



THE REPUBLIC OF UGANDA

MINISTRY OF LOCAL GOVERNMENT

REPORT OF THE FINDINGS OF THE INVESTIGATION TEAM IN REGARDS TO ALLEGED FORGED ACADEMIC PAPERS AND UNFILLED CRITICAL POSITIONS IN KAGADI DISTRICT LOCAL GOVERNMENT

January, 2022

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1.0 INTRODUCTION

The Ministry of Local Government received a complaint from a whistleblower about irregularity in the recruitment process for the Parish Chiefs and Principal Ward Agents and unfilled critical positions in Kagadi District Local Government. In the complaint, the Whistleblower alleged that Seventeen (17) Parish Chiefs out of those recruited did not have the required qualifications.

It was further alleged that some critical positions remained unfilled since the creation of the district six years ago simply because they are 'ring-fenced' for the District Leadership acquaintances. The positions are: District Engineer, District Natural Resource Officer, District Health Officer, Medical Superintendent, District Planner, Principal Nursing Officer, Commercial Officer and Principal Human Resource Officer-District Service Commission. These positions have remained unfilled since the creation of the district due to 'ring-fencing'.

Upon receipt of the complaint, a team headed by the Minister of State for Local Government was constituted to investigate the allegation. This report details the investigation carried out by the team. It has a background, terms of reference, methodology, findings and recommendations.

2.0 COMPOSITION OF THE TEAM

The team was comprised of the following:

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|--------------------------------------|---------|
| 1. Hon. Hon. Victoria Rusoke Businge | MS/MoLG |
| 2. Ms. Jane K. Mwesiga | C/HRM |
| 3. Mr. Ismail Ahmad | PI/DI |
| 4. Mr. Peter Adoko Obicci | SAS/DA |

3.0 TERMS OF REFERENCE FOR THE INVESTIGATIONS

The team was tasked to investigate allegations relating to:

- Appointment of some candidates to the position of Parish Chief and Principal Ward Agent based on forged academic papers;
- Failure by the District to fill the critical positions since the creation of the District having ring-fenced them for their own acquaintances; and
- Irregular appointment of 68 staff in different sectors.

4.0 METHODOLOGY

The team employed the following methodology to carry out the investigation:

- a) Review of the relevant documents, including the application forms for the recruited Parish Chiefs, minutes of the District Service Commission, Investigation Report on Irregular Recruitment of Employees by Ministry of Public Service and other correspondences;
- b) Meeting the District technical and political leadership; and
- c) Interface with Officers in acting positions.

5.0 FINDINGS AS PER THE TERMS OF REFERENCE

5.1 The allegation that some candidates appointed to the position of Parish Chief and Principal Town Agent presented forged academic papers

The District Service Commission in its ^{01/21} sitting on ^{8-21-Dec-2021} appointed 105 Parish Chiefs and Principal Town Agents. *Siwa*

The job requirements for the post of Parish Chief was a Diploma in Public Administration and Management, Social Work and Social Administration, Development studies or Business Administration from a recognized Institution.

On the allegations that Seventeen (17) Parish Chiefs out of 105 recruited did not have the required qualifications, it was established nine (9) have authentic academic documents, five (5) have forged documents, two (2) are from Non Recognised Institutions by the National Council For Higher Education and one (1) was a duplication as indicated in table 1.

Table 1: Findings on Alleged Forgeries

S/N	Name	Institution	Award Year	Remarks
1.	Birungi B. Mark	The Uganda Pentecostal University	2021	Authentic
2.	Ayesiga Amon	Multitech Business School	2020	Forged
3.	Nalunkuuma Marion	Multitech Business School	2020	Authentic
4.	Bagwa David Lubega	Kabalega College, Masindi	2009	Authentic

5.	Busobozi Moses	YMCA Mbarara Branch	2015	Not Recognised
6.	Turyamwesimira Horeb	Uganda Cooperative College	2015	Authentic
7.	Mukabazaire Mary	Kabale University	2021	Authentic
8.	Mukeshi Judith	Paradigm Institute of Business and Media Studies	2020	Not Recognized
9.	Ayebale Immaculate	Kampala University	2020	Forged
10.	Bingi Gertrude Nagawa	Bugema University	2014	Authentic
11.	Mitara Jerome	YMCA, Kampala	2019	Forged
12.	Mugalu Aisha Kismart	St. Lawrence University	2014	Forged
13.	Birungi Joseline	The Uganda Pentecostal University	2021	Authentic
14.	Kitibwa Brendah	KIU	2019	Authentic
15.	Rwamwenge Joseph	Multitech Business School	2016	Authentic
16.	Mutegeki Marvis	Kampala University	2016	Forged

The team established that out of 105 appointed Parish Chiefs and Principal Town Agents sixty nine (69) had presented genuine academic papers. The details of the genuine candidates are presented in Table 2.

