

Table 3. Average annual cost per CBD agent, by program, according to type of cost, 1995–1996

Type of cost	FPU*	UMATI	SDA
Total cost per agent	\$558.20	\$155.49	\$700.74
Payment to CBD agents	33.02	44.40	398.16
Salaries and benefits	na	na	341.04
In-kind payments	33.02	44.40	57.13
Payments to supervisors	213.55	32.80	238.98
Salaries and benefits	208.20	21.85	163.74
Travel costs	5.35	10.95	75.24
Training costs†	311.62	78.30	63.59
Agent	231.80	78.30	55.21
Immediate supervisor‡	79.82	na	8.39

*1995 only. †Annualized over 10 years for initial training and over two years for refresher training. ‡Costs of training upper-level supervisors are excluded. *Notes:* Costs are shown in U.S. dollars. For UMATI and SDA, costs are based on an average of midyear exchange rates for 1995 and 1996 (US\$1=561.5 Tanzanian shillings); for FPU, costs are based on the 1995 midyear exchange rate (US\$1=528 Tanzanian shillings). na=not applicable, because immediate supervisors are specially trained agents, and for purposes of our analysis, we have treated them as agents. Dollar amounts may not add to totals because of rounding.