District Director |
| Eng. Ragaa Aziz Dawood | Civil - 1st | Nagga Hammady District | |
| Eng. Koliet Toma Drias | Civil - 1st | Nagga Hammady District | |
| Eng. Mamdouh Aiad Rofaeel | Civil - 2nd | Nagga Hammady District | |
| Eng. Sarwat Gad Al Raab Mohamed Ameen | Civil - 2nd | Nagga Hammady District | Transferred from The Drainage Authority |
| Eng. Elaf Ahmed saad Al Deen | Civil -3rd | Nagga Hammady District | |
| Eng. Gihan Hassan Abd Ellah | Civil -3rd | Nagga Hammady District | |
| Eng. Mohamed Mahmoud Ahmed Al sawy | Civil -3rd | Nagga Hammady District | |
| Eng. Esmaeel Abd Al Hameed Soliman | Civil - 2nd | Abu Tesht District | District Director |
| Eng. Remon Lamee Yassa | Civil - 2nd | Abu Tesht District | Transferred from The Drainage Authority |
| Eng. Atef Sabet Abd Alla | Civil -3rd | Abu Tesht District | |
| Eng. Gorgett Aziz Bishara | Irrig. Inspector – Civil -1st | Deshna District | District Director |
| Eng. Abed Husein Abd Alla | Civil - 2nd | Deshna District | |
| Eng. Magdy Ayoub Botross | Civil -3rd | Deshna District | |
| Eng. Younes Abd Al Rahmman Ebraheem | Civil -3rd | Deshna District | Transferred from The Drainage Authority |
| Eng. Lotfy Mohammed Al taher Hassan | General Manager | Quena District | District Director |
| Eng. Eslam Ebraheem Mohammed | Civil - 2nd | Quena District | Transferred from The Drainage Authority |
| Eng. Mohammed Tallat Ali | Civil -3rd | Quena District | |
| Eng. Ahmed Abd Al Wahhab Ahmed Amer | Civil - 2nd | Koas District | District Director and terminate his work with suth Quena Drainage |
| Eng. Ashraf Al Shafee Mohammed | Civil - 2nd | Koas District | Transferred from The Drainage Authority |
| Eng. Gamal Mehany Ahmed Ali | Civil - 2nd | Nakada District | District Director |
| Eng. Fathy Ahmed Sabrra | Civil - 2nd | Nakada District | |
| Eng. Ukasha Bogdady Ali | Civil -3rd | Nakada District | Transferred from The Drainage Authority |

Integrated Water Management District Staffing Plans

| Name | Job and Degree | IWMD Assignment | Notes |
|--|-------------------------------|-----------------|---|
| Eng. Rafaat Ramzy Zakki | Irrig. Inspector – Civil -1st | Arment District | District Director |
| Eng. Abd Al Nasser Abd Al Raady Baiomy | Civil - 2nd | Arment District | |
| Eng. Saleh Ebraheem Bogdady | Civil -3rd | Arment District | |
| Eng. Al Bakry Hefny Mekky | Civil -3rd | Arment District | Transferred from The Drainage Authority |
| Eng. Aymen Abd Al Rahman Boraee | Civil -3rd | Luxor District | District Director |
| Eng. Ahmed Mahmoud Mohammed Hassan | Civil - 2nd | Luxor District | |
| Eng. Badawy Sayed Mahmoud | Civil - 2nd | Luxor District | Transferred from The Drainage Authority |
| Eng. Ahmed Abd Al Fattah Mohammed | Irrig. Inspector – Civil -1st | Esna District | District Director |
| Eng. Ramadan Abd Alla Hassan | Civil - 2nd | Esna District | |
| Eng. Hatem Moktaar Abd Al Sabour | Civil - 2nd | Esna District | |
| Eng. Abd Al Hameed Mohammed Ahmed | Civil - 2nd | Esna District | Transferred from The Drainage Authority |
| Eng. Wael Husein Mohammed Al Sayeh | Civil -3rd | Esna District | Transferred from M&E Dep. |
| Eng. Ebtehal Mahmoud Mohammed | Civil -3rd | Esna District | |
| Eng. Doaa Dahy Shaaban | Civil -3rd | Esna District | Transferred from M&E Dep. |

Integrated Water Management District Staffing Plans

Table 1 The Distribution Section of New Zifta Directorate

| District Name | Name of Director (*) | Name of Deputy | Water Distribution Section | | | | Maintenance Section | | | | | | Planning Section | | | | | | Administrative Section | | | | Name Of IT/computer Person | Name (WA) Person | No Of WA staff (P+T) | | | | | | | | | |
|-----------------|----------------------------|------------------------|----------------------------|----------------|---|------------|---------------------|------------------|----------------|-----|------------------------|------------|------------------|-------|------------------|----------------|---|-----|--------------------------|---|---|--------------|----------------------------|------------------|----------------------|-------------|------------------------|----|----|----|-----|---------------------------------|---------------------|----|
| | | | Name of head (*) | # of Engineers | | # of Staff | | Name of head (*) | # of Engineers | | | # of Staff | | | Name of head (*) | # of Engineers | | | # of Staff | | | Name Of Head | | | | No Of staff | | | | | | | | |
| | | | | P | T | Total | P | | T | F | Total | P | T | Total | | P | T | F | Total | P | T | | | | | F | Total | | | | | | | |
| South Zifta | Eng / Fatma Abdel Aziz (f) | Eng/Abd Elbaset Kassem | Eng/Manal Abd Almaseeh(F) | 1 | 0 | 1 | 4 | 3 | 0 | 7 | Eng/Abd Elbaset Kassem | 1 | 2 | 3 | 20 | 62 | 0 | 82 | Eng /Hany Shaheen | 0 | 1 | 1 | 0 | 110 | 5 | 110 | Adel Ammar | 20 | 24 | 16 | 44 | Eng : Hany Shaheen(T) | Khaled Haroun | 11 |
| North Zifta | Hoda Abdel Aziz (f) | Ahmed Abd Elhakim | Eng.Ahmed Abd Elhakim | 1 | 1 | 2 | 16 | 2 | 0 | 18 | Eng.Adel Sadek Shehata | 1 | 2 | 3 | 41 | 48 | 0 | 89 | Eng.Magdy Mousa | 1 | 1 | 2 | 1 | 11 | 0 | 12 | Abd El kreem El Senidy | 23 | 32 | 14 | 55 | Salwa Hegazy(T) | Eng. Magdy Mousa | 12 |
| El Santa | Mohamed El sayed Khodear | Ahmed Abd El Rahman | Ahmed Abd El Rahman | 1 | 0 | 1 | 60 | 85 | 100 | 145 | Maheer Esmael Noseir | 1 | 0 | 1 | 26 | 30 | 6 | 56 | Tahany Hakem | 0 | 1 | 1 | 54 | 32 | 20 | 86 | Yaser Awad | 26 | 19 | ## | 45 | Eman Reda | Mohamed Elhoseny | 12 |
| Berket El Saba' | Essam Abdel Aziz | Hossam Abdel Monaem | Eng Waleed Kamal | 1 | 1 | 2 | 38 | 3 | 3 | 41 | Ebrahim Abdel Fatah | 1 | 2 | 3 | 30 | ## | 1 | 132 | EngSalwa Ismaeel (T) (F) | 1 | 2 | 3 | 6 | 7 | 6 | 13 | Hamada ELSayed | 30 | 99 | 60 | 129 | Eng. Nashwa Mohamed Lashien (T) | Eng. Hamam Elrefaay | 8 |
| Quesna | Abd Elmohsen El Hoseny | AbdElrhman kamal | Abeer Samy(f) | 1 | 0 | 1 | 3 | 26 | 3 | 29 | Abd Elrhman kamal | 1 | 1 | 2 | 55 | 59 | 0 | 114 | AbdElrhman kamal | 1 | 0 | 1 | 6 | 14 | 5 | 20 | Refaat Nada | 17 | 38 | 29 | 55 | Abd Elrhman Kamal | Mohamed Farouk | 15 |

(*) If Female, please indicate (F)

T/P Temporary/Permanent

Figure 2 New Zifta Directorate Organization Chart

New Zifta Directorate Organization Chart

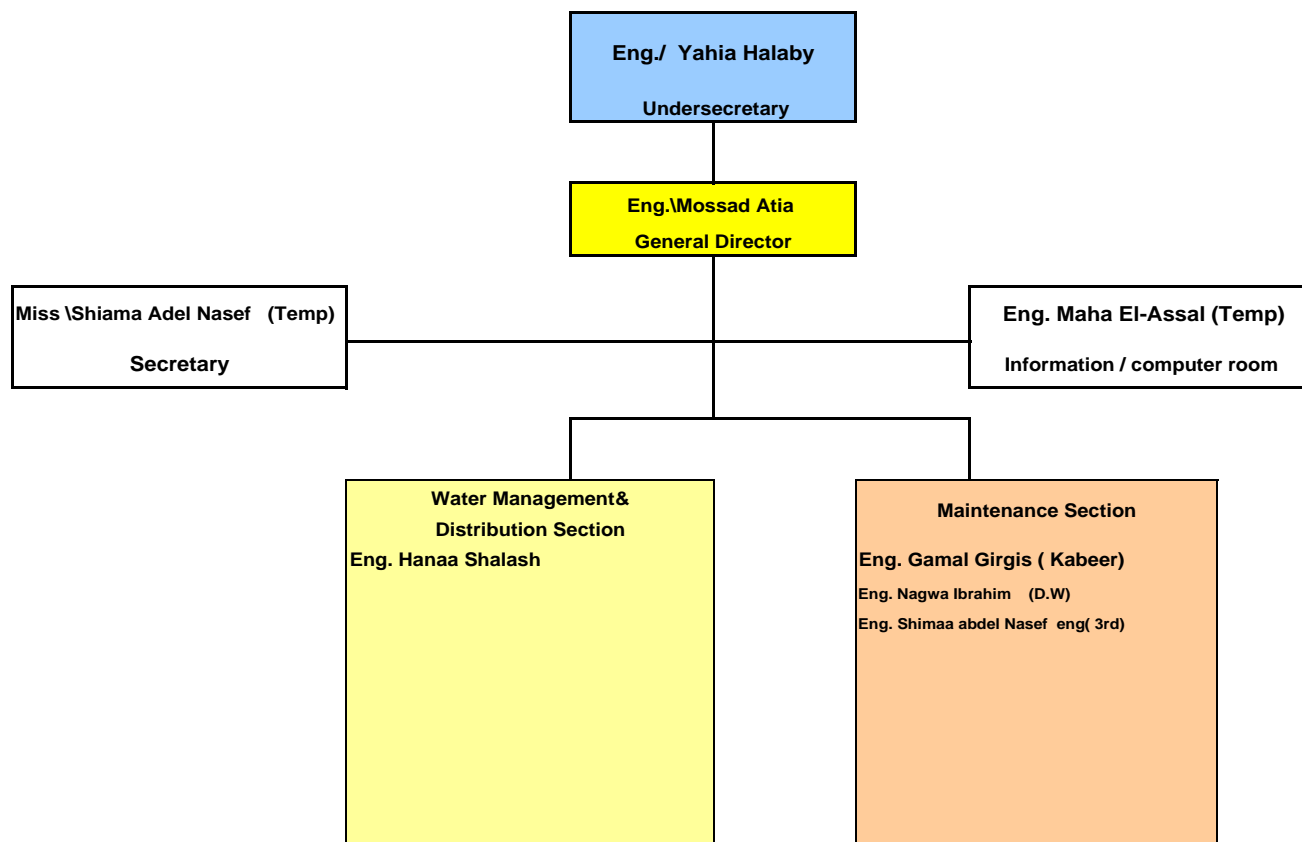


Figure 3 North Zifta IWMD Organization Chart

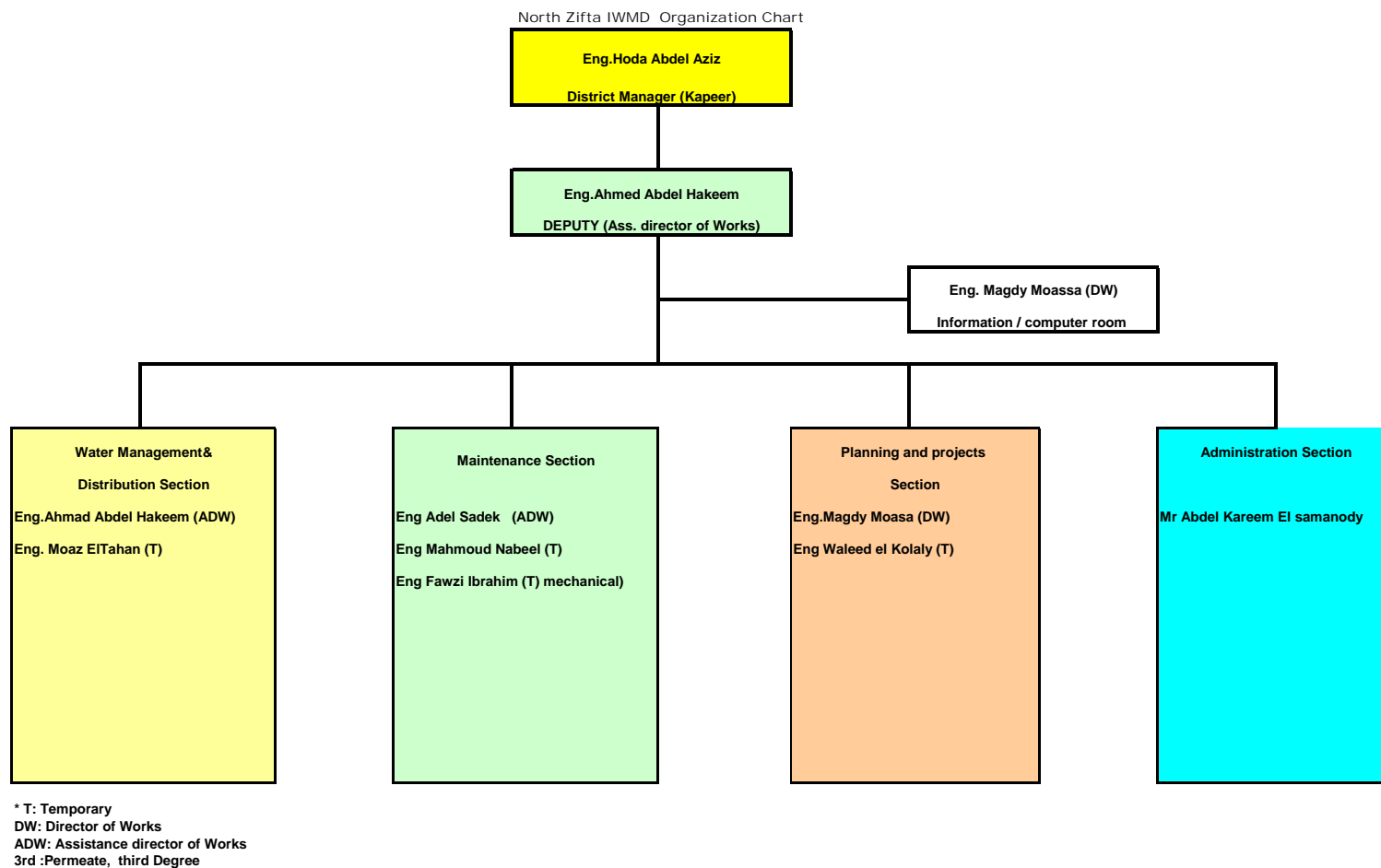


Figure 4 El Santa IWMD Organization Chart

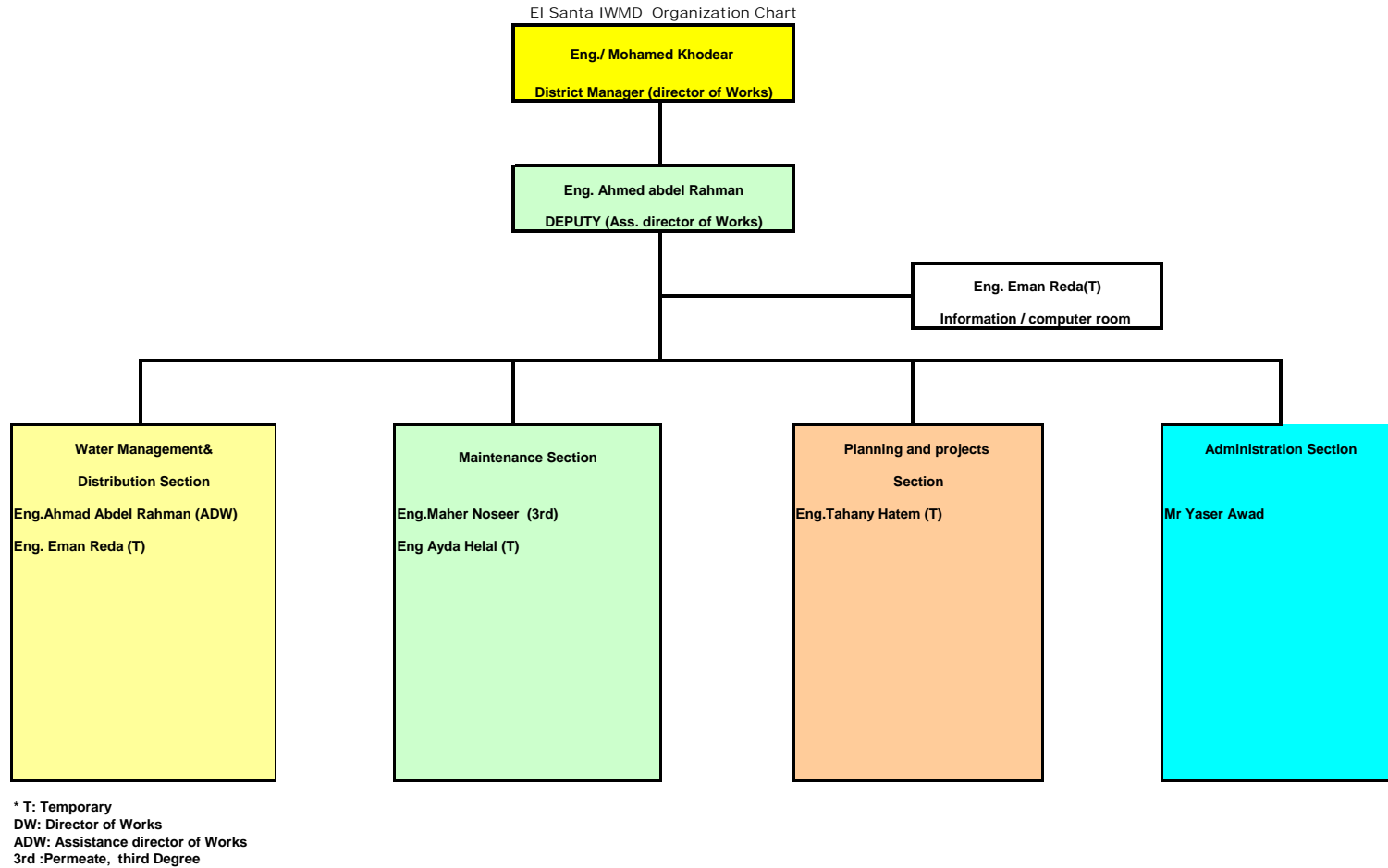
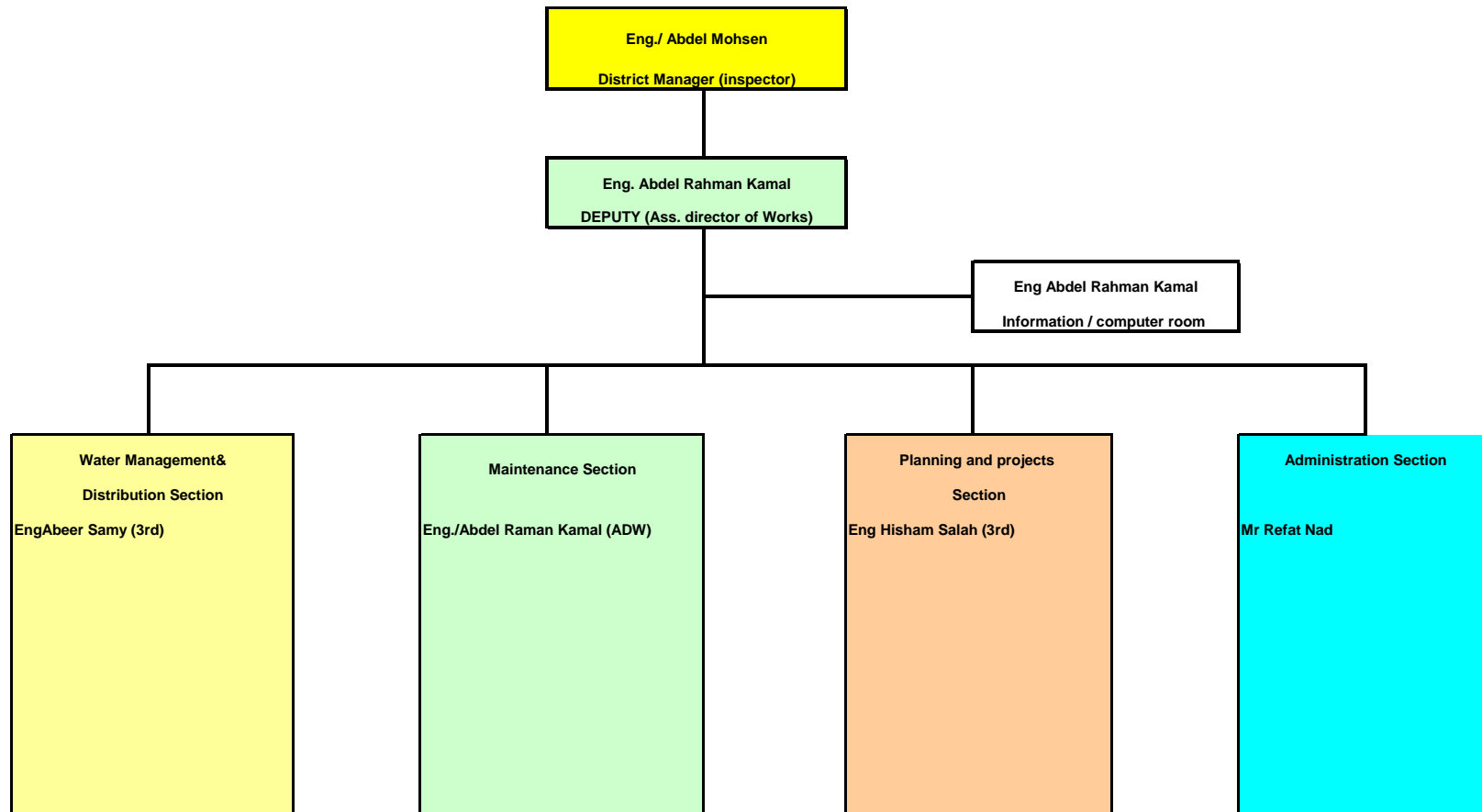


Figure 5 Quesna IWMD Organization Chart



* T: Temporary
DW: Director of Works
ADW: Assistance director of Works
3rd :Permeate, third Degree

Figure 6 South Zifta IWMD Organization Chart

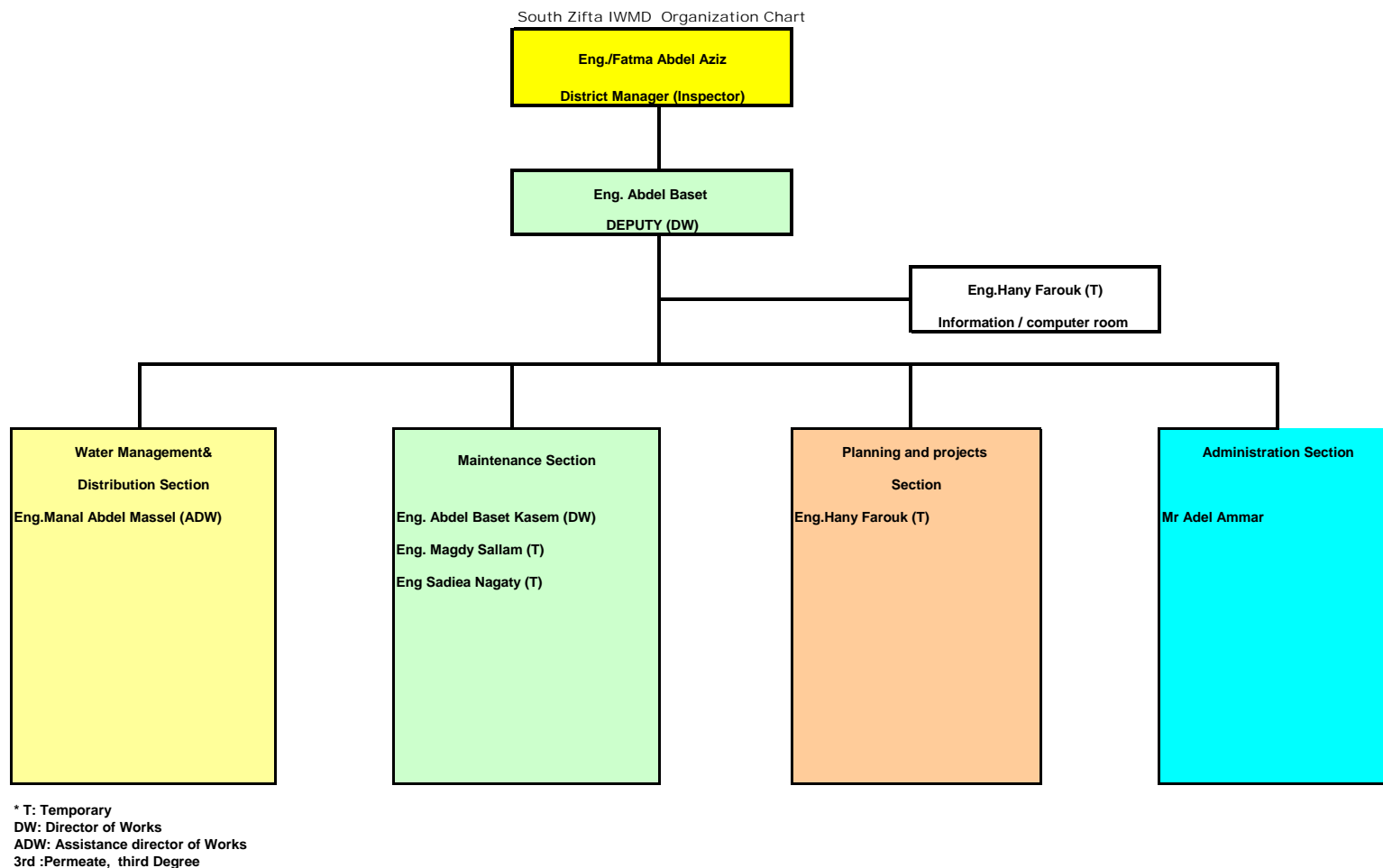
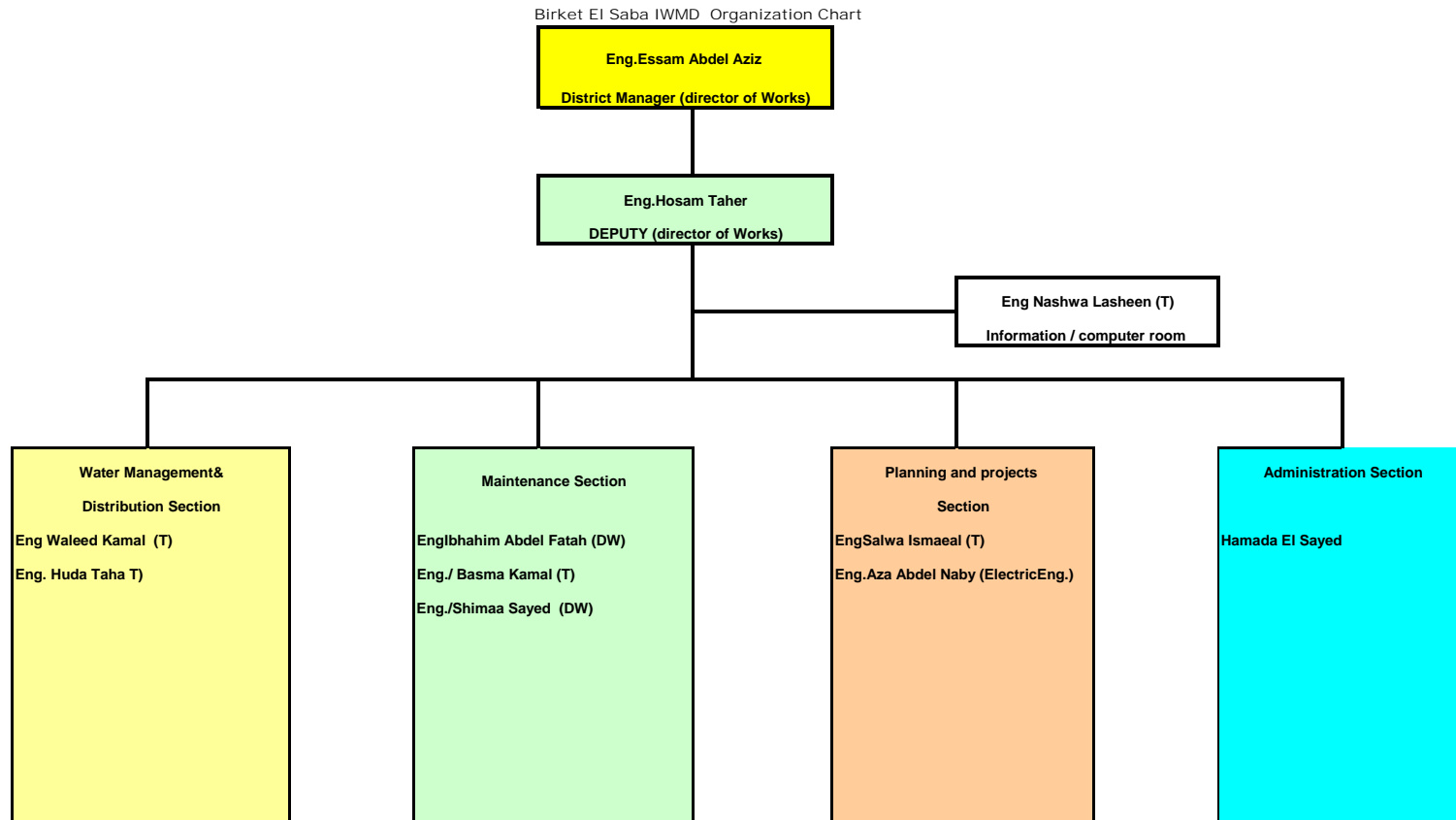


Figure 7 Birket El Saba'a IWMD Organization Chart



* T: Temporary
 DW: Director of Works
 ADW: Assistance director of Works
 3rd :Permeate, third Degree

Integrated Water Management District Staffing Plans

Table 2 The Distribution Section of West Sharkiya Directorate

| District Name | Name of Directorate (*) | Name of Deputy | Water Distribution Section | | | | | | | | Maintenance Section | | | | | | Planning Section | | | | | | Administrative Section | | | | Name Of IT/computer Person | Name Of Water Advisory(WA) Person | No Of staff (P+T) | | | | | | |
|---------------|-------------------------|--------------------|----------------------------|----------------|---|-------|------------|----|----|------------------|---------------------|---|---|------------|----|-----|------------------|-------------|--------------------|---|---|---|------------------------|-----|-------|-----|----------------------------|-----------------------------------|-------------------|----|-----|--------------------------|------------------------|---|----|
| | | | Name of head (*) | # of Engineers | | | # of Staff | | | Name of head (*) | # of Engineers | | | # of Staff | | | Name Of Head | No Of staff | | | | P | T | | | | | | | | | | | | |
| | | | | P | T | Total | P | T | F | | Total | P | T | Total | P | T | | F | Total | P | T | | | F | Total | | | | | | | | | | |
| Zagazig | Reda Mahdy Mohamed | Abdullah Mostafa | Shadya Shabaan (f) | 1 | 2 | 3 | 53 | 68 | 21 | 121 | Adullah Mostafa | 2 | 5 | 7 | 21 | 152 | 2 | 173 | Mabroka Ahmed (f) | 2 | 2 | 4 | 12 | 174 | 60 | 186 | Mohamed Salah | 40 | 88 | 71 | 128 | Azza Ragab (F) (T) | Esam Abdelhai | 1 | 11 |
| Abo Kabeer | Abdel Hakeem El-Baz | Mokhtar Roshdy | Mohamed Soliman(T) | 2 | 0 | 2 | 5 | 19 | 7 | 24 | Mokhtar Roshdy | 1 | 3 | 4 | 36 | 81 | 0 | 117 | ElSayed Noaman | 1 | 2 | 3 | 4 | 45 | 21 | 49 | Hassan Ahmad | 28 | 103 | 34 | 131 | Abdel Rahman Ibrahim (T) | Galal Eidaaros (P) | 4 | 8 |
| El- Ibrahimia | Ali Abdel Hafeez | Gamal Emara | Tamer Gomaa | 1 | 2 | 3 | 40 | 70 | 2 | 110 | Adel Abdel latif | 1 | 2 | 3 | 15 | 88 | 0 | 103 | Gamal Emara | 1 | 1 | 2 | 18 | 60 | 31 | 78 | Mohamed Salah | 15 | 175 | 82 | 190 | Ehab Fawzy (T) | Shehata Hamed (P) | 3 | 9 |
| Kafr Sakr | Emara ahmed Mohamed | ElSayed Fathy | Abdelmenam Ayub | 1 | 2 | 3 | 30 | 29 | 1 | 59 | ElSayed Fathy | 3 | 0 | 3 | 6 | 27 | 0 | 33 | Ibrahim Helmy | 1 | 1 | 2 | 7 | 25 | 16 | 32 | Ahmed ElEsawy | 32 | 85 | 22 | 117 | Sanaa Mohamed (F) | Ashraf Ammar (T) | 6 | 9 |
| awlad sakr | Maher El sayed | Saeed Abdel Hafeez | Mohamed Othman | 2 | 0 | 2 | 16 | 21 | 1 | 37 | Saeed Abdel Hafeez | 1 | 1 | 2 | 49 | 49 | 0 | 98 | Elsayed mhmoosalem | 1 | 1 | 2 | 25 | 12 | 1 | 37 | Tharwat Shabrawy | 7 | 36 | 19 | 43 | Yossry Lotfy | Ibrahim Abdel Daim (P) | 4 | 8 |

(*) If Female, please indicate (F)
T/P Temporary/Permanent

Figure 8 West Sharkiya Directorate Organization Chart

West Sharkia Directorate Organization Chart

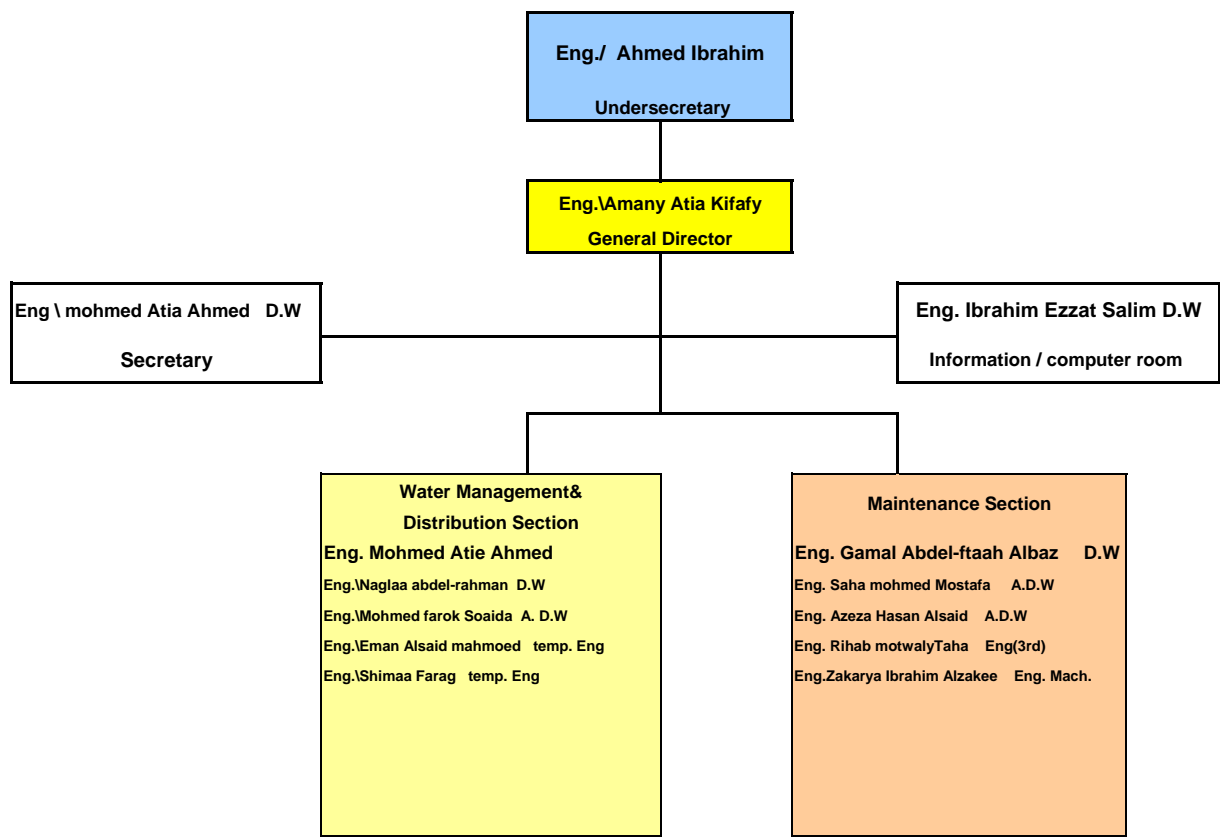
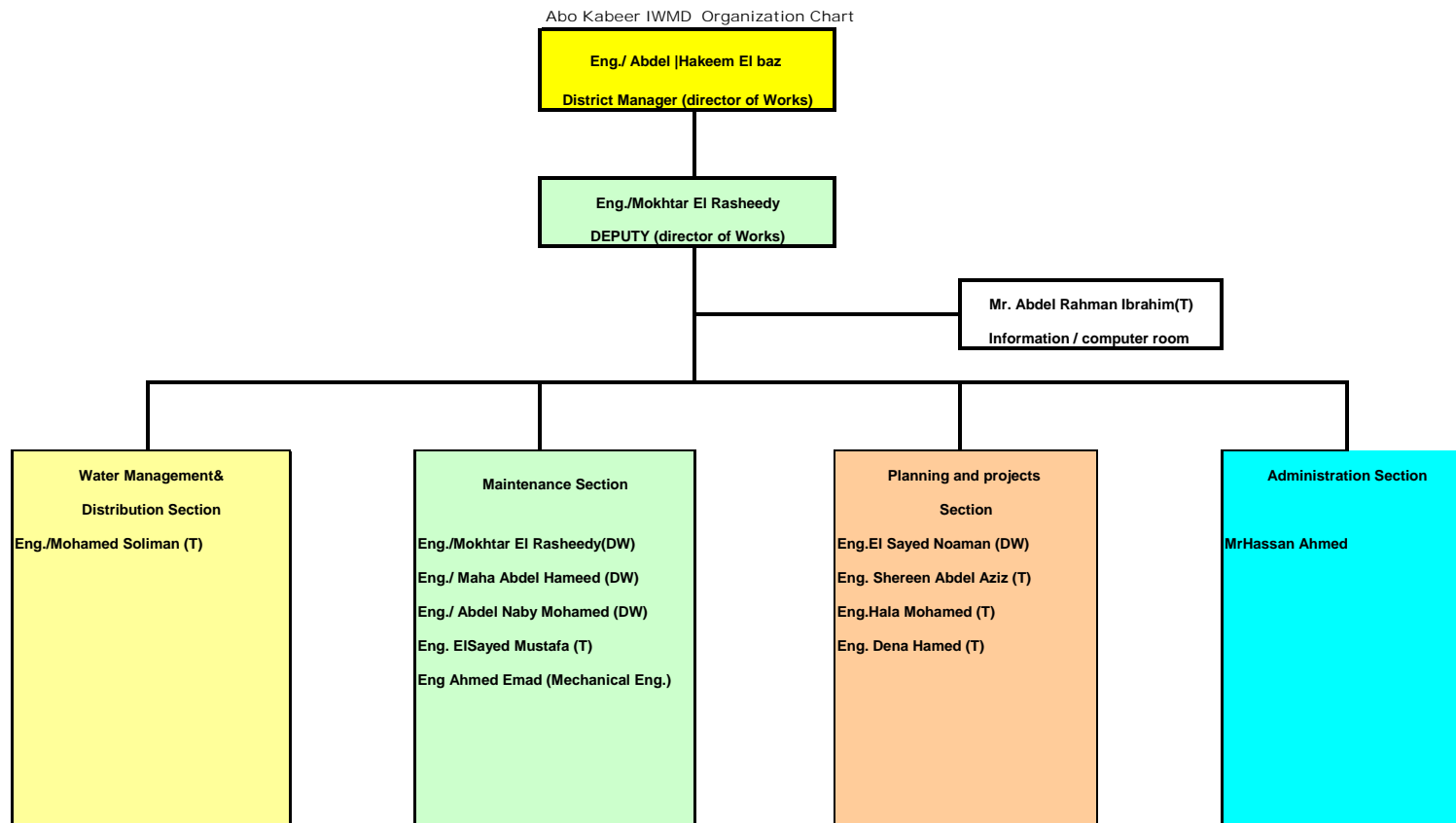
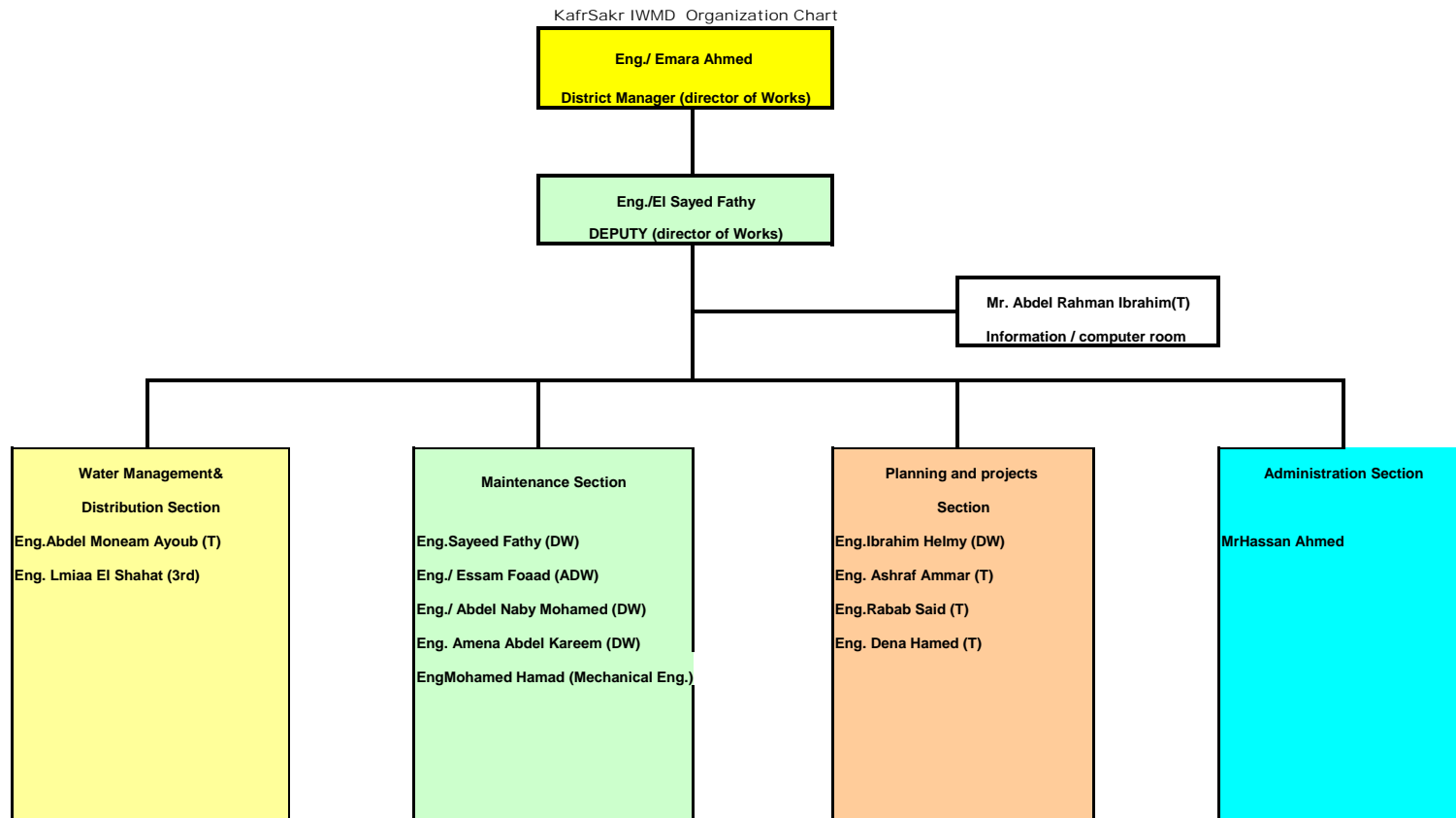


Figure 9 Abu Kebeer IWMD Organization Chart



* T: Temporary
 DW: Director of Works
 ADW: Assistance director of Works
 3rd :Permeate, third Degree

Figure 10 Kafr Sakr IWMD Organization Chart



* T: Temporary
 DW: Director of Works
 ADW: Assistance director of Works
 3rd :Permeate, third Degree

Figure 11 Awlad Sakr IWMD Organization Chart

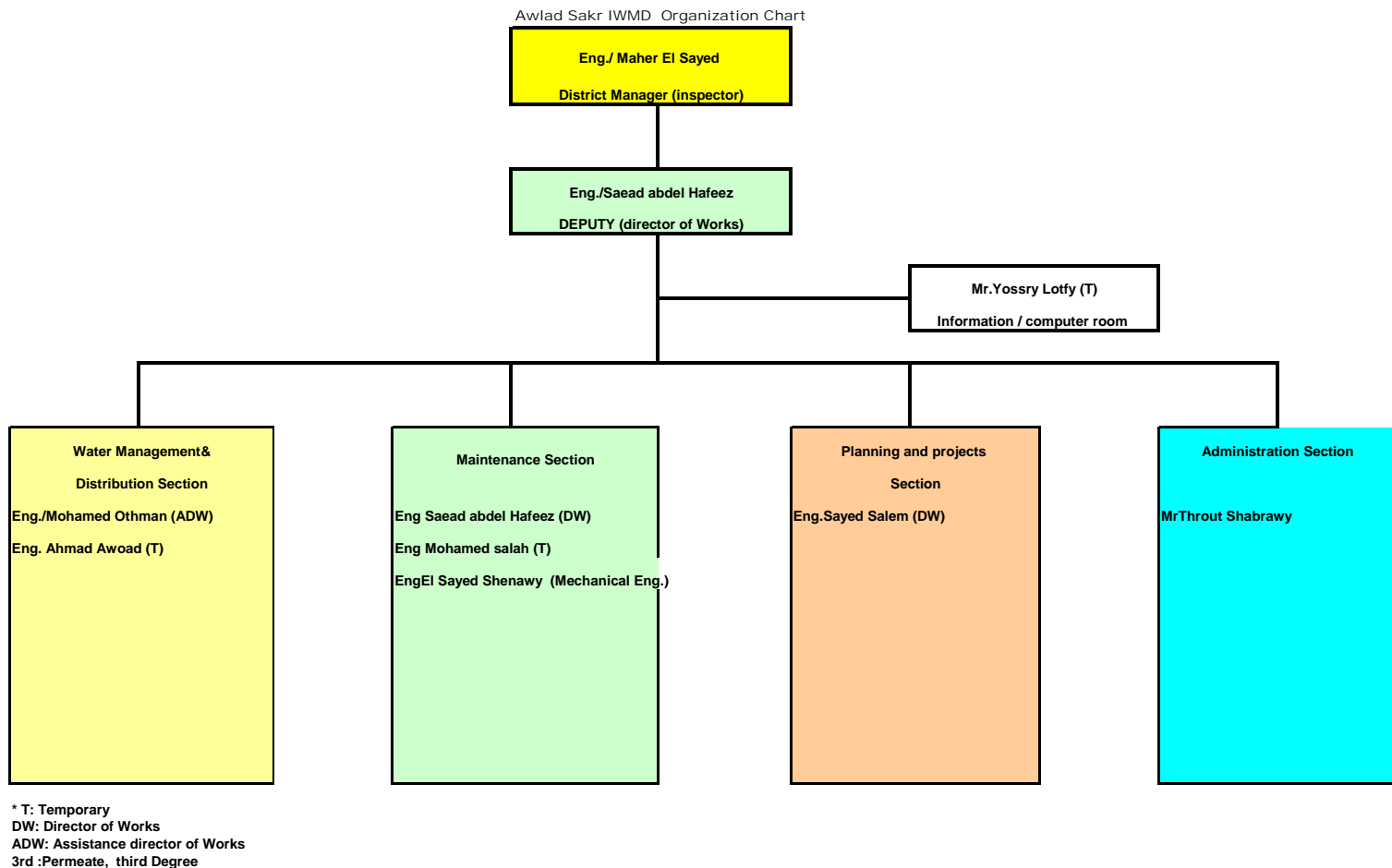


Figure 12 El Ebrahimia IWMD Organization Chart

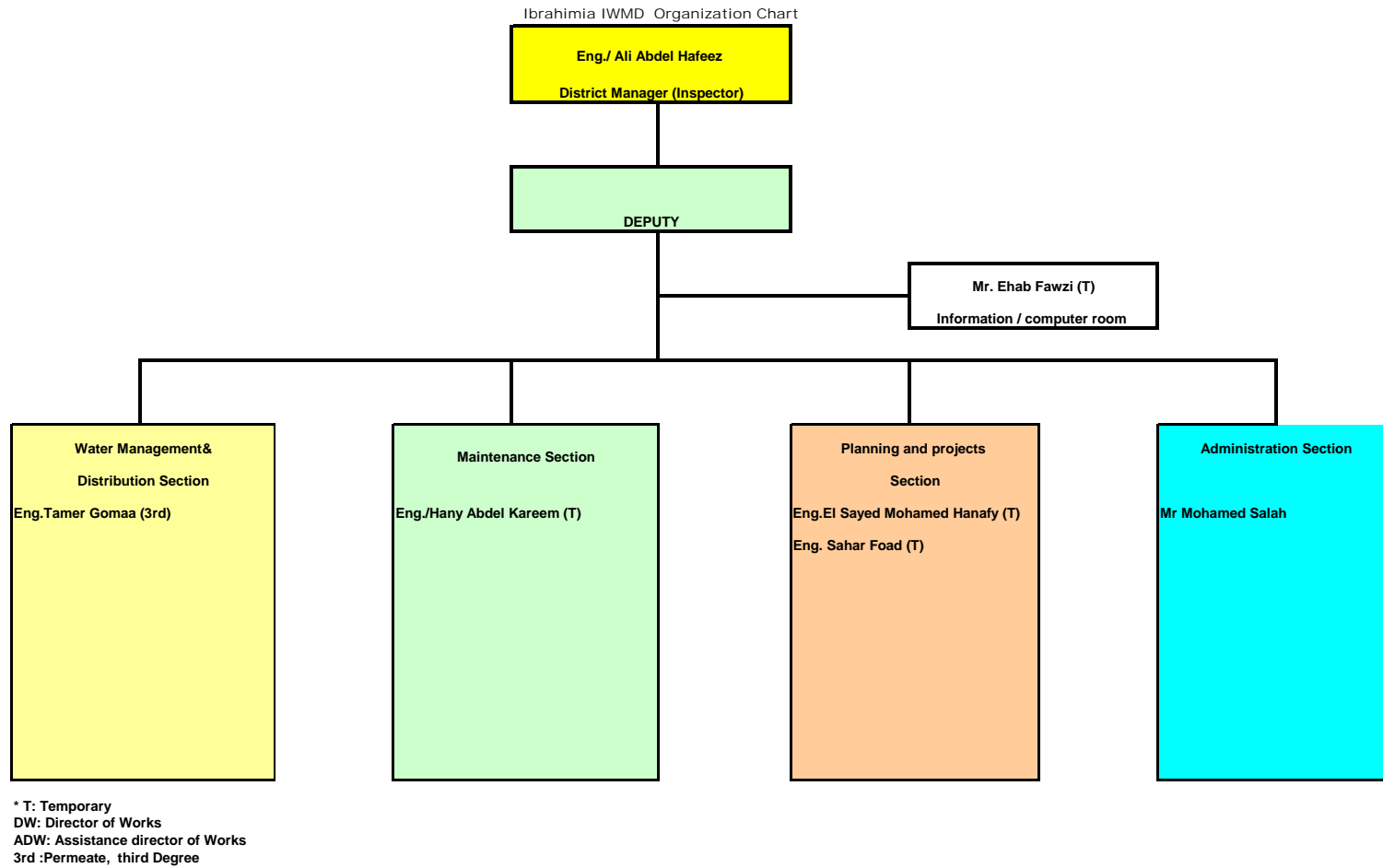
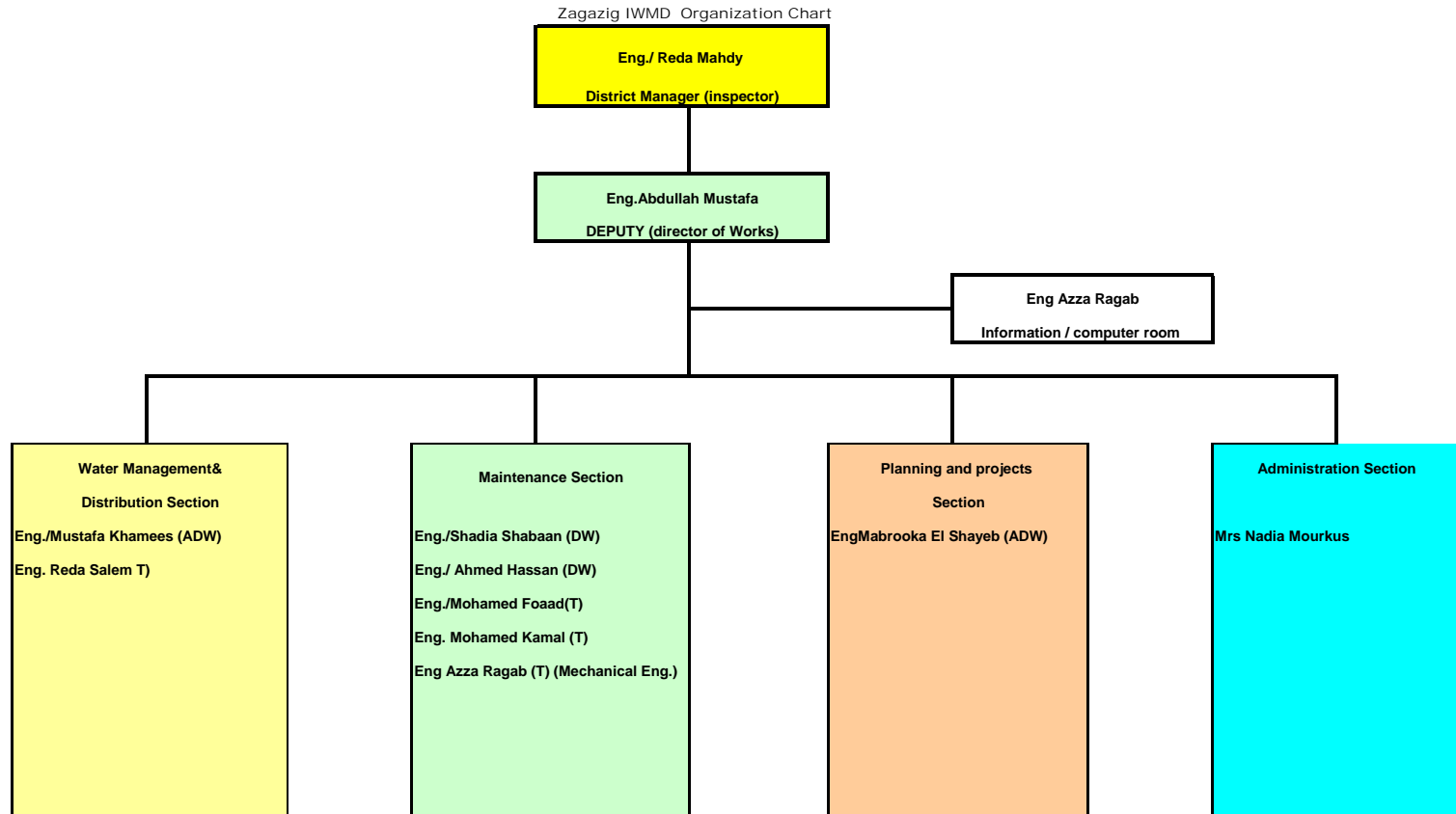


Figure 13 El Zagazig IWMD Organization Chart



* T: Temporary
 DW: Director of Works
 ADW: Assistance director of Works
 3rd :Permeate, third Degree

Integrated Water Management District Staffing Plans

Table 3 The Distribution Section of West Qena Directorate

| The Distribution Section Of West Qena IWMDs | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|-------------------------------|-----------------------------------|-----------------------------------|----------------|---|-------|-------------|-----|-------|-------|-------------------------------|----------------|---|-------|-------------|-----|----|-------|-------------------------------|-------------|---|---|-----------------------------|-------|-------|----|---|----|-----|----|--|---|-------------------------------|---|
| District Name | Name of Director | Name of Deputy | Distribution Section | | | | | | | | Maintenance Section | | | | | | | | Planning Section | | | | | | | | Administrative Section | | | | Name of Water Advisory (WA) person (*) | P T | | |
| | | | Name of Head | No Of Engineer | | | No Of staff | | | | Name of Head | No Of Engineer | | | No Of staff | | | | Name of Head | No Of staff | | | Name Of IT/ computer person | | | | | | | | | | | |
| | | | | P | T | Total | P | T | Femal | Total | | P | T | Femal | Total | P | T | Femal | | Total | P | T | | Femal | Total | | | | | | | | | |
| Arment | Eng Ahmed Mahmoud Hasab Raboh | Eng.EI Bakrey Hefny Meky | Eng/Mohamed El Noby Khaled | 1 | 1 | 2 | 57 | 19 | 0 | 76 | Eng.EI Bakrey Hefny Meky | 1 | 0 | 1 | 48 | 67 | 0 | 115 | Eng/ Ashraf El Shafey Mohamed | 1 | 1 | 2 | 3 | 2 | 2 | 5 | Mohamed Abed El Ateey Youssof | 36 | 42 | 11 | 78 | Eng/Mohamed El Noby Khaled - Sameha Ali Mohamed | 3- Eng.\Mohamed Ahmed El Noby | T |
| Naqada | Eng.\ Gamal Mehana Ahmed | Eng/Okasha Bogdady Ahmed | Eng/Okasha Bogdady Ahmed | 1 | 0 | 0 | 24 | 35 | 0 | 59 | Eng/ Waseem Welson Megala | 0 | 0 | 0 | 21 | 13 | 0 | 34 | Eng/Gamal Mehana | 0 | 0 | 0 | 3 | 0 | 0 | 3 | Mr/ Hasan Zaki | 24 | 22 | 6 | 52 | Eng/Waseem Welson - Mr Ahmed Hafez | 1-Eng.\Waseem Wilson Megala | P |
| Esna | Eng Ahmed Abed El Fatah | Eng / Hatem Mokhtar Abd EL Saboor | Eng / Hatem Mokhtar Abd EL Saboor | 2 | 2 | 4 | 151 | 355 | 15 | 506 | Eng / lbtehal Mahmoud Mohamed | 1 | 2 | 3 | 72 | 174 | 1 | 246 | Eng / Doaa Dahy Shaban | 1 | 3 | 4 | 3 | 4 | 1 | 7 | El Saied Abed El Aleem Mohamed El Badry | 47 | 115 | 15 | 162 | Eng/ Waleed Mahmoud Mahmed - Eng /Sabah Abed El Salam | 3-Eng.\ Sabah Abd Elsalam | T |
| Nag Hamadi | Eng/ Ahmed El Saied Omer | Eng /Tharwat Gad El Rab | Eng/ Ragaa Azez Dawod | 1 | 1 | 3 | 59 | 95 | 5 | 154 | Eng /Tharwat Gad El Rab | 1 | 2 | 4 | 36 | 198 | 17 | 234 | Kolet Toma Derias | 1 | 1 | 3 | 8 | 24 | 8 | 32 | Mahmoud Kamal | 60 | 40 | 25 | 100 | Mr/lhab Mekheel | 2-Eng.\Kolet Toma | P |
| Abo Teshet | Eng.Ismaeel Abd El Hameed | Eng/ Atef Thabit Abed Alla | Eng Atef Thabit Abed Alla | 9 | 0 | 9 | 31 | 22 | 0 | 53 | Eng Remon Lamey Yassa | 3 | 1 | 4 | 23 | 84 | 1 | 108 | Eng/Abed El Rheem Mahmoud | 0 | 3 | 3 | 1 | 0 | 2 | 3 | El Saied Abed El Rady El Said | 24 | 18 | 4 | 46 | Eng Abed El Reheem Mahmoud - Eng Asmaa Ali Mohamed | 2-Eng.\Atef Thabit Abed Alaa | P |

Figure 14 West Qena Directorate Organization Chart

West Qena GD Organization Chart

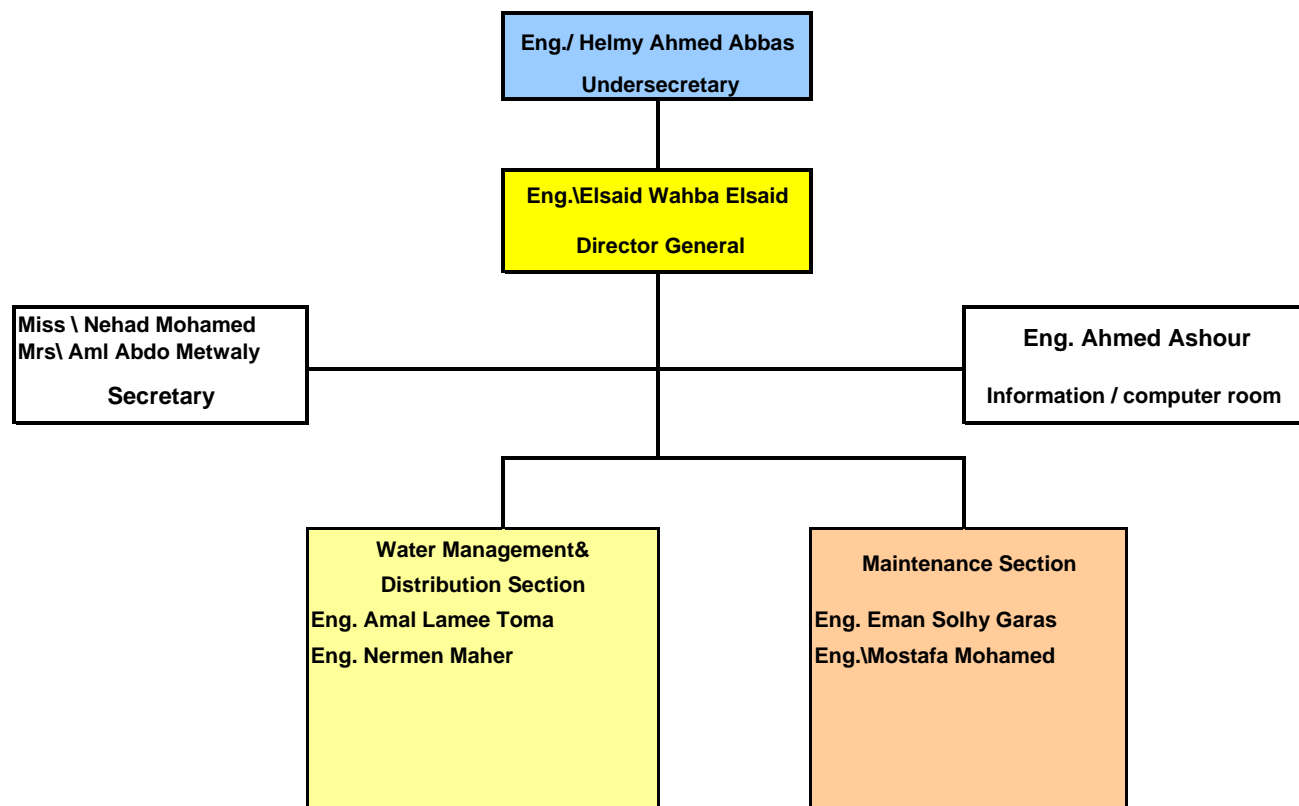


Figure 15 Esna IWMD Organization Chart

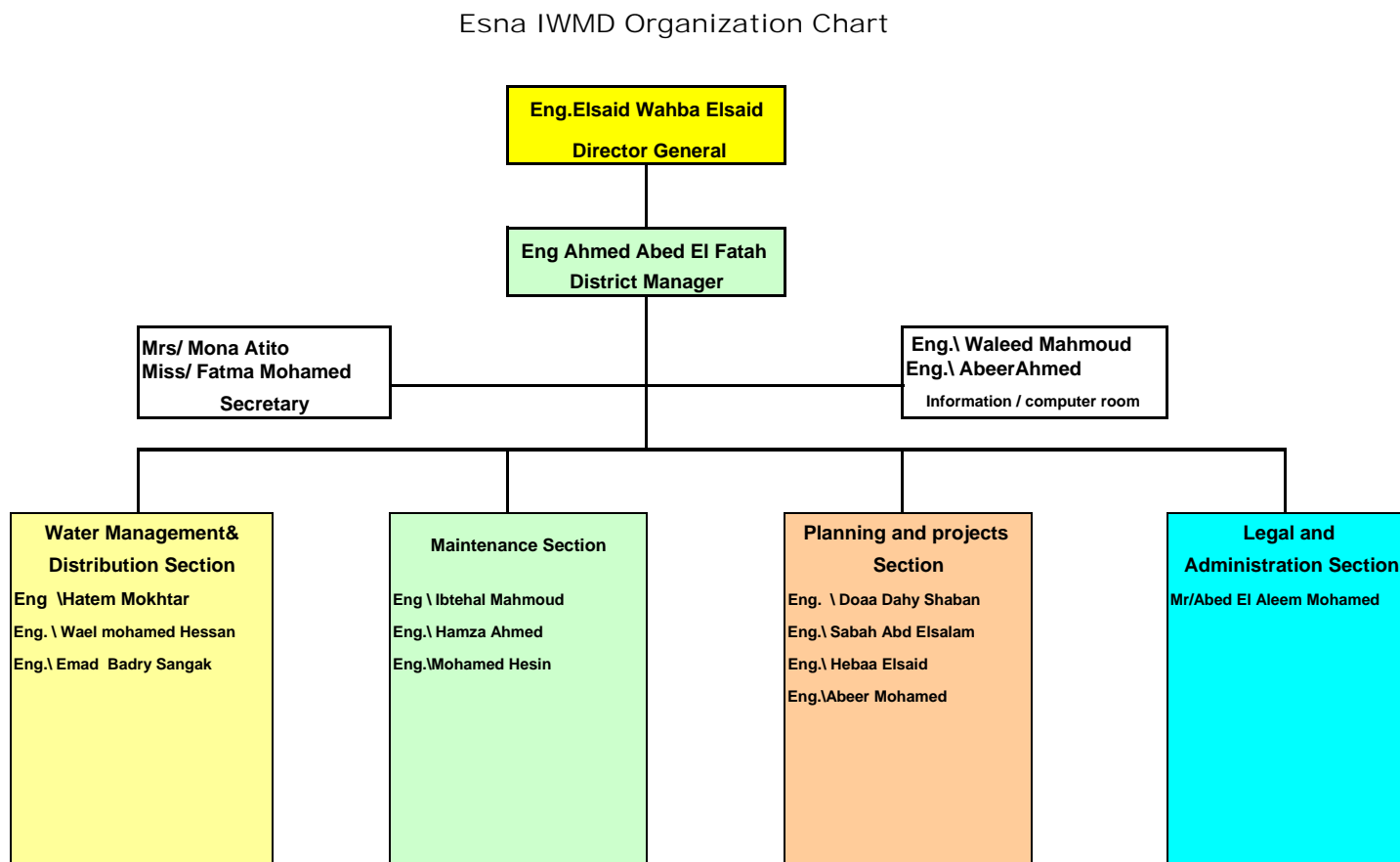


Figure 16 Armant IWMD Organization Chart

Armant IWMD Organization Chart

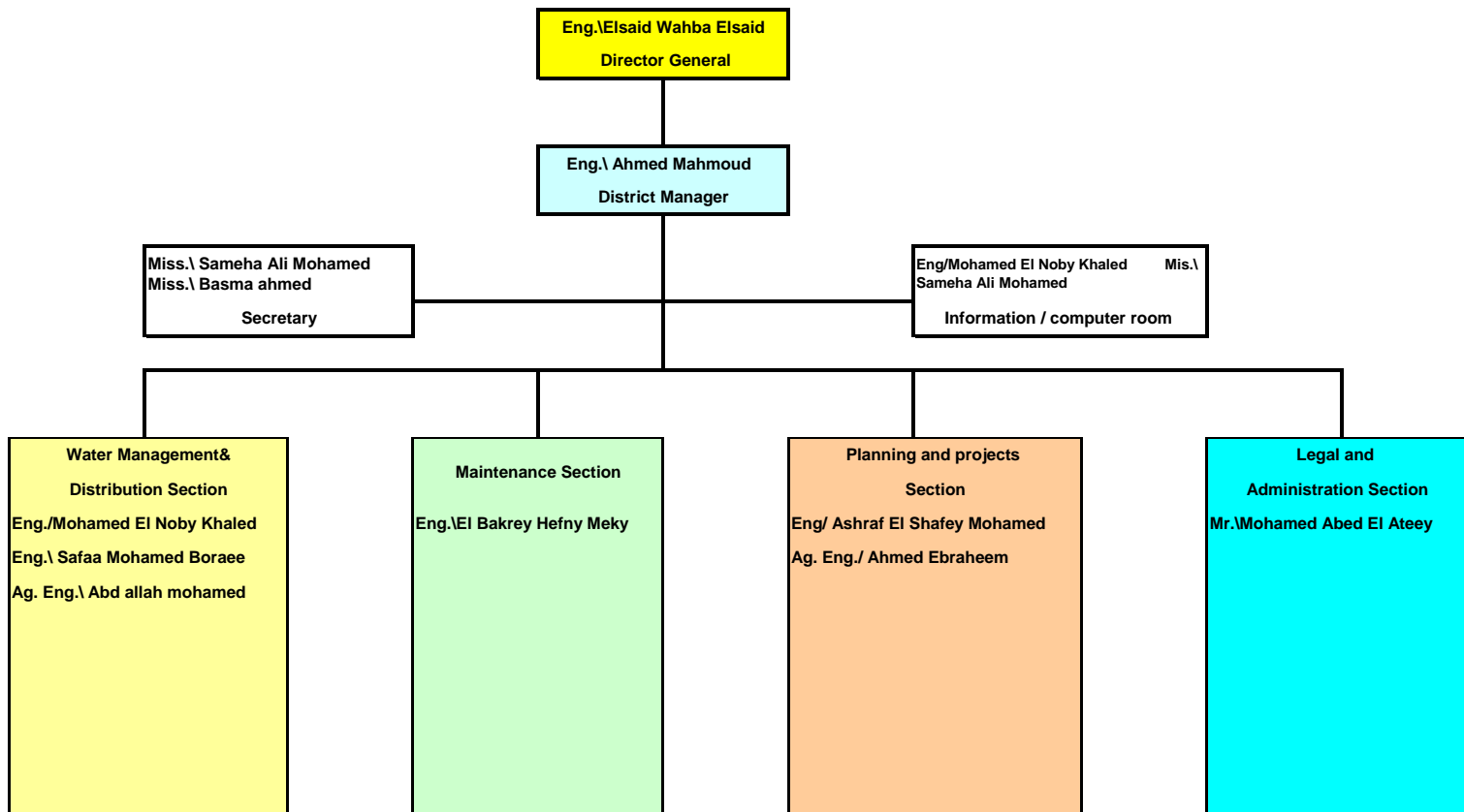


Figure 17 Nakada IWMD Organization Chart

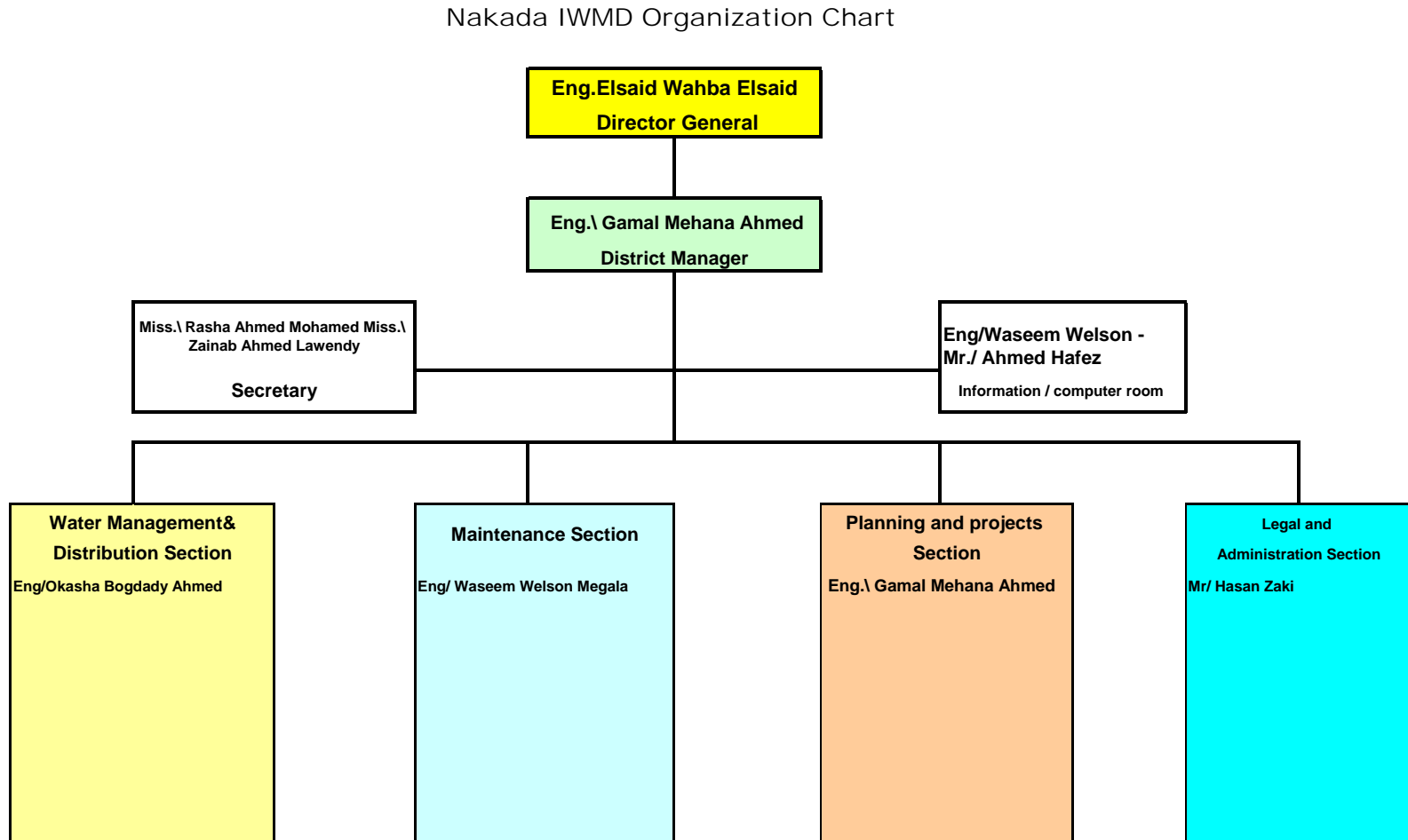


Figure 18 Naga Hamadi IWMD Organization Chart

Naga Hamady IWMD Organization Chart

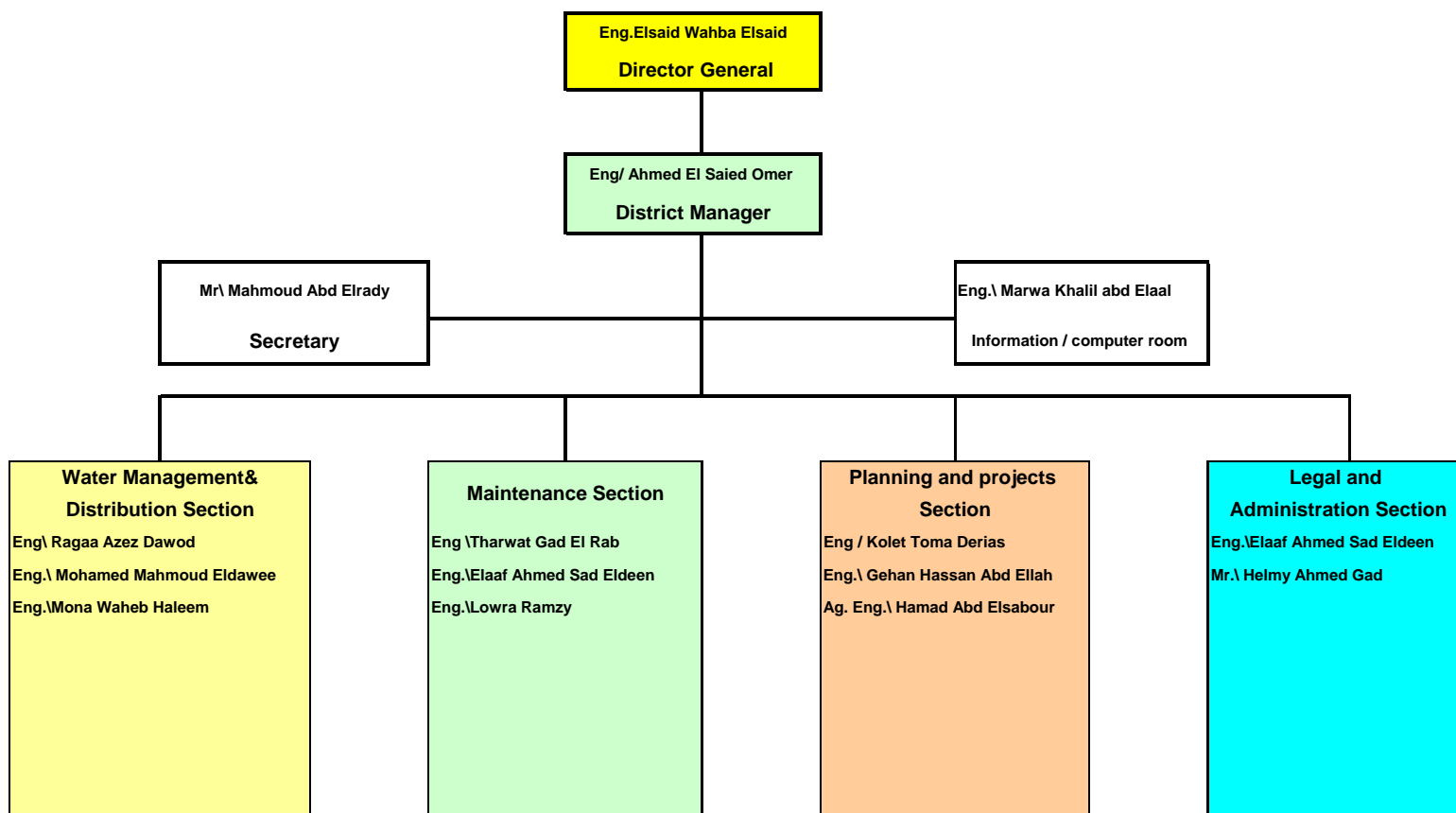
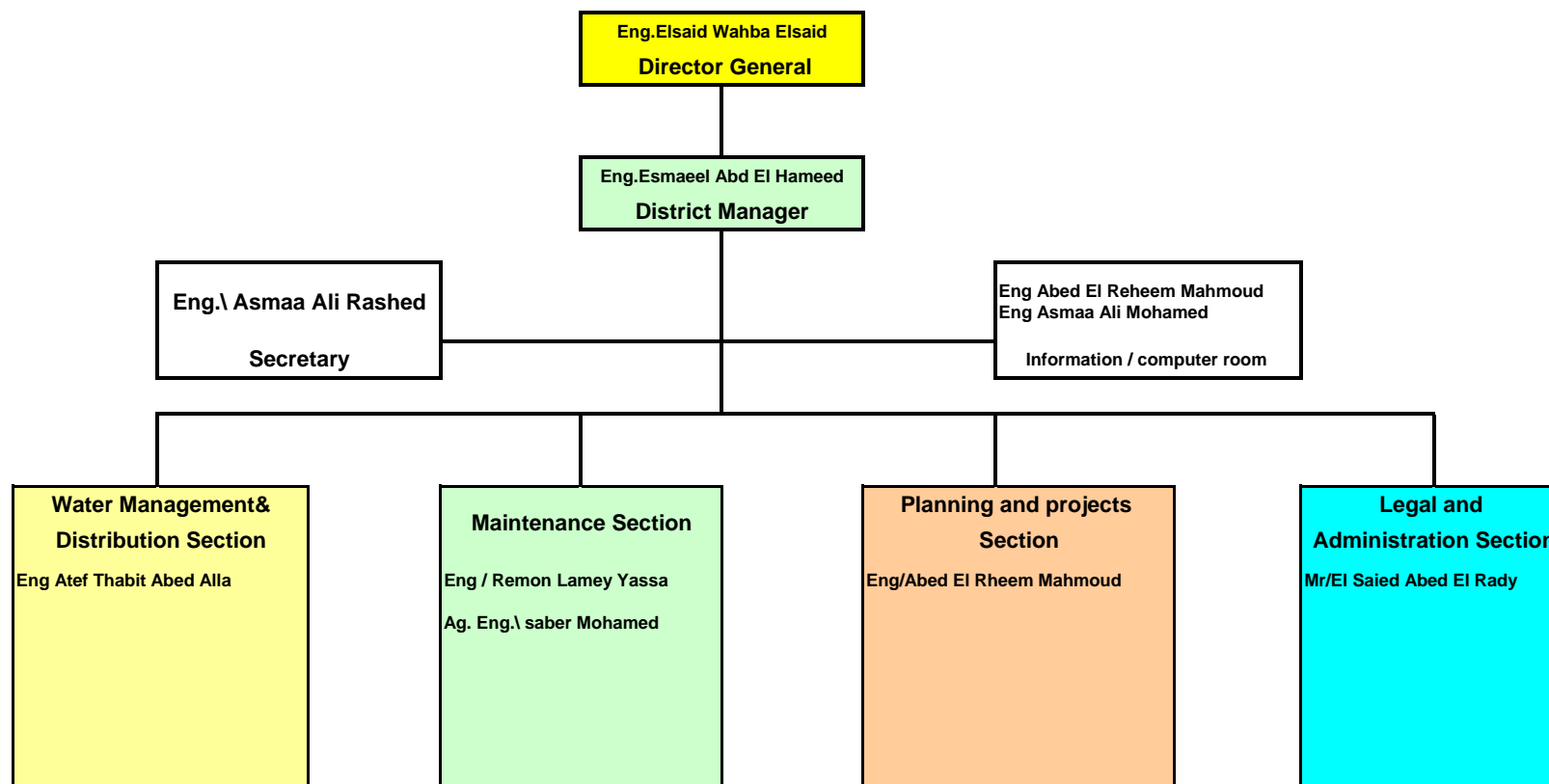


Figure 19 Abo Tesht IWMD Organization Chart

Abo teshet IWMD Organization Chart



Integrated Water Management District Staffing Plans

Table 4 The Distribution Section of East Qena Directorate

The Distribution Section Of ...East Qena IWMDs....

| District Name | Name of Debuty | Name of Director | Distribution Section | | | | | | Maintenance Section | | | | | | Planning Section | | | | | | Administrative Section | | | | Name Of IT/ computer person | Name of Water Advisory (WA) person (*) | P T | | | | | | | |
|---------------|---------------------------|------------------------|-------------------------|----------------|---|-------------|----|--------------|---------------------|-------|----------------------------|---|--------------|----------------|------------------|-------------|-------|--------------|----------------------------|---|------------------------|-------|-------|----|-----------------------------|--|----------------------|----|----|----|----|--|-----------------------------------|---|
| | | | Name of Head | No Of Engineer | | No Of staff | | Name of Head | No Of Engineer | | No Of staff | | Name of Head | No Of Engineer | | No Of staff | | Name of Head | No Of staff | | | | | | | | | | | | | | | |
| | | | | P | T | P | T | | Femal | Total | P | T | | Total | P | T | Femal | | Total | P | T | Femal | Total | | | | | | | | | | | |
| Luxor | Ayman Abd elrahman borae | Badwy Said Mahmoud | Saleh Ebraheem Bogdady | 1 | 1 | 2 | 11 | 19 | 0 | 30 | Thabet Abd Elhamed | 1 | 2 | 3 | 21 | 34 | 0 | 55 | Badwy Said Mahmoud | 1 | 2 | 3 | 7 | 1 | 2 | 10 | Husan Fared(P) | 25 | 37 | 7 | 69 | Mona Ahmed Gad (T/F) | 3- Eng.Mohamed Nouby Taia | T |
| Qous | Ahmed Abed El Wehab Ahmed | Eng.Gada Abd El Lateef | Eng Hessen Abd El Fatah | 0 | 1 | 1 | 27 | 28 | 0 | 55 | Eng.Gada Abd El Lateef | 1 | 2 | 3 | 34 | 42 | 0 | 76 | Eng Eman Ebeed Hamam | 1 | 1 | 1 | 2 | 6 | 1 | 8 | Hagag Yousof Mohamed | 23 | 41 | 7 | 64 | Mohamed Abd El Salam Mohamed | 2-Eng.IHessen Abed El Fataa Ahmed | P |
| Deshna | Eng / Rafeat Ramzy Zaky | Eng/ Magdy Ayob Botros | Eng/ Magdy Ayob Botros | 1 | 1 | 2 | 12 | 21 | 0 | 33 | Eng / Yones Abed El Rahman | 1 | 0 | 1 | 21 | 183 | 5 | 209 | Eng / Medhat Yossof Mofeed | 0 | 1 | 0 | 10 | 4 | 1 | 15 | Zareef Sabry Menasaa | 18 | 20 | 7 | 45 | Eng/Magdy Ayob Botros Eng/Medhat Yousof Mofeed Eng/ Ashraf Abed El Monseef | 2-Eng.Magdy Ayob Btroos | P |
| Qena | Gorgat Aziz Beshara (F) | Fathy Ahmed Sabra (P) | Mohamed Talat Aly(P) | 1 | 1 | 2 | 36 | 34 | 0 | 70 | Fathy Ahmed Sabra (P) | 1 | 1 | 2 | 3 | 47 | 26 | 50 | Hala Said Ali(F-T) | 0 | 2 | 2 | 1 | 23 | 15 | 24 | Osman Eldwy(P) | 24 | 58 | 38 | 82 | Wafaa Abd Elhamed(F T)+Marian Emel F T | 1-Eng.Mohamed Talat | P |

Figure 20 East Qena Directorate Organization Chart

East Qena IWMDs Organization Chart

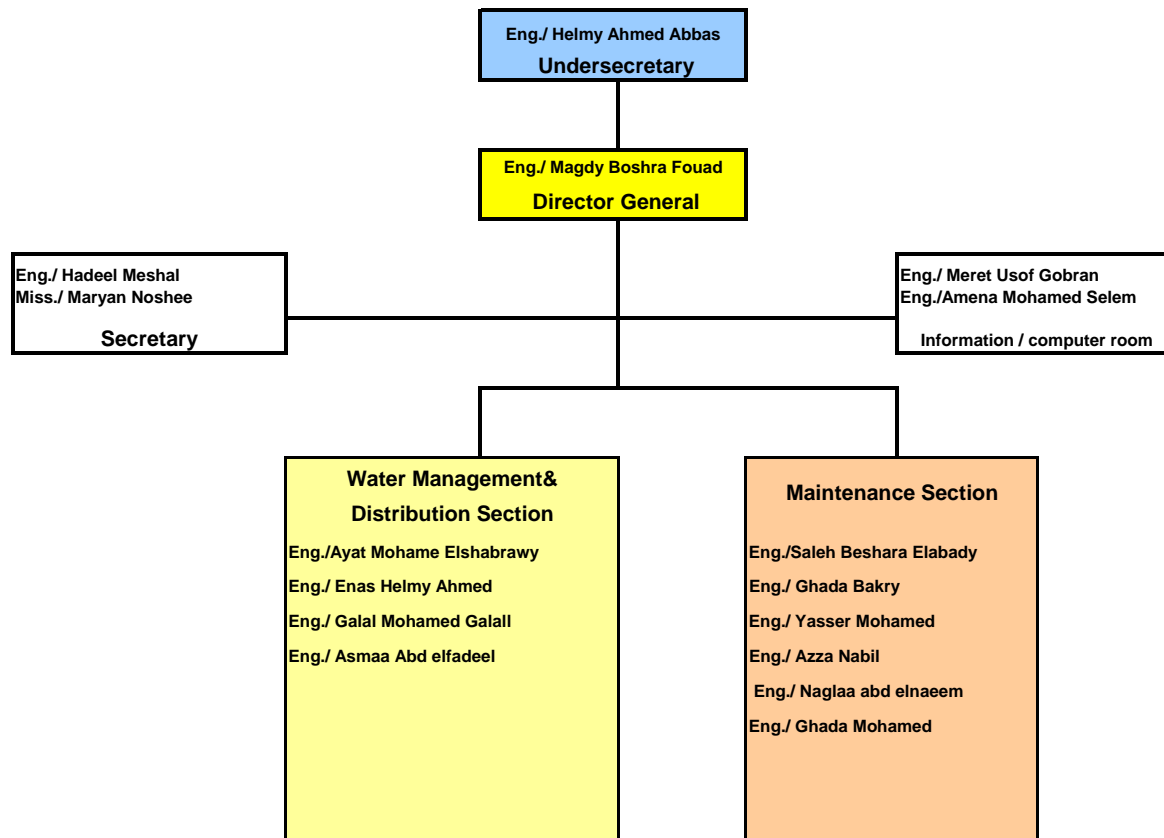


Figure 21 Luxor IWMD Organization Chart

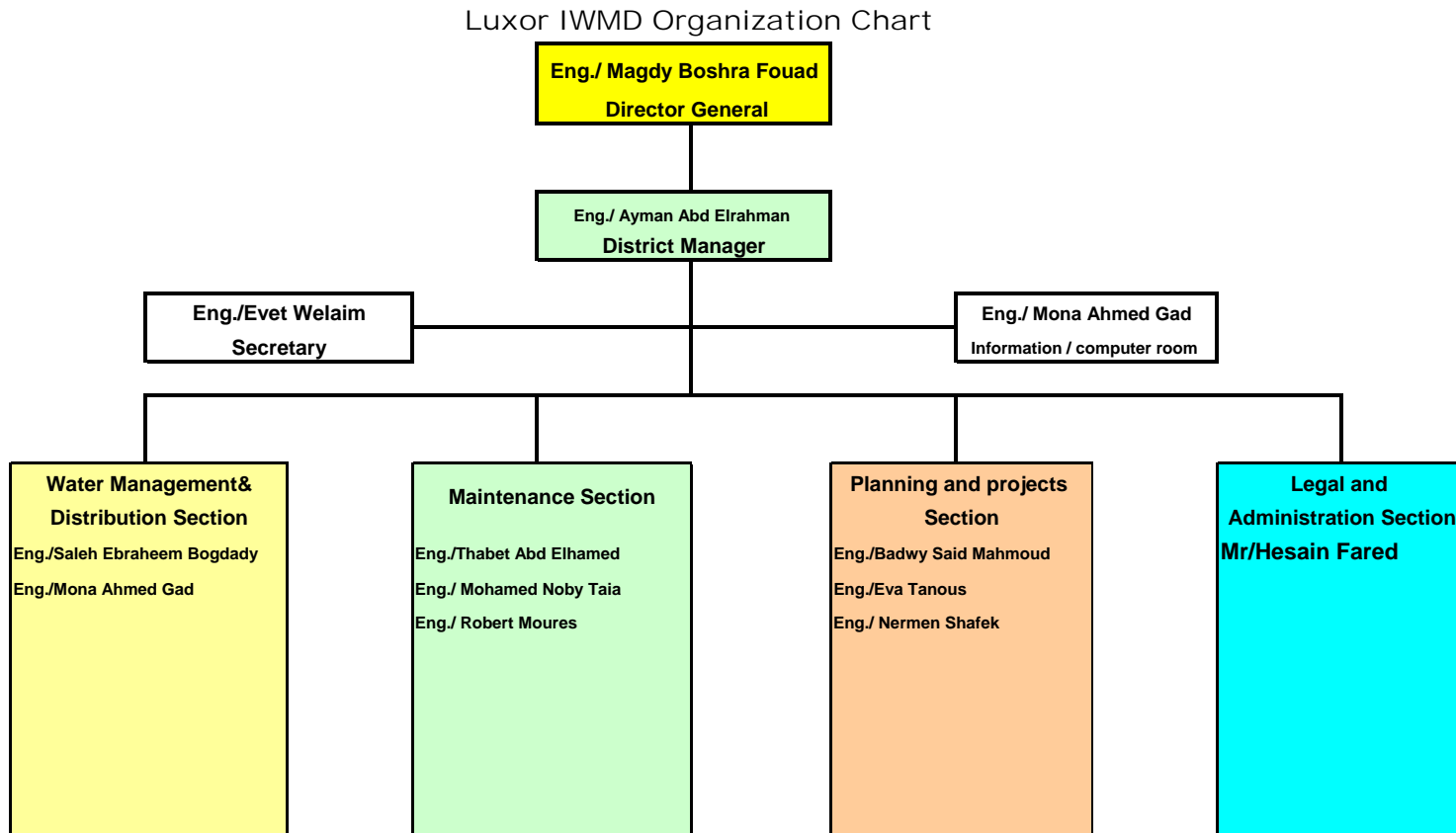


Figure 22 Qous IWMD Organization Chart

Qous IWMD Organization Chart

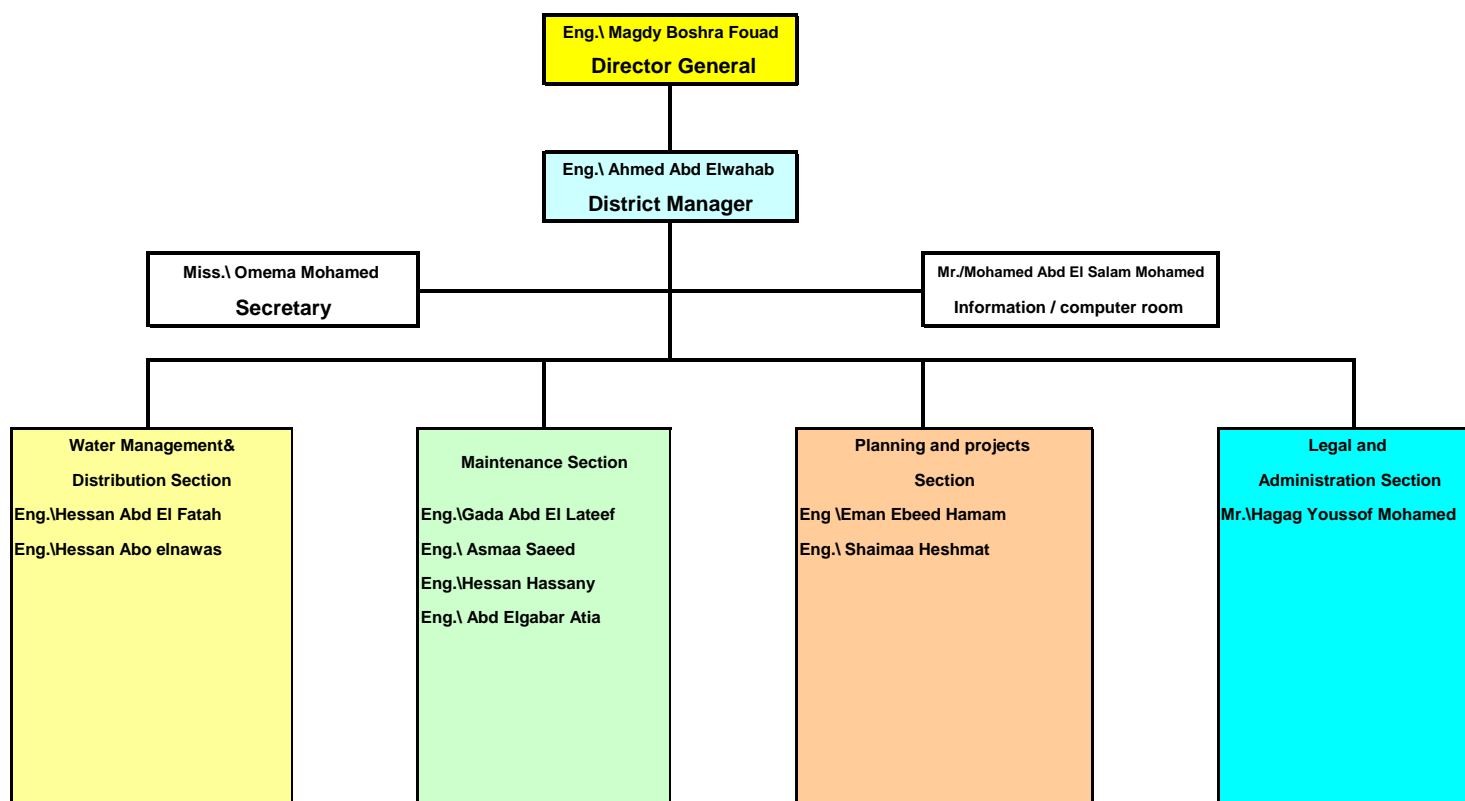


Figure 23 Qena IWMD Organization Chart

Qena IWMD Organization Chart

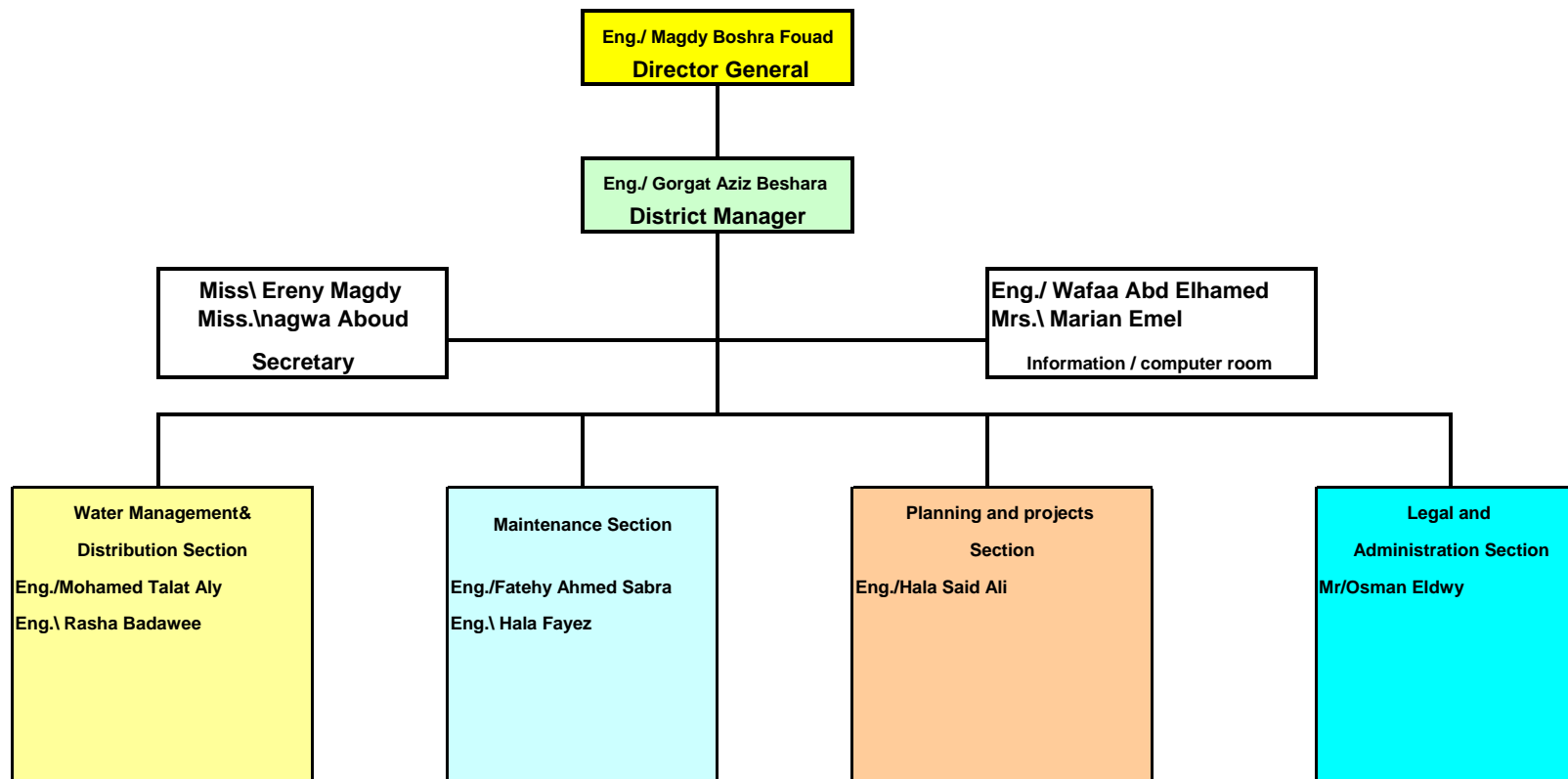
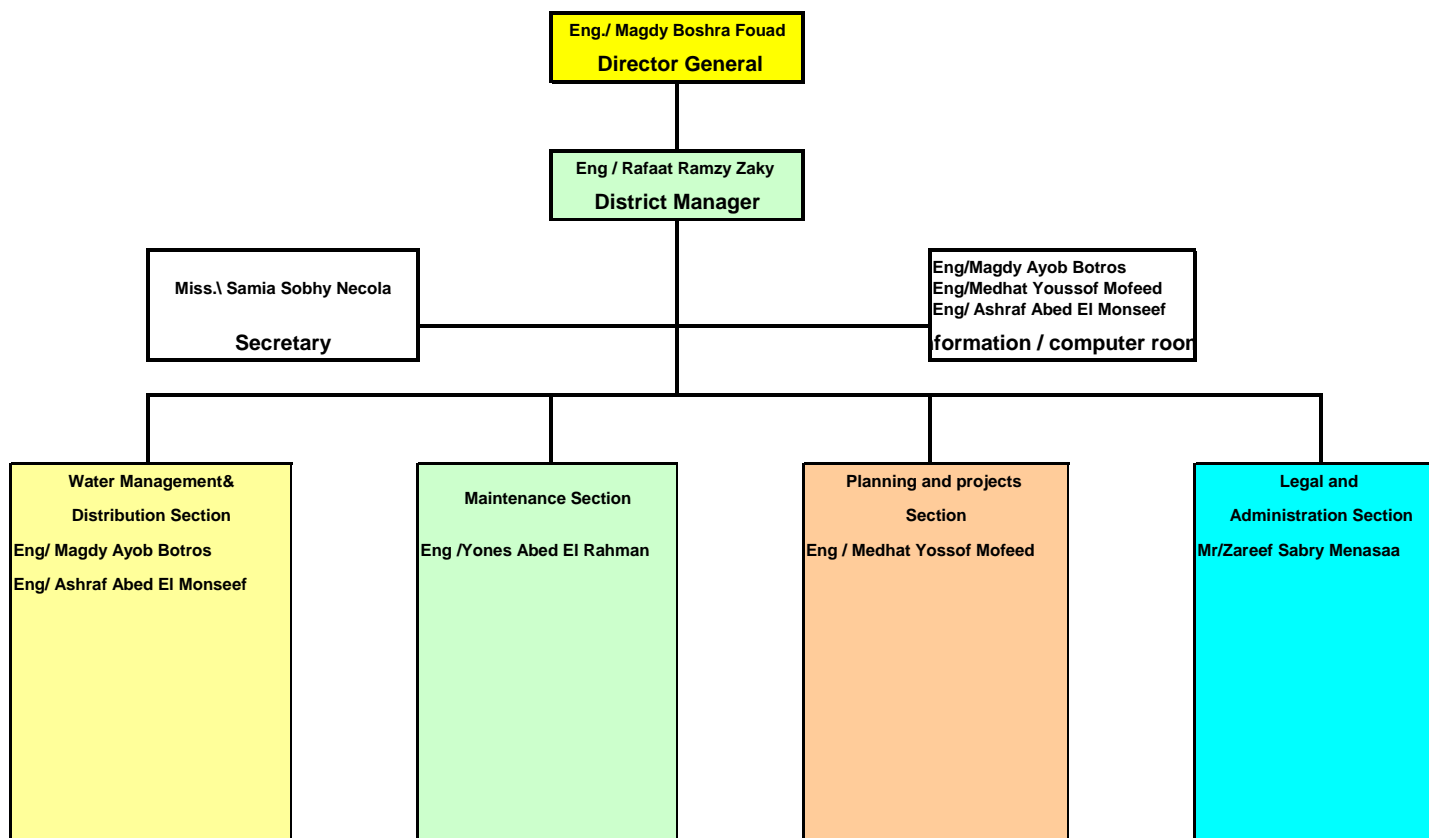


Figure 24 Deshna IWMD Organization Chart

Deshna IWMD Organization Chart



Integrated Water Management District Staffing Plans

Table 5 The Distribution Section of Aswan Directorate

The Distribution Section Of All Aswan Districts

| District Name | Name of Director | Name of Debuty | Distribution Section | | | | | | | Maintenance Section | | | | | | Planning Section | | | | | | Administrative Section | | | | Name Of IT/computer Person | Name Of Water Advisory(WA) Person | No Of staff (P+T) | | | | | | |
|----------------|-------------------------------------|-----------------------------------|--|------------|---|---|-------------|-----|---|---------------------|-----------------------------------|---|---|-------------|----|------------------|--------------|------------|---|---|-------------|------------------------|---|--------------|-------------|----------------------------|-------------------------------------|-------------------|-----|----|-----|-----------------------------------|--|----|
| | | | Name Of Head | No Of Eng. | | | No Of staff | | | Name Of Head | No Of Eng. | | | No Of staff | | | Name Of Head | No Of Eng. | | | No Of staff | | | Name Of Head | No Of staff | | | | | | | | | |
| Aswan | Eng. Mohamed Ali Ebraheem (P) | Eng. Madeha Mohamed Ahmed (P-F) | Eng. Mohamed Mahmoud Abd El Rahman (T) | 0 | 1 | 1 | 18 | 17 | 0 | 35 | Eng. Madeha Mohamed Ahmed (P-F) | 0 | 0 | 0 | 17 | 83 | 2 | 100 | Eng. Maykel Zakaria Raouf (T) | 0 | 2 | 2 | 0 | 3 | 0 | 3 | Mr. Ahmed Abd El Rady Ahmed (P) | 18 | 90 | 30 | 108 | Eng. Beter Sabry Adly (T) | Eng. Peter Sabri Adli (T) + One Engineer | 8 |
| KomOmbo | Eng. Raafat Fahmy Nashed (P) | Eng. Naser Mohamed Selem (P) | Eng. Mohamed Kamal Eldeen Hanafy (P) | 0 | 0 | 0 | 81 | 273 | 0 | 354 | Eng. Naser Mohamed Selem (P) | 1 | 4 | 5 | 30 | 200 | 7 | 230 | Eng. Manal Abd Elkreem (T/F) | 0 | 1 | 1 | 2 | 12 | 4 | 14 | Mr. Hamdy Ameen Hssan (P) | 20 | 20 | 17 | 40 | Eng. Mary Taharwat Haleem (P) | Eng. Aub Tadros Mhareb (T) | 10 |
| El Twaisa | Eng. Mohamed Abd Elraoof(P) | Eng. Mostafa Saber Ahmed (P) | Eng. Abo Baker Ahmed El Saleh(T) | 0 | 1 | 1 | 61 | 61 | 3 | 122 | Eng. Mostafa Saber Ahmed (P) | 0 | 0 | 0 | 5 | 35 | 0 | 40 | Eng. Abd El Naser Abd El Aziz Sayd (P) | 0 | 0 | 0 | 1 | 1 | 0 | 2 | Mr. Mahmoud Moktar Abd El Hafiz (P) | 14 | 61 | 10 | 75 | Eng. Mostafa Saber Ahmed (P) | Eng. Abd El Naser Abd El Aziz Sayd (P) | 9 |
| Wadi El Nokra | Eng. Email Tadrus Shnoda (P) | Eng. . Othman Helmy Othman (P) | Eng. . Mohamed Mohamed Sanosy (T) | 0 | 1 | 1 | 1 | 9 | 0 | 10 | Eng. . Othman Helmy Othman (P) | 0 | 0 | 0 | 1 | 63 | 0 | 64 | Eng. Samr abd El Daim Abd Elkader (T/F) | 0 | 1 | 1 | 0 | 3 | 0 | 3 | Mr. Mohamed Hassan Ebrahim (P) | 3 | 14 | 0 | 17 | Eng. Samar Abd El Daiam (T-F) | Eng. Rami Rezk All Zaki (T) | 9 |
| El Selsela | Eng. Sameh Samir Rizk allah (P) | Eng. Fakory Adeb Zaky (P) | Eng. Mohamed Taiaa Mohamed Ahmed (P) | 0 | 1 | 1 | 112 | 249 | 0 | 361 | Eng. Fakory Adeb Zaky (P) | 1 | 1 | 2 | 14 | 20 | 0 | 34 | Eng. Asmaa Farg Abocleef (T-F) | 0 | 1 | 1 | 3 | 14 | 0 | 17 | Mr. Abd El Sattar Mohamed (P) | 8 | 12 | 2 | 20 | Eng. Fakory Adeb Zaky (P) | Eng. Ahmed Farrag (T) | 9 |
| West Edfo | Eng. Abd El Aziz Kahleh Mohamed (P) | Eng. Sohayr Mohamed Mahmoud (P-F) | Eng. Gamal Abd El Gany Dyab Ahmed (P) | 0 | 0 | 0 | 27 | 38 | 0 | 65 | Eng. Sohayr Mohamed Mahmoud (P-F) | 0 | 0 | 0 | 24 | 170 | 3 | 194 | Eng. Nansy Suliman Welam (T/F) | 1 | 5 | 6 | 1 | 41 | 12 | 42 | Mr. Yohana Adly Besada (P) | 36 | 126 | 69 | 162 | Eng. Ebthal Ebrahim Ahmed (T-F) | Eng. Ashraf Abdo Husen (T) | 12 |
| East Edfo | Eng. Alaa Sayd Hasan (P) | Eng. Mohamed Ahmed Hasan (T) | Eng. Fatma Ahmed Shahat (T/F) | 0 | 0 | 0 | 38 | 155 | 4 | 193 | Eng. Mohamed Ahmed Hasan (T) | 0 | 2 | 2 | 15 | 84 | 0 | 99 | Eng. Fatma Ahmed Shahat (T/F) | 0 | 1 | 1 | 0 | 11 | 3 | 11 | Mr. Mohamed Ali Abd El Radi (P) | 13 | 53 | 8 | 66 | Eng. Sohayr Mohamed Metwaly (T-F) | Eng. Heba Ebraheem El Desoky(T/F) | 11 |
| Wadi El Saayda | Eng. Nageh Abd El Naaim (P) | Eng. Ahmed Saleh Abd El Fatah (P) | Eng. Ahmed Saleh Abd El Fatah (P) | 1 | 0 | 1 | 8 | 39 | 1 | 47 | Eng. Ahmed Abo Zaid Haseeb (T) | 0 | 0 | 0 | 0 | 22 | 2 | 22 | Eng. Gada Salah Badry (T/F) | 0 | 3 | 3 | 0 | 16 | 1 | 16 | Mr. Ahmed Abd El Hameed (P) | 4 | 8 | 3 | 12 | Eng. Eman Abd El Aziz (T-F) | Eng. Ameara Bastawy Ahmed (T-F) | 9 |

 Agriculture Engineer

Figure 25 Aswan Directorate Organization Chart

Aswan IWMDs Organization Chart

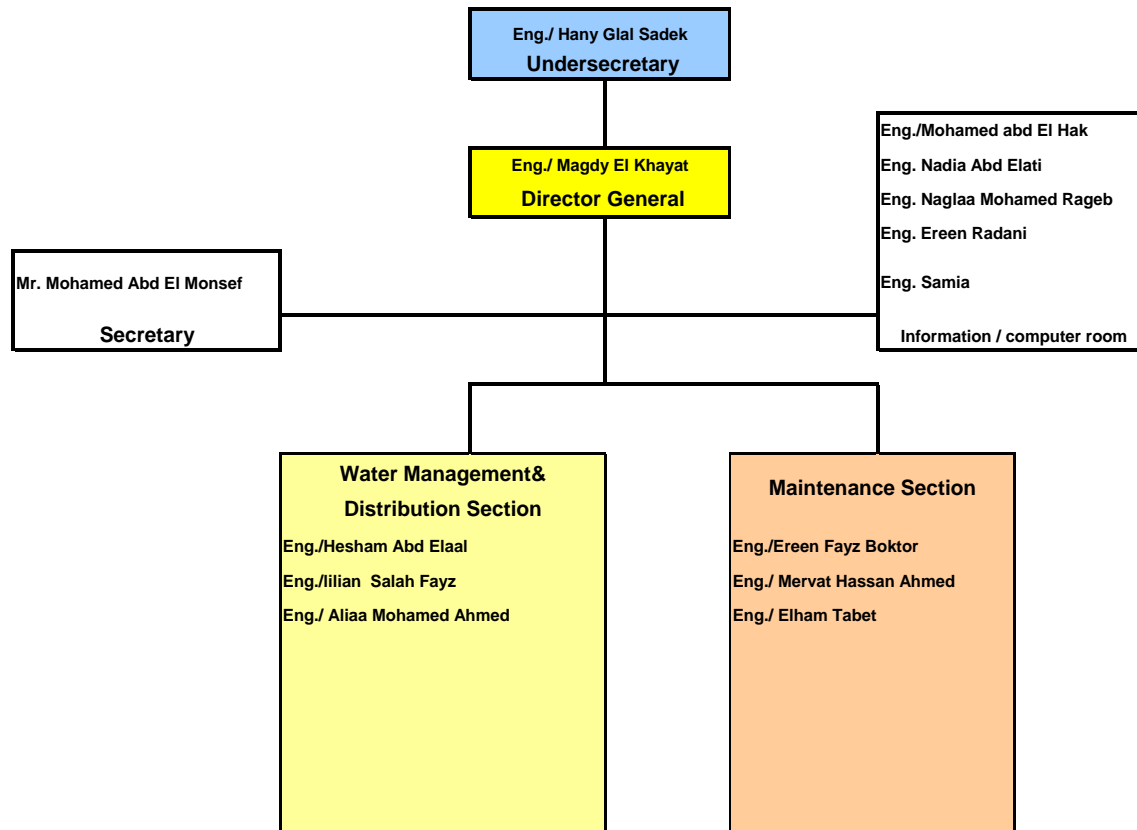


Figure 26 Aswan IWMD Organization Chart

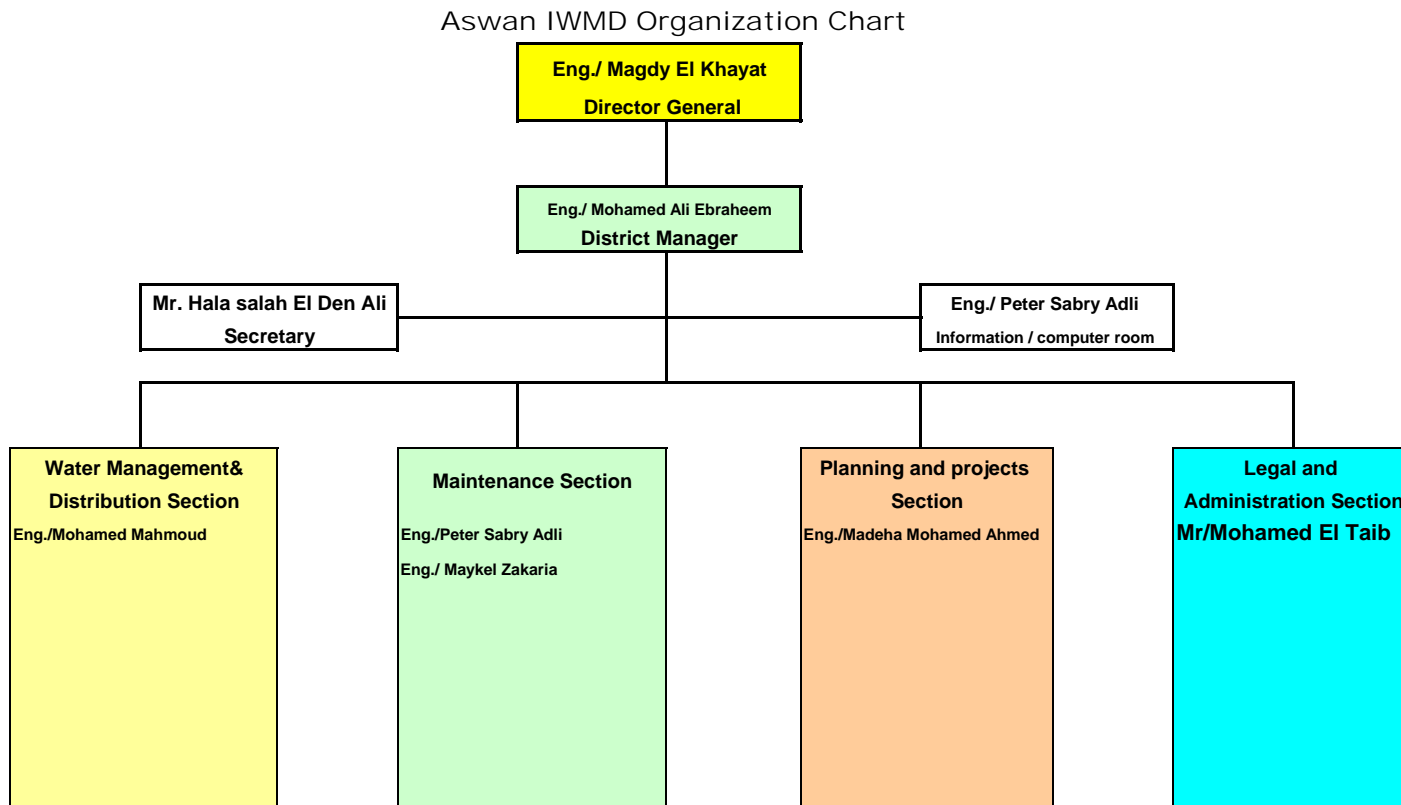


Figure 27 El Toweissa IWMD Organization Chart

Eltwaisa IWMD Organization Chart

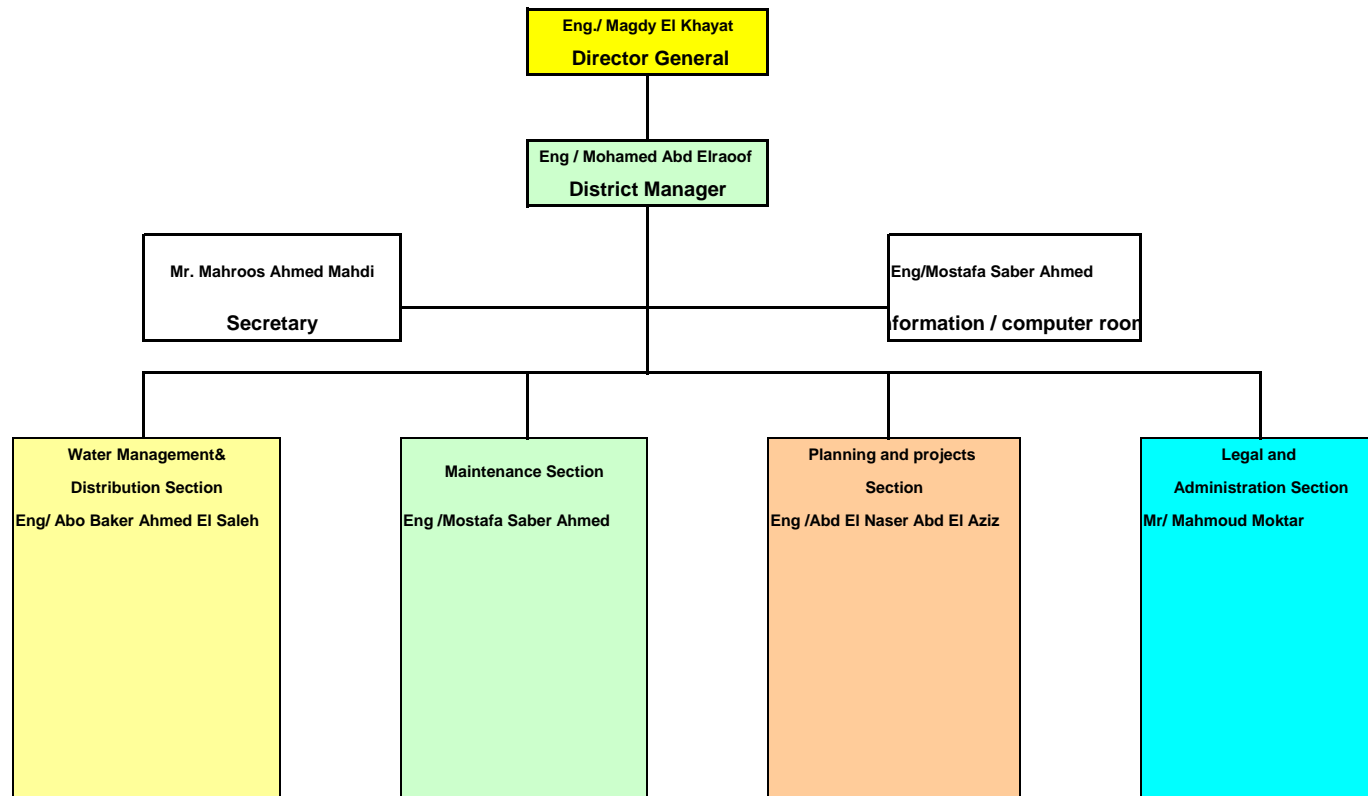


Figure 28 Wadi El Nokra IWMD Organization Chart

Wadi Elnokra IWMD Organization Chart

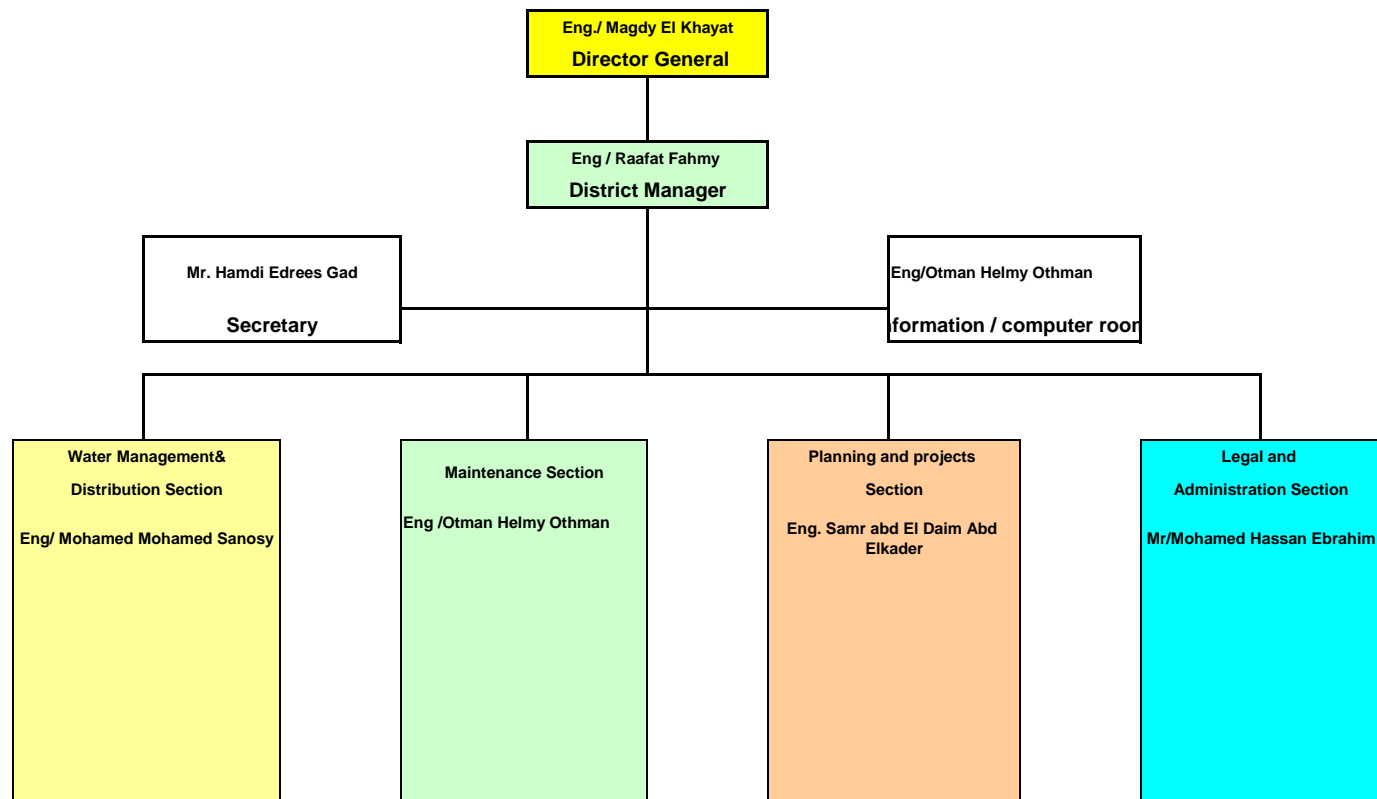


Figure 29 Kom Ombo IWMD Organization Chart

Komombo IWMD Organization Chart

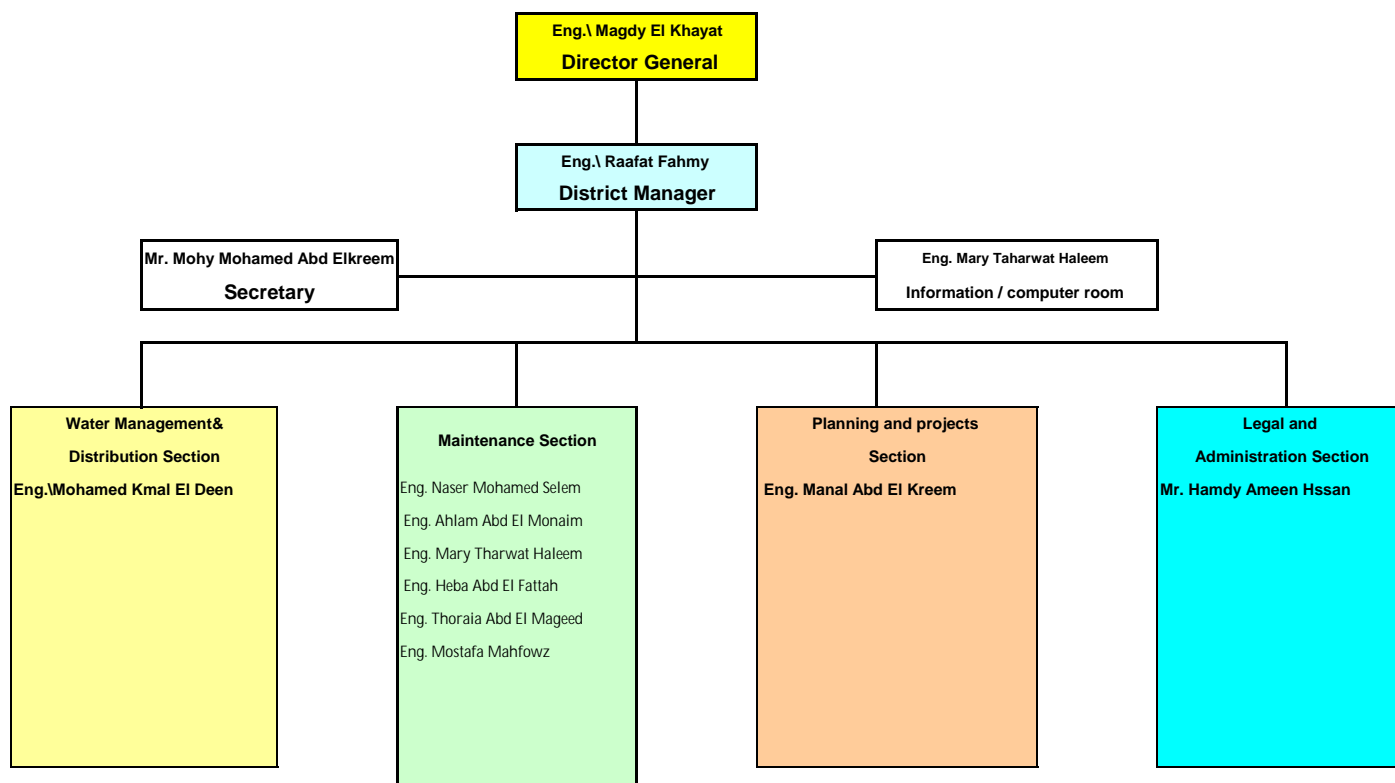


Figure 30 El Selsela IWMD Organization Chart

Elselsela IWMD Organization Chart

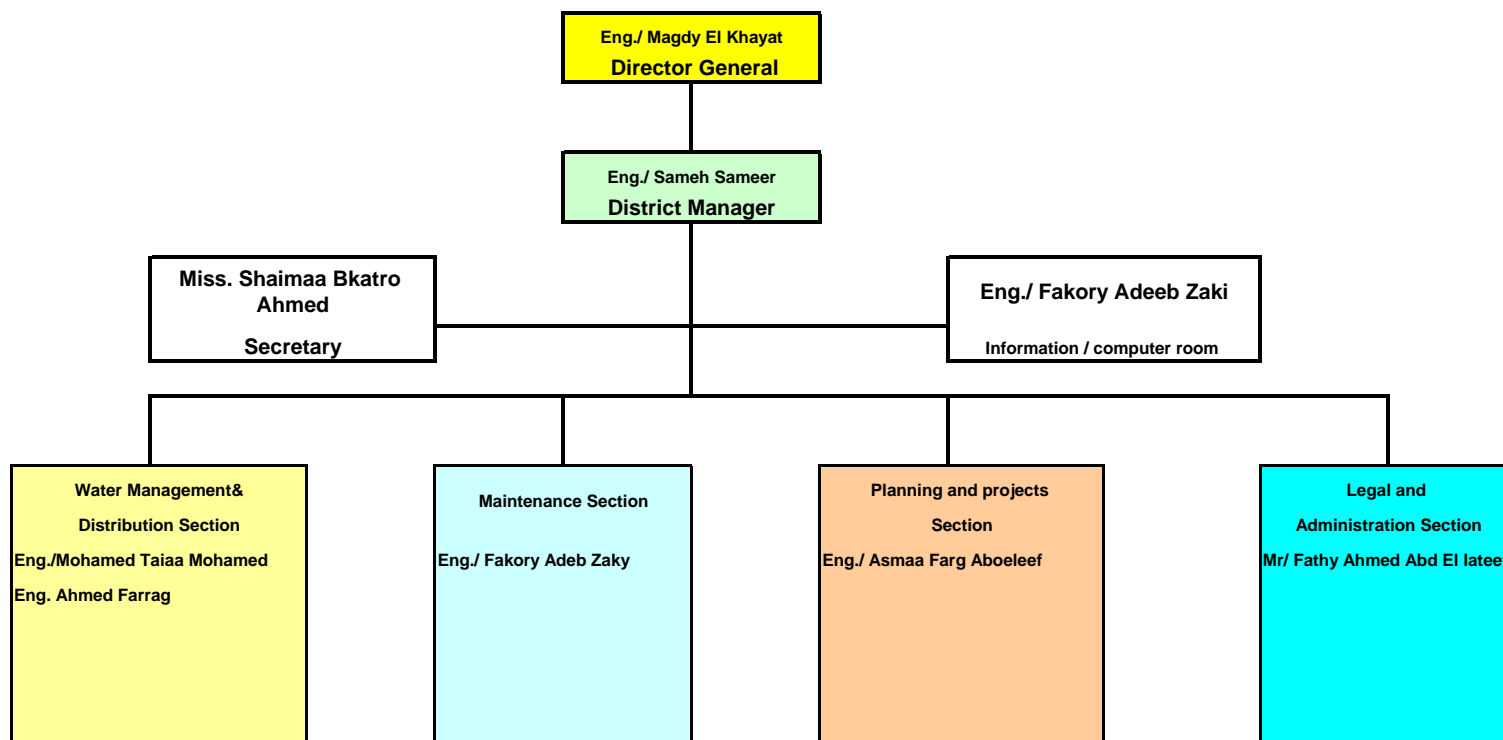


Figure 31 East Edfu IWMD Organization Chart

East Edfu IWMD Organization Chart

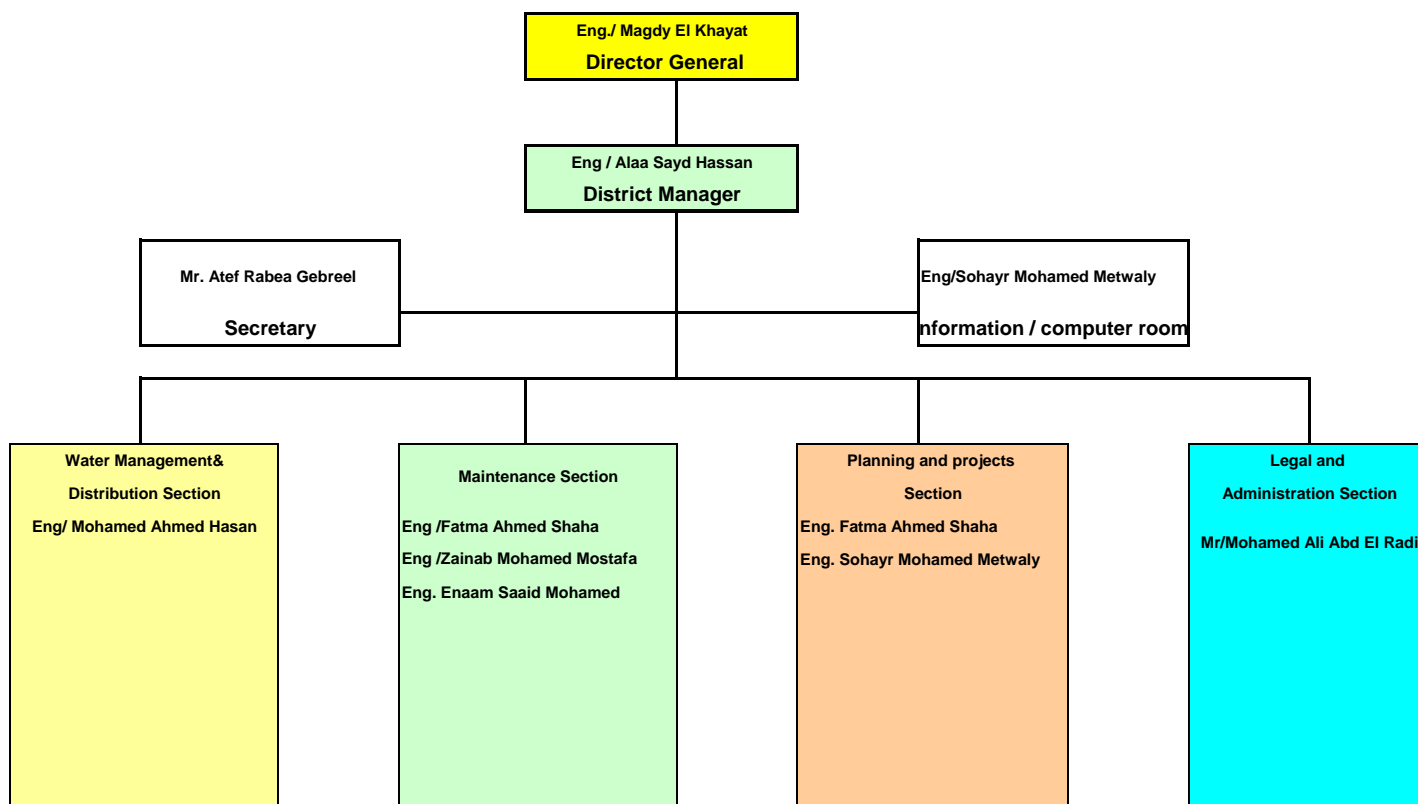


Figure 32 West Edfu IWMD Organization Chart

West Edfu IWMD Organization Chart

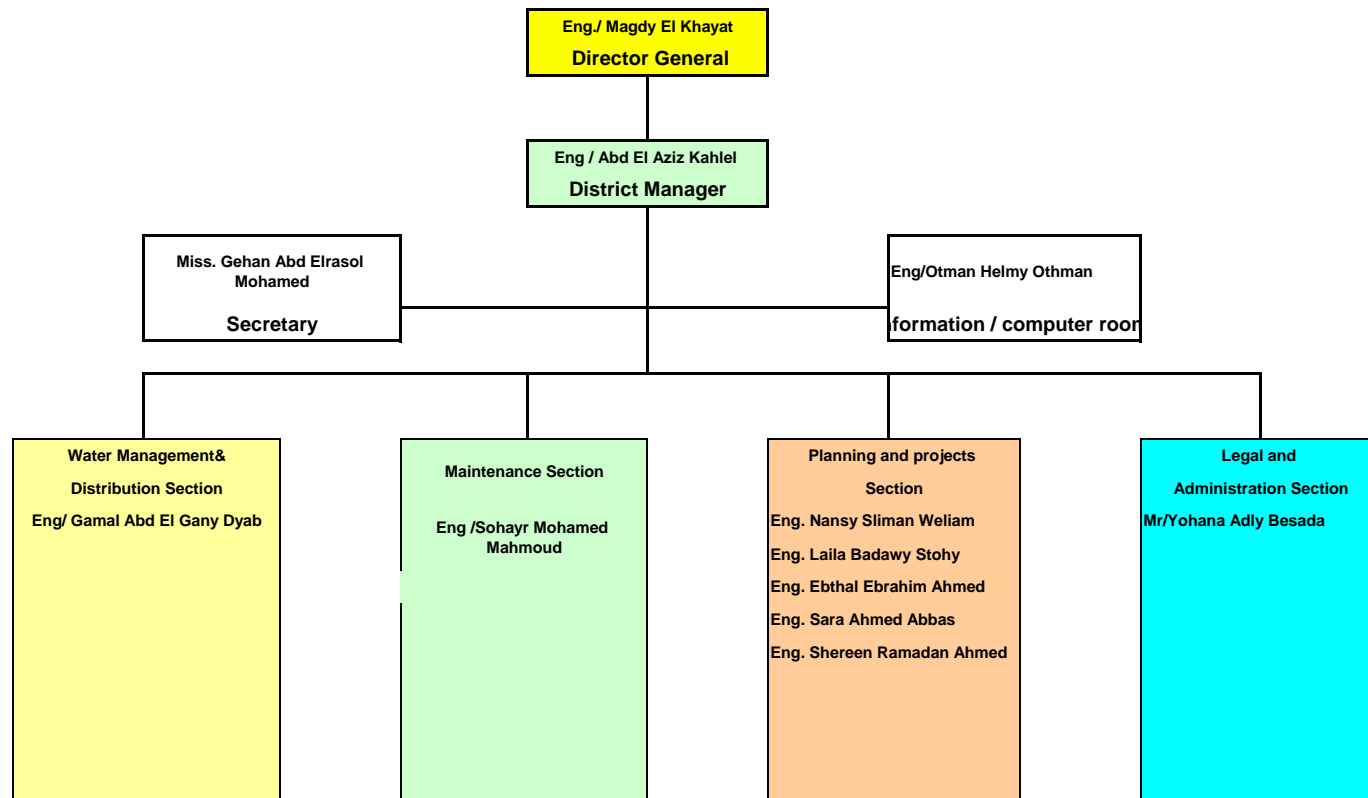


Figure 33 Wadi El Saida IWMD Organization Chart

Wadi El Saida IWMD Organization Chart