Table 2: List of Appointed candidates with Genuine Academic Papers

S/N	Name	Institution	Award Year	Remarks
1.	Baguma Moses	Uganda Institute Of Business and Media Studies	2012	Dip. Public Admin
2.	Kyalisiima Mary	Uganda Institute Of Business and Media Studies	2012	Dip. Dev't Studies
3.	Chance Wilfred	Multitech Business School	2017	Dip. Public Admin & Mgt
4.	Rwamwenge Joseph	Multitech Business School	2016	Dip. Public Admin
5.	Kyaligonza Julius	Multitech Business School	2019	Dip. Public Admin & Mgt
6.	Tusiime Gertrude	Multitech Business School	2016	Dip. Public Admin & Mgt

7.	Muzei Johnmary	Multitech Business School	2020	Dip. Public Admin & Mgt
8.	Tweyongyere Tadeo	Multitech Business School	2021	Dip. Public Admin & Mgt
9.	Sunday Joseph	Multitech Business School	2020	Dip. Public Admin & Mgt
10.	Kasaija Asanasius	Multitech Business School	2015	Dip. Business Admin & Mgt
11.	Nalunkuma Marion	Multitech Business School	2020	Dip. Business Admin & Mgt
12.	Bingi Pauline	Multitech Business School	2021	Dip. Public Admin & Mgt
13.	Nsereko Naphtali	Multitech Business School	2020	Dip. Public Admin & Mgt
14.	Byamukama Tweheyo	Multitech Business School	2016	Dip. Public Admin
15.	Ayebare Suzan	Makerere Business Training Centre	2017	Dip. Public Admin & Mgt
16.	Tusiime Lillian	Makerere Business Training Centre	2021	Dip. Public Admin & Mgt
17.	Nsungwa Wilber	Makerere Business Training Centre	2015	Dip. Public Admin & Mgt
18.	Tumusiime Emmanuel	Makerere Business Training Centre	2019	Dip. Public Admin & Mgt
19.	Sunday Aden	Makerere Business Training Centre	2013	Dip. Public Admin & Mgt
20.	Twinomuhangi Julius	Uganda Media Consultant and Trainers (UMCAT)	2019	Dip. Dev't Studies
21.	Aliganyira Ponsiano	Uganda Media Consultant and Trainers (UMCAT)	2019	Dip. Public Admin
22.	Atayebwa Mugume	Uganda Media Consultant and Trainers (UMCAT)	2017	Dip. SWASA
23.	Sanyu Magret	Makerere Institute for Social Development	2009	Dip. SWASA
24.	Byamukama Kasaja Samson	The Uganda Pentecostal University	2018	Dip. Public Admin & Mgt
25.	Tumushime Jamil	The Uganda Pentecostal University	2015	Dip. Public Admin
26.	Karungi Hasifa	The Uganda Pentecostal University	2019	Dip. Public Admin
27.	Natukunda Galasius	The Uganda Pentecostal University	2016	Dip. Dev't Studies

28.	Birungi Byaruhanga Mark	The Uganda Pentecostal University	2021	Dip. Admin	Public
29.	Musimenta Jane Rose	The Uganda Pentecostal University	2013	Dip. Admin	Business
30.	Joseline Birungi	The Uganda Pentecostal University	2012	Dip. Admin	Public
31.	Kobusinge Doreen	The Uganda Pentecostal University	2020	Dip. Admin	Public
32.	Nyakake Alice Diana	The Uganda Pentecostal University	2019	Dip. Admin	Public
33.	Mutebi Clovis	The Uganda Pentecostal University	2020	Dip. Admin	Public
34.	Tumusiime Namara	The Uganda Pentecostal University	2019	Dip. Admin	Public
35.	Kemigabo Lucy	The Uganda Pentecostal University	2021	Dip. Admin	Public
36.	Kamuhanda Frank	The Uganda Pentecostal University	2017	Dip. Admin	Public
37.	Kemigabo Beatrice	The Uganda Pentecostal University	2014	Dip. Admin	Public
38.	Bingi Naggawa	Bugema University	2012	Dip. SWASA	
39.	Turyamwesimira Horeb	Uganda Co-operative College, Kigumba	2015	Dip. Cooperatives & Business Admin	
40.	Nakkazi Sarah	Uganda Co-operative College, Kigumba	2020	Dip. Cooperatives & Business Admin	
41.	Tuhaise Natasha	Uganda Co-operative College, Kigumba	2016	Dip. Cooperatives & Business Admin	
42.	Baseke Christine	Uganda Co-operative College, Kigumba	2010	Dip. Cooperatives & Business Admin	
43.	Tumuhimbise Sarah	Uganda Christian Institute for Professional Development	2021	Dip. Admin & Mgt	Public
44.	Kitibwa Mwesige	Kampala International University	2019	Dip. SWASA	
45.	Mutembuzi Justus	Kampala International University	2008	Dip. Studies	Dev't
46.	Kyomuhendo Charles	Nkumba University	2014	Dip. Admin	Business
47.	Tunurra Sarah	Mountains of the moon University	2018	Dip. Admin	Public

48.	Nabakooza Mardah	Mountains of the moon University	2016	Dip. Public Admin
49.	Asiimwe Deogratias	Mountains of the moon University	2015	Dip. Public Admin
50.	Bagwa David	Kabalega College, Masindi	2009	Dip. Business Admin
51.	Mukabazaire Mary	Kabale University	2021	Dip. Public Admin & Mgt
52.	Ajuna Harriet	Nsamizi Training Institute of Social Development	2013	Dip. Dev't Studies
53.	Asaba Mary Stellah	Nsamizi Training Institute of Social Development	2019	Dip. Social Work
54.	Kyasiimire Winnie	Nsamizi Training Institute of Social Development	2015	Dip. Public Admin & Mgt
55.	Kyomugisa Jackline	Nsamizi Training Institute of Social Development	2013	Dip. Dev't Studies
56.	Magezi Lazarus	Nsamizi Training Institute of Social Development	2020	Dip. Social Work
57.	Mugisa Peter Paul	Nsamizi Training Institute of Social Development	2011	Dip. Social Work
58.	Nakato Sandra	Nsamizi Training Institute of Social Development	2014	Dip. Social Work
59.	Namatovu Janet	Nsamizi Training Institute of Social Development	2015	Dip. Dev't Studies
60.	Saturday Gregory	Nsamizi Training Institute of Social Development	2015	Dip. Social Work
61.	Ssewanyana Francis	Nsamizi Training Institute of Social Development	2015	Dip. Social Work
62.	Tulya Josephkira Emmanuel	Nsamizi Training Institute of Social Development	2003	Dip. Social Work
63.	Wahabi Bogere	Nsamizi Training Institute of Social Development	2019	Dip. Public Admin & Mgt
64.	Birungi Wilson	Kampala University	2020	Dip. SWASA

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65.	Kobushehe Godfrey	Kampala University	2018	Dip. Admin	Public
66.	Katusiime Christopher	Kampala University	2019	Dip. Admin	Public
67.	Luwandaga Moses	Makerere Business Training Centre	2017	Dip. Admin & Mgt	Public
68.	Mulebeki Sylvia	MUBS	2007	Dip. Admin	Business
69.	Kyakuhaire Jackline	MUBS	2019	Dip. Administration	Business

The team established that out of 105 appointed Parish Chiefs and Principal Town Agents, twenty seven (27) had presented forged academic papers. The details of the candidates are presented in Table 3.

Table 3: List of Appointed candidates with forged Academic Papers

S/N	Name	Institution	Award Year	Remarks
1.	Ayesiga Amon	Multitech Business School	2020	Dip. Admin & Mgt Public
2.	Abigaba Fredrick	Multitech Business School	2018	Dip. Admin Public
3.	Mutabazi John	Multitech Business School	2016	Dip. Admin Public
4.	Kyalisiima Winfred	Makerere Business Training Centre	2018	Dip. Admin & Mgt Public
5.	Mugalu Aisha Kismart	St. Lawrence University	2014	Dip. Admin & Mgt Public
6.	Biira Jovia	YMCA Comprehensive Institute	2020	Dip. Admin Public
7.	Mitara Jerome	YMCA Comprehensive Institute	2019	Dip. Admin & Mgt Public
8.	Mbabazi Brian	YMCA Comprehensive Institute	2020	Dip. Admin & Mgt Public
9.	Ainomugisha Kezia	YMCA Comprehensive Institute	2019	Dip. Admin Business
10.	Turamyomwe Julius	The Uganda Pentecostal University	2020	Dip. Studies Dev't
11.	Alelimana Robert	The Uganda Pentecostal University	2018	Dip. Admin Public
12.	Kasaija Joseph	The Uganda Pentecostal University	2015	Dip. Admin Public

13.	Twiringiyeimaana Fuderi	Uganda Co-operative College, Kigumba	2015	Dip. Cooperatives & Business Admin
14.	Tumwebaze Jackline	Nkumba University	2014	Dip. Public Admin & Mgt
15.	Kansiime Martha	Makerere University	2015	Dip. Public Admin & Mgt
16.	Atuhaire Zulfah	Nsamizi Training Institute of Social Development	2016	Dip. Dev't Studies
17.	Baluku Sunday	Nsamizi Training Institute of Social Development	2017	Dip. Public Admin & Mgt
18.	Kanyerere Miriam	Nsamizi Training Institute of Social Development	2014	Dip. Public Admin & Mgt
19.	Kimuli Hope Mary	Nsamizi Training Institute of Social Development	2011	Dip. Public Admin & Mgt
20.	Kugonza Bhandira Geolet	Nsamizi Training Institute of Social Development	2014	Dip. SWASA
21.	Mutegeki Marvis	Kampala University	2016	Dip. Public Admin
22.	Ayebale Immaculate	Kampala University	2020	Dip. Public Admin & Mgt
23.	Nyakato Gorret	Kampala University	2017	Dip. SWASA
24.	Irumba Alphonse	Kampala University	2013	Dip. Public Admin
25.	Ashaba Prossy	Kampala University	2018	Dip. Public Admin
26.	Turinawe Sofia	Kampala University	2020	Dip. Buisness Admin
27.	Tumwesigye Denis	MUBS	2012	Dip. Public Admin & Mgt

The team has, however, not been able to verify documents for two (2) candidates due to failure to obtain information from the Training Institutions. The details are presented in table 4.

Table 4: List of Appointed candidates Whose Academic Papers were not verified

S/N	Name	Institution	Award Year	

1.	Lwanga Charles	Kampala University	International	2013	Dip. Admin	Public
2.	Alinaitwe William	Uganda University	Christian	2009	Dip. SWASA	

The following Seven (7) appointed Parish Chiefs presented academic documents from Institutions that are not on the List of Recognized Higher Education Training Institutions as at 30th June 2021.

Table 5: List of Appointed candidates from unrecognized Institutions

S/N	Name	Institution	Award Year	Remarks	
1.	Kusemererwa Deziranta	Nakawa Institute of Commercial Studies	2017	Dip. Admin	Public
2.	Namukisa Florence	IACE Makerere University	2015	Dip. Admin	Business
3.	Mukeshi Judith	Paradigm Institute of Business and Media Studies	2020	Dip. Admin & Mgt	Public
4.	Biseesa Joel	YMCA Mbarara	2019	Dip. Admin & Mgt	Public
5.	Ndayisenga Robert	YMCA Mbarara	2019	Dip. Admin & Mgt	Public
6.	Busobozi Moses	YMCA Mbarara	2015	Dip. Admin & Mgt	Public
7.	Mugabo Johnson	Kitara Institute of Commerce, Media and Vocational Studies	2019	Dip. Admin & Mgt	Public

5.2 Failure by the District to fill the critical positions since the creation of the District

It was established that as alleged, the positions of District Engineer, District Natural Resource Officer, District Health Officer, Principal Health Inspector, District Planner, Principal Nursing Officer and Principal Human Resource Officer-District Service Commission have remained unfilled for a long time due to various reasons as presented in Table 6 below: