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AP	Additional Pension
CID	Criminal Investigation Department
CPG	Commuted Pension Gratuity
DPP	Directorate of Public Prosecutions
EA Airways	East African Airways Corporation
EA Cargo Handling	East African Cargo Handling Services Limited
EA Extelecoms	East African Telecommunications Company Limited
EA Harbors	East African Harbors Corporation
EA P&T	East African Posts and Telecommunications Corporation
EA Railways	East African Railways Corporation
EP	Earned Pension
FP	Full Pension
GFS	General Fund Services
IMTC	Inter-Ministerial Technical Committee Report
MEACA	Ministry of East African Community Affairs
MoFPED	Ministry of Finance, Planning and Economic Development
MoPS	Ministry of Public Service
MP	Monthly Pension
PG	Pension Gratuity
SSG	Short Service Gratuity

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1.0 INTRODUCTION

In accordance with Article 90 (1) of the Constitution of the Republic of Uganda (1995), as amended and Rule 156 of the Rules of Procedure, Parliament directed the Committee on East African Community (EAC) Affairs to investigate the delayed payment of terminal benefits of the former Ugandan employees of the defunct EAC.

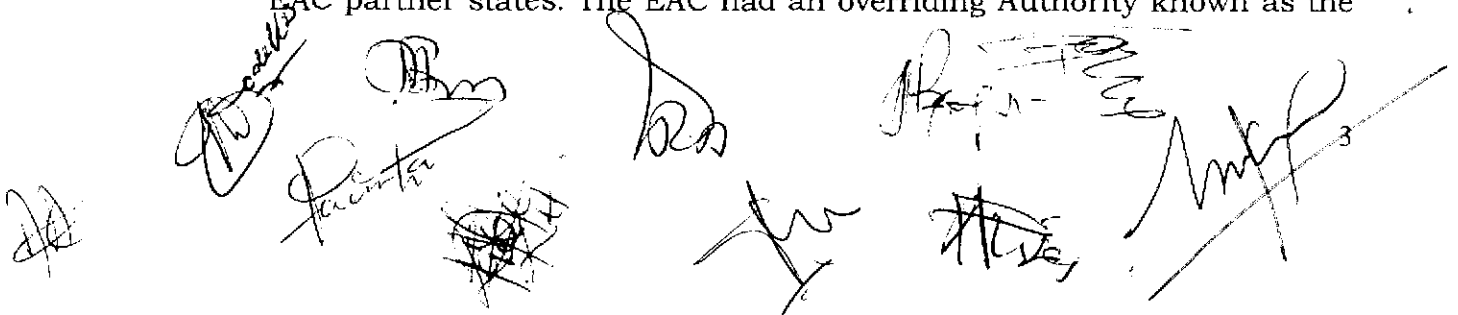
During the Sitting held on Tuesday, 12th July 2022, at Parliament, Hon. Muruli Mukasa, the Minister of Public Service, in his response to the matter of national importance raised by Hon. Samuel Opio (MP – Kole North) presented a statement about the delayed payment of pension, gratuity, interest and other terminal benefits to former employees of the defunct East African Community (EAC).

In the submission, the Minister stated that the government had processed payments to the former employees of the defunct EAC, albeit with some complaints. About the missing files, the Minister clarified that only sixteen of those were retrieved, and the respective claimants paid. He further revealed that the remainder of the lost files were being traced from the National archives and that some files had been taken by the Criminal Investigation Department (CID) during the investigation of the pension scam in 2012 but were never returned. Given that the Ministry had not resolved the claims over the years, the Speaker referred the matter to the Committee on East African Community Affairs for scrutiny and report back to the House.

Under Rules 189 and 199 of our Rules of Procedure, I beg to present the Committee's report.

2.0 BACKGROUND

The Treaty for the East African Community (EAC) established the Community on 6th June 1967 to accelerate economic development for the EAC partner states. The EAC had an overriding Authority known as the



East African Authority composed of three Heads of State who constituted the principal executives of the Community. The Authority was charged with the Community's overall performance and was assisted by Councils and EAC Ministers¹. The EAC Authority had an institutional structure that included employees from the various EAC corporations, the Common Services and the General Fund Services. The Corporations of the Community included;

- i. the East African Railways (EAR),
- ii. the East African Posts and Telecommunications (EA P & T),
- iii. the East African Harbours (EAH),
- iv. the East African Airways (EAA),
- v. the East African Extelcoms, a subsidiary of the East African Posts and Telecommunications
- vi. the East African Cargo Handling, a subsidiary of the East African Harbours Corporation

Following the collapse of the EAC on 30th June 1977, Partner States of Kenya, Uganda and Tanzania agreed to set up a mediation team to effect an orderly division of assets and liabilities under the chair of the late *Dr Victor Umbricht* of the World Bank. After the dissolution of the EAC, the Members States negotiated the East African Mediation Agreement in 1984 (*herein referred to as the 'Agreement'*) for the division of Assets and liabilities which each Partner State took up the responsibility of payment of pension and other terminal benefits for its respective employees who served in the defunct EAC. The three Partner States ratified the Mediation Agreement on 14th May 1984.

¹ Mtei, B. F. (1984, October 26). *United Nations Economic Commissions for Africa*. Retrieved from <https://repository.uneca.org/handle/10855/42316>

3.0 TERMS OF REFERENCE

The Committee was tasked to investigate the delayed payment of pension, gratuity, interest and other terminal benefits to former Ugandan employees of the defunct East African Community (EAC). The Committee was directed to;

- i. Visit the regional centres and meet the former employees of the defunct EAC
- ii. Run adverts in the media and inform area MPs in the regions to be visited and when the visits are scheduled,
- iii. Report back to the House.

The Committee's interpretation of the task assigned to it was as follows;

- i. TOR 1; To establish whether or not the Crown Agents discharged their obligation under the EAC Mediation Agreement
- ii. TOR 2; To ascertain the status of payments of terminal benefits to the former Ugandan employees of the defunct EAC
- iii. TOR 3; To ascertain the eligible terminal benefits due to the former Ugandan employees of the defunct EAC.
- iv. TOR 4; To ascertain the nature of complaints regarding the claims of the former Ugandan employees of the defunct EAC

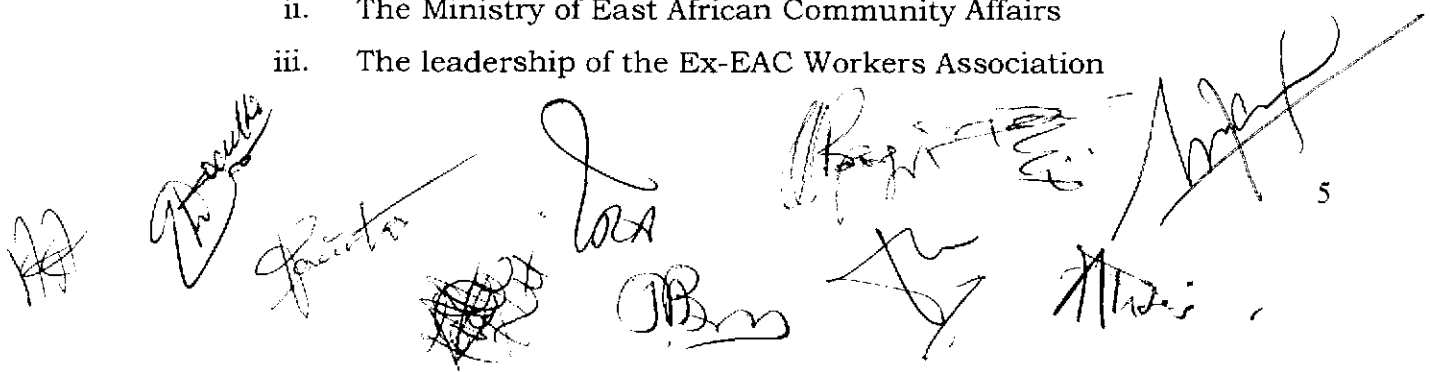
4.0 METHODOLOGY

While carrying out the investigations, the Committee held meetings with invited stakeholders, reviewed documents, carried out fact-finding missions to Eastern and Western regions, and a delegation of the Committee undertook a study visit to the Ministry of East African Community Affairs and Regional Development, in Nairobi-Kenya to enrich its findings.

4.1 Meetings held.

The Committee held meetings with the following stakeholders;

- i. The Ministry of Public Service
- ii. The Ministry of East African Community Affairs
- iii. The leadership of the Ex-EAC Workers Association



- iv. Some former workers of the defunct EAC or their representatives in the Districts of Mbale, Soroti, Jinja, Mbarara, Kasese and Hoima.
- v. Hon. Samuel Opio (MP – Kole North) who raised the matter of National importance.

4.2 Document Review

The Committee studied and reviewed the following documents;

- i. The 1984 EAC Mediation Agreement
- ii. The EAC Pensions Act Cap 11
- iii. The East African Community Mediation Agreement Act Cap 4 (Laws of Kenya)
- iv. The Pensions Act Cap 281
- v. The EAC Service Regulations
- vi. The consent judgement in ***G. Ssemogerere & Others V Attorney General, Civil Suit No. 1010 of 1996.***
- vii. The Umbritch report of 1981
- viii. The Inter-Ministerial Committee report of 2000
- ix. Written memoranda of invited witnesses and stakeholders.

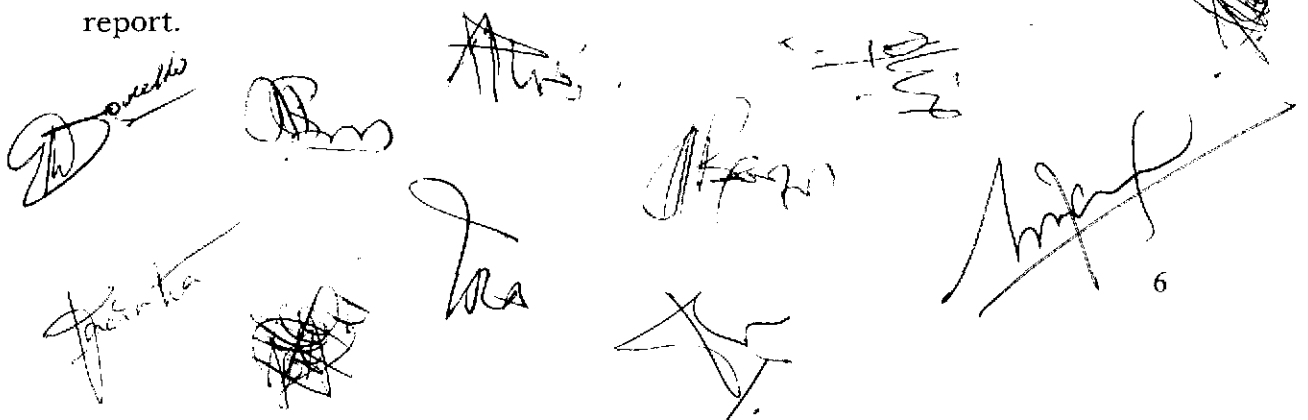
4.3 Visits of the Committee

4.3.1 Local Field visits.

The Committee undertook field visits in the Eastern (Soroti, Mbale and Jinja) and Western (Mbarara, Kasese and Hoima) selected districts of Uganda.

4.3.2 Foreign visit.

The Committee undertook a fact-finding visit to the Ministry of East African Community Affairs and Regional Development in Nairobi, Kenya. Under Rule 33 of our Rules of Procedure, I beg to lay the delegation's report.



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5.0 CHALLENGES FACED BY THE COMMITTEE.

In the execution of its mandate, the Committee encountered the following challenges:

- i. Upon formal request, the Ministry of Internal Affairs did not provide information regarding the lost files that the Ministry of Public Service reported having been picked up by the Criminal Investigation Department (CID) during the investigation of the pension scam in 2012.
- ii. The Ebola Virus Diseases (EVD) *Sudan Ebola virus* outbreak.
- iii. A constrained Committee budget allocation.

Despite the challenges faced, the Committee still investigated the matter and now reports.

6.0 CHRONOLOGY OF KEY EVENTS RELATING TO THE CLAIMS OF FORMER EMPLOYEES OF THE DEFUNCT EAC.

The table below summarises the key events on the claims of the former employees of the defunct EAC.

Table 1: Timelines of key events relating to the claims of former employees of the defunct EAC

Date/Years	Event	Important notes
1977	The collapse of the EAC	The Community and corporations ceased to perform their functions, and the GFS could no longer be administered.
1978	Amendment of the Uganda Pensions Act <i>via Decree 6 Of 1978</i>	To protect the pensionable rights of Ugandan nationals who served in the East African Community
1981	The EAC states appoint a mediator of the	To make proposals for the permanent and equitable division of the assets and liabilities of the corporations and

	Community, <i>Victor H. Umbricht</i>	the General Fund Services (GFS) of the EAC
14 th May 1984	The signing of the EAC Mediation Agreement by the three heads of State of Kenya, Uganda and Tanzania	<ul style="list-style-type: none"> • To provide for the equitable division of the EAC Assets and Liabilities upon collapse • Impose upon the governments of the partner states the obligation to pay their nationals employed by the corporations or GFS and retired from active service by the division date, the pensions and other benefits due to them.
1992	Initial payments of terminal benefits of the former employees of the defunct EAC by the GoU	<ul style="list-style-type: none"> • Payments were later found inadequate due to missing or incomplete file records of the beneficiaries. • Payments did not cover all the claims and entitlements of the various beneficiaries
8 th Feb. 1996	Constitution of a Committee under the Chairmanship of Adrian Sibbo (<i>Sibbo report</i>)	To compile a comprehensive register of all the defunct East African Community employees to determine those so far paid and those to be paid, agree on payment procedures, including the level of principal payments and interest thereof on verified claims.
1996	The Civil Suit No. 1010, G. Ssemogerere & Others V	Seeking to recover full payment of the terminal benefits of the former employees of the defunct EAC

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	Attorney General , was filed in the High Court of Uganda at Kampala	
12 th June 2000	Report of the Inter-Ministerial Technical Committee on the compensation to former employees of the defunct EAC	The Committee was set up to resolve the problem of total compensation to the former employees and address the gaps in the Sibomwa report.
27 th October 2000	The consent judgment in G. Ssemogerere & Others V Attorney General, Civil Suit No. 1010	Court declared that the former employees of the defunct EAC were entitled to their retirement benefits, and the Government, through the Ministry of Public Service, undertook to pay.
2012	The Pension scam.	Payments were made to ghost pensioners
July 2015	Payment of Pension and other terminal benefits was decentralized to MEACA	MEACA started to settle the outstanding liabilities of verified former employees of the defunct EAC to date.
To date	Petitions and complaints	Petitions and complaints continue to be raised regarding the delayed/partial/none payments of the terminal benefits of the former employees of the defunct EAC, the

		most recent being a matter of National importance raised on 12 th July 2022 by Hon. Samuel Opio Acuti (MP – Kole North), a matter that was referred to the Committee on EAC for scrutiny and reports back.
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7.0 FINDINGS, OBSERVATIONS AND RECOMMENDATIONS

The Committee investigated and the following are the findings in light of the terms of reference.

7.1 TOR 1; To establish whether or not Crown Agents discharged their obligation under the EAC Mediation Agreement.

7.1. 1The Umbricht report

The Committee established that upon the collapse of the Community, **Victor H. Umbricht** was appointed as the mediator of the East African Community to make proposals for the permanent and equitable division of the assets and liabilities of the corporations and the General Fund Services (GFS) of the EAC.

The Consolidated report of the mediator dated 28th October 1981 (*herein referred to as the Umbricht report*) revealed the following;

- a) The different types of schemes adopted by the organisations/corporations of the Community included;
 - i. **Pension Schemes.** According to the Umbricht report, all corporations of the Community except EA Airways had Pension Schemes. The Pension Schemes had liabilities inform of the obligation to pay pensions to employees who had retired or would retire in the future or their beneficiaries upon death. The EA Railways, EA Harbours, EA P&T and the GFS administered their pension schemes. The pension funds' investments were kept separate from the other assets of these organisations. EA Airways had no pension scheme; EA Cargo

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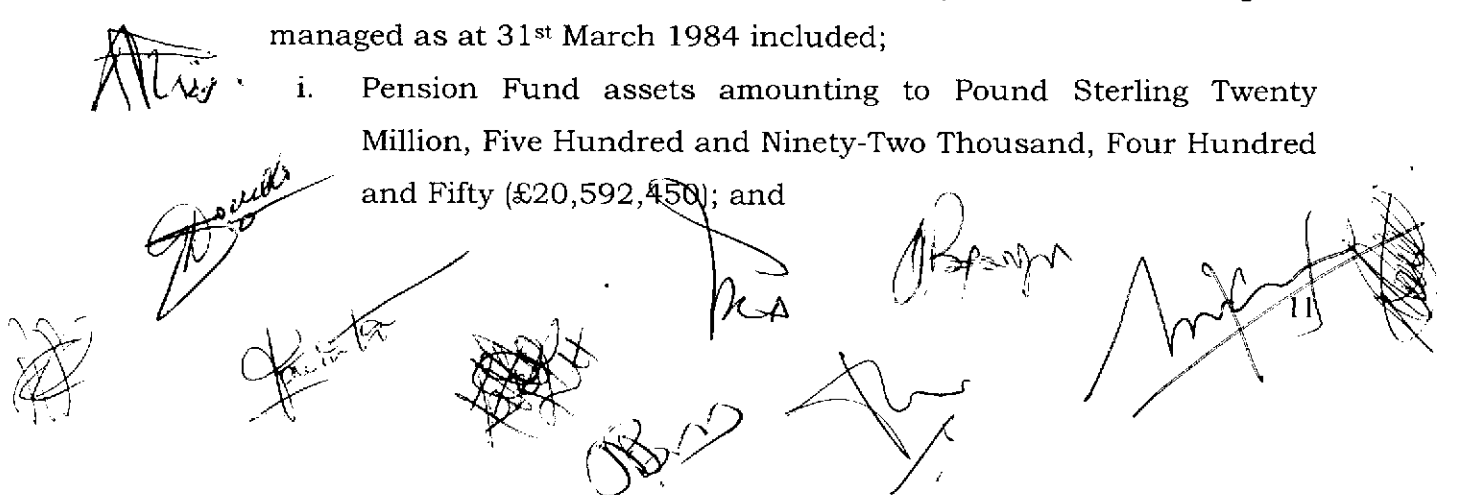
Handling had two individual pension schemes, one in Kenya and the other in Tanzania, while EA Extelcoms had three schemes.

- ii. **Provident Funds.** EA Airways, EA Cargo Handling and General Fund Services (GFS) maintained provident funds whose contributions were paid by the members. The fund would pay the total amount in the individual's account or their beneficiaries upon retirement or death as long as the holder of a provident fund office met the conditions in Section 12 of the EAC Pensions Act Cap 11. The amount held in the provident funds were the members' property, not the Community institutions.
 - iii. **Compassionate Gratuity Schemes.** All the corporations had gratuity schemes except for EA Railways and EA Harbours. Under the scheme, lump sums would be paid at the organisation's discretion to non-pensionable staff upon retirement or death in service. In the case of EA Railways and EA Harbours, payments were, in practice being made to all eligible staff.
- b) Regarding the pensions for the EAC Partner State Nationals, the corporations and the GFS were responsible for the pensions of officers who were nationals of the three partner states.

7.1.2 The EAC Mediation Agreement of 1984

The EAC Mediation Agreement, signed on 14th May 1984 by the heads of State of Kenya, Uganda, and Tanzania, created a remedial avenue for settling the terminal benefits of the former employees of the defunct EAC under Article 10, titled Pension and Provident Funds. The pension and provident fund assets of the Community that the Crown Agents managed as at 31st March 1984 included;

- i. Pension Fund assets amounting to Pound Sterling Twenty Million, Five Hundred and Ninety-Two Thousand, Four Hundred and Fifty (£20,592,450); and

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- ii. Provident Fund assets amounted to Pound Sterling One Million, Two Hundred Forty-eight Thousand, Nine Hundred and Seventy-Seven (£1,248,977).

Other assets of the Community held by the Crown Agents as at 31st March, 1984 included;

- i. Sinking Funds, which amounted to Pounds Sterling Four Million, Five Hundred Thirty-Eight Thousand, Six Hundred Eighty-Two (£4,538,682), of which Pounds Sterling Five Hundred Thousand, Seven Hundred and Sixty-Seven (£500,767) was distributed among the Partner States.
- ii. Cash balances amounting to Pound Sterling One Million One Hundred and Twenty Thousand, Five Hundred Ninety (£1,120,590), out of which the sum of Pound Sterling Five Thousand, Four Hundred (£5,400) was transferred to the pension fund.

All assets were divided into 42% Kenya, 32% Tanzania and 26% Uganda as per the mediation agreement, summarised in *table 2* below.

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Table 2: Summary of EAC assets managed by Crown Agents as at 31st March 1984

S.No	Assets	Amount in pound sterling	Additional notes
1	Pension fund assets	20,592,450	
2	Provident fund assets	1,248,977	
3	Sinking funds	4,538,682	500,767 (Shared among EAC Partner states)
4	Cash balances	1,120,590	5,400 (transferred to the pension fund)

Source: The EAC Mediation Agreement of 1984

From the above, the money for settling the terminal benefits for former Ugandan workers of the defunct EAC was supposed to be drawn.

Under Article 10, Sub-Article 05 (a) and (b), the Agreement imposed upon the Governments of the Partner States the obligation to pay its Nationals employed by the corporations or General Fund Services (GFS) and retired from active service by the division date, the pensions and other benefits due to them on account of such employment and to make provision for the pension rights and entitlements to other benefits accrued as of the division date.

During the interface with Joseph Okullo and other former workers of the defunct EAC, the Committee was informed that Crown Agents had paid to the Government of Uganda all outstanding funds connected with the defunct EAC as per the correspondence of the Managing Director of Crown Agents Asset Management Limited, Michael Collyer, of reference 20272702946 dated 8th June 2000 (**Appendix A**).

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From the Committee's official engagements during the visit to Kenya, the officials from the Ministry of East African Community, Arid and Semi-Arid Lands (ASALs) and Regional Development confirmed that pursuant to the signing of the Mediation Agreement, the Kenyan Government received its portion of assets from the Crown Agents to provide for **Pension funds** and **Provident Fund Assets** for onward transmission to the former employees.

However, the Ministry of Public Service of the Republic of Uganda has maintained that Crown Agents failed to honour the retirement benefits of its members. This position is validated by the response of the Governor, Bank of Uganda of Ref. GOV.800A dated 15th August 2013 (**Appendix B**), stating that Crown Agents still maintained an account referred to as "East African Community Provident Fund" in 1992, and there was no evidence showing closure of the said account/or receipt of the funds from this account.

The Committee wrote to Crown Agents in the United Kingdom through the Ministry of Foreign Affairs in its letter of Ref. **AB: 287/481/01** dated **20th October 2022** (**Appendix C**), seeking confirmation on whether Crown Agents transferred the funds to Central Bank of Uganda and, if so, to provide documentary evidence of the transaction. However, the committee did not receive any response. Additionally, given the passage of time, the Committee thought that perhaps indeed, Crown Agents could have transferred the money to the Bank of Uganda in the recent past and therefore sought an update from the Governor Bank of Uganda in its letter Ref. **AB: 199/288/01** dated **16th November, 2022** for which the Committee did not receive any response.

Observations.

The Committee, therefore, observes that;

- i. The EAC Mediation Agreement of 1984 explicitly provided for the division of Assets and Liabilities to the Member states. Under Article 10, Sub Article 03 (b) (i) and (ii), the Agreement provided that the Pension and Provident Fund Assets of the Community continued to be held and Administered by the Crown Agents in conjunction with

a Board of Trustees consisting of the Governors of the Central Banks of the Member States. This Board was obligated to meet quarterly and submit its reports to the Ministers responsible for Finance in the Member States. This provision in the Agreement created a comprehensive and transparent mechanism that would remedy any grey areas concerning the division and transfer of Assets from which the Government would settle the terminal benefits of the former Ugandan employees of the defunct EAC. For the Government of Uganda to claim that its portion of the Assets was never transferred to it by Crown Agents is disputable. Unfortunately, the affected claimants have been waiting for over forty years to receive the whole package of what they are legally entitled to.

- ii. The failure of the government to follow up on the Assets accrued to it from the Community by the division date, as provided for in the Agreement, allegedly created a deficit in the Government expenditure as there were no assets from which to settle the claims of the former Ugandan employees of the defunct EAC. Subsequently, the Ministry of Public Service and now the Ministry of East African Community Affairs has paid, in some instances partially, the claims of the former employees of the defunct EAC, inconsistent with their terms of employment with the Community.

Recommendations.

The Committee recommends that;

- i. **Using diplomatic channels, Bank of Uganda, in liaison with the Ministry of Foreign Affairs, should engage Crown Agents to establish whether or not Crown Agents transferred Assets due to Uganda at the division date to enable MEACA execute its mandate. A status report on the matter should be tabled before Parliament before consideration of the Ministerial Policy Statements for FY 2023/24.**
- ii. **Upon verification, the Ministry of East African Community Affairs should, in the Ministerial Policy Statement for FY**

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23/24, provide the funds required to settle the full benefits of the claimants as per the laws governing their terms of employment under the EAC before the collapse in 1977 and the Mediation Agreement 1984.

7.2 TOR 2: Ascertain the status of payments of terminal benefits to the former Ugandan employees of the defunct EAC.

It is important to note that upon the collapse of the Community in 1977, Uganda Government, through Decree no. 6 of 1978, amended the Pension Act Cap 281 to protect the pensionable rights of the Ugandan Nationals who had served under the defunct EAC According to the Ministry of Public Service, the services of the Ugandan workers in the defunct EAC became pensionable under the Pensions Act Cap 281, and the rules governing pension management in Uganda applied.

To settle the terminal benefits of the former Ugandan employees of the defunct EAC, the Government constituted the "Uganda Ex-EAC Employees Terminal Benefits Committee". This Committee produced its report in 1998, commonly known as the "*Sibo report*," detailing estimated claims to the Government at over US\$ 27 Million. This Committee, however, clarified that not all claims were resolved and therefore recommended that any future claims be administratively verified and settled.

The Ugandan Government constituted an Inter-Ministerial Technical Committee to establish the outstanding compensation liabilities of the former employees of the defunct EAC. In June 2000, the technical Committee produced its report containing a list of all former Ugandan employees of the defunct EAC to address the gaps in the payments.

To date, MEACA verifies the former employees before payments through field verification exercises in their established regional centres. The technical teams from MEACA meet the pensioners upon invitations through newspaper adverts, the latest at the time of writing this report

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being a verification exercise held between 28th February to 18th March 2022, where MEACA covered only eighteen districts in six regions. From the Committee's field visits, Members established that this was not tenable as the majority of the pensioners live in rural areas, have little access to newspapers, and others are physically impaired and struggling with poverty. Besides the announcements in the newspapers not being sufficient to create awareness of the verification exercise, the choice of location for the activity is not accommodative for most pensioners.

From its study visit to Kenya, the Committee established that the Kenyan government domesticated the mediation agreement through the East African Community Mediation Agreement Act Cap 4, Laws of Kenya, to address all matters relating to the Kenyan former employees of the defunct EAC. This included the payments and settlement of all pensions, gratuities and other allowances in respect of their service/employment with the Community.

Observations.

The Committee observes that.

- i. The payments of pension claims of the former Ugandan employees of the defunct EAC have been ongoing, albeit the inconsistencies affected by court battles between the Government and some aggrieved pensioners. The failure of the Ugandan Government to domesticate the EAC Mediation agreement created a vacuum that would have otherwise been filled by an Act of Parliament to have local legislation that conforms to the Agreement and ease the settling of claims. The Courts would also have a benchmark on which to settle cases relating to the claims of the pensions of the defunct EAC. Instead, in attempting to take care of the pensioners of the defunct EAC, the Government issued the Pensions (Amendment) Decree of 1978, which in effect, recognised the former Ugandan employees of the defunct EAC as a category of pensionable persons, payable by the Government of Uganda.

- ii. It is noteworthy that before the collapse of the Community, the former Ugandan employees of the defunct EAC were not employees in the Ugandan public service. Further, the 1978 Decree introduced amendments to the Pensions Act Cap 286 before the signing of the Mediation Agreement of 1984. The Decree introduced amendment clauses to the Ugandan "Pensions Act Cap 286" to provide for the pension benefits of former employees of the defunct EAC. However, the infusion of the amendments of the 1978 Decree in the Pensions Act Cap 286 created an intricate procedure for settling the claims of the former employees of the defunct EAC. As these were recognised pensionable persons whose terms of employment were of the defunct EAC Pension Act Cap 11 and yet, the Pensions Act Cap 286 was an Act to provide for the grant and regulating of pensions, gratuities and other allowances in respect of the public service of officers under the Government of Uganda. After signing the Mediation Agreement, the Government of Uganda ought to have reconciled the provisions of the Agreement with the laws affecting former Ugandan defunct EAC employees, which, unfortunately, did not happen.

Recommendation.

- i. **The Committee recommends a complete approach and conclusive settlement of the benefits and claims of the former Ugandan employees of the defunct EAC.**
- ii. **MEACA in conjunction with district local government should undertake a one-off comprehensive verification exercise across the country to generate a complete list of unpaid/partially paid claimants within three months to inform budgeting and onward settlement of the claims.**

7.2.1 The case of the lost files during the investigation of the Public Service pension scam of 2012.

The Committee established that during the investigation of the pension scam in 2012, several individual pension files at the Ministry, picked by the Criminal Investigation Department (CID) to aid the Director of Public Prosecutions (DPP) in the process, went missing. The Ministry of Public Service (MoPS) reported that the CID took the pension files as exhibits. Additionally, there was no record of who and when the lost files were picked and as such, tracing liability regarding the missing components of the files is extraneous. The MoPS reported that the disappeared contents could have been plucked out by unscrupulous individuals aided by insiders within the Ministry of Public Service.

Having closed the pension scam investigations, the Ministry of Public Service, in their letters dated **25th July 2022** and **29th July 2022** of reference **COM 96/153/01** (*copies herewith attached as **Appendix D***), requested the release of the pension files from the CID to no avail. The Ministry, therefore, was constrained in verifying and subsequently processing payments of terminal benefits of the former employees of the defunct East African Community.

From the Committee's field visit in selected districts, the pensioners revealed that money meant to pay their terminal benefits ended up in the accounts of fictitious beneficiaries. They informed the Committee that during the pension scam, the local dailies published a list of ghost pensioners with mug shots, prompting the public to ascertain and verify whether the photographs matched the actual names of the beneficiaries. Several of them could identify their pictures with different names and bank account details that did not match theirs. From the investigation of the pension scam, several photos appeared in the New Vision and Monitor of Thursday, November 2012, as ghost pensioners whose real pictures were removed from the files of EAC pension beneficiaries in the custody of the Ministry of Public Service at the time.

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However, the names and contacts labelled below the photos were ghosts. **(Appendix E)**

The Ministry of Public Service maintains that upon verification by the Auditor General, many pensioners have received their benefits, and some continue to get paid. However, the intended beneficiaries continue reiterating that even when records in the Ministry of Public Service indicate that payments to the beneficiaries have been processed according to details on file, they have never received the payments.

In our interactions with the Ministry of Public Service, out of the 97 names that the Committee received from Hon. Opio Samuel (*who raised this as a matter of National Importance on the Floor of Parliament*) and submitted for the owners' files to be obtained, the Ministry could only retrieve 48 leaving a balance of 49 files. Among the retrieved files, some claimants were found to have been paid less than their entitlement. MEACA reported that they could only process payments when files were obtained from the Ministry of Public Service. The claimants' verification process would be affected whenever files were not retrievable.

From the Auditor General's report of 16th December, 2020 the Committee further noted that out of 712 claimants whose names had been submitted by Sekabanja and Company Advocates, 266 did not have files with the Ministry of Public Service. Additionally, 158 of the claimant's names were missing from the bound book of the Inter-Ministerial Technical Committee (IMTC) report of June 2000. Fifty pages of this book, i.e., pages 281 to 331, were found to be missing, which could probably account for some of the names that could not be traced in the report. As a result, 158 names could not be verified.

Observations

The Committee, therefore, observes that;

- i. Whereas the investigations of the pension scam in 2012 dealt with the perpetrators who thereafter were convicted, the affected

pensioners continue to struggle to make their claims through the Ministry of Public Service and MEACA, while it is alleged that payments continue to be made to fictitious beneficiaries.

- ii. Whereas the missing files and names have resulted in the delay of verification and payments of the respective beneficiaries, the Committee established from the field visits that some claimants still had their appointment letters and related documents regarding their work with the defunct EAC.

Recommendations.

The Committee recommends that;

- i. **The Ministry of Public Service, in liaison with the Directorate of Public Prosecutions, initiates investigations into the purported beneficiaries who, unscrupulously, are currently getting paid as former employees of the defunct EAC.**
- ii. **The CID and DPP return the missing files taken during the investigations. Where the Ministry cannot retrieve the lost files, the available records should suffice.**
- iii. **MoPs and MEACA should compile a comprehensive list of beneficiaries who were affected by the pension scam for their details to be verified and subsequently paid.**

7.3 TOR 3: Ascertain the eligible terminal benefits due to the former Ugandan employees of the defunct EAC.

7.3.1 Particulars of the Claims and Categorisation of Claimants

The former Ugandan employees of the defunct EAC claimed that the Government did not pay some terminal benefits which included the following;

- i. Pension Gratuity
- ii. Commuted Pension Gratuity
- iii. Monthly Pension and arrears from 1st July 1977 plus 7% simple interest

- iv. Six-month gross salary in lieu of notice plus 7% simple interest
- v. Severance allowance
- vi. Currency and exchange rate applicable for payment
- vii. Repatriation Expenses
- viii. Accumulated leave

The claimants informed the Committee that their benefits are based on the defunct EAC Pensions Act (Cap 11), the Provident Fund Act (Cap 13) and the EAC Service Regulations (Sections K- Pensions and Gratuities, F- Allowances and H - Transport within the territories) and the 1984 East African Community Mediation Agreement. The closest Government came to consider pension gratuity and pension arrears was when the Permanent Secretary/Secretary to the Treasury appointed the Internal Auditor General, Ministry of Finance and Economic Development, to verify and reconcile the benefits claims in arrears for the former employees of the defunct EAC.

The Internal Auditor General, upon receiving the instructions, embarked on the assignment and produced the Audit Report on the verification of pension arrears of the former employees of the defunct EAC dated 16th December, 2020. The Internal Auditor General, in his report, heavily relied on the recommendations submitted by the Inter-Ministerial Technical Committee (IMTC). The IMTC report was the basis of verification and computation as directed in the consent judgement in **G. Ssemogerere & Others V Attorney General, Civil Suit No. 1010 of 1996**. In the consent judgement, the Court declared that the former employees of the defunct EAC were entitled to their retirement benefits, and the government, through the Ministry of Public Service, undertook to pay. Clause 2 (1) of the Consent Judgement stated that the *"retirement benefits are to pensionable former employees, pension arrears effective 1st July 1977 to the date of the payment and thereafter, monthly pensions, paid in accordance with the Pension Act of the East African Community Cap 11 and the Pension Act of 281, as amended by Decree 6 of 1978"*. This was

premised on the considerations made under Articles 10.05 (a), (b) and 10.06 (a) of the EAC Mediation Agreement of 1984. Suffice to say that Article 10.05 of the EAC Mediation Agreement provided that.

Each State shall,

- a) Pay its nationals, employed by the Corporations or General Fund Service (GFS) and retired from active Service by the division date, the pension and other terminal benefits due to them on account of such employment.*
- b) Make provision for the pension rights and entitlements to other benefits accrued as of the division date in favour of its nationals in active service with such Corporations and GFS at the date.*

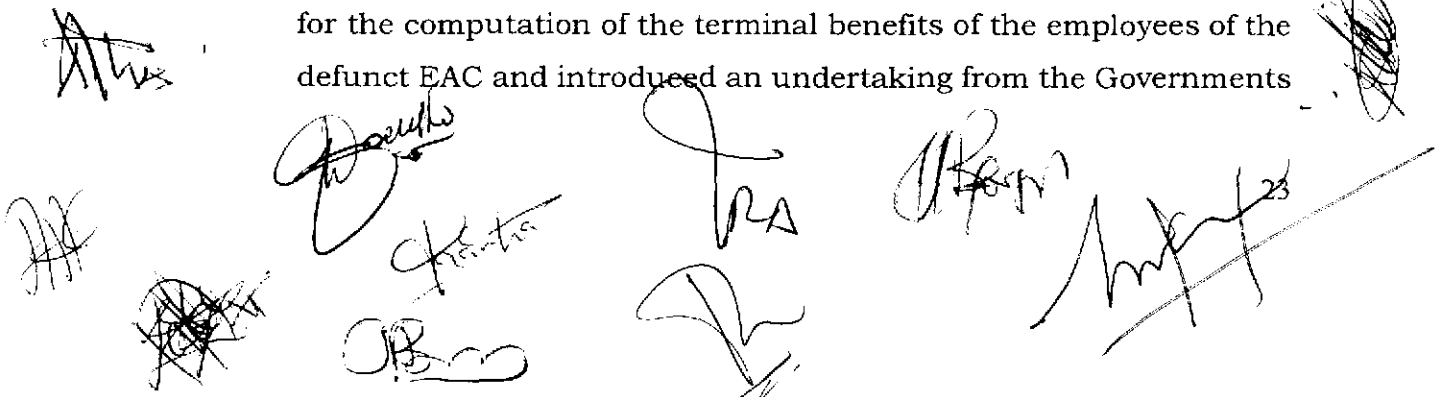
The Attorney General in response to the letter of the Committee **AB/70/288/01** dated 16th November 2022 on whether the interpretation of the consent judgement should be made in line with the EAC mediation Agreement, the defunct EAC pension Act, and EAC service regulations stated that;

It is our considered opinion that when interpreting the consent judgment attention needs to be paid to the EAC mediation agreement of 1984, the Pensions Act of the EAC Cap 11, and the Pension Act Cap. 281 as amended by decree 6 of 1978. (Appendix F)

Observations

The Committee observes that;

- i. The reliance of the Internal Auditor General on the IMTC report negated the terms of the Service of the former employees of the defunct EAC provided for in the EAC Pensions Act (Cap 11), the defunct EAC Service Regulations and the 1984 East African Community Mediation Agreement which provided for the formula for the computation of the terminal benefits of the employees of the defunct EAC and introduced an undertaking from the Governments

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of the partner states to take on the responsibility of arranging a mechanism that would enable the former employees to enjoy their legal rights, accrued to them at the collapse of the Community. As such, the apparent inconsistencies in the computations of the terminal benefits to the beneficiaries were inevitable.

- ii. The scope of the report of the Internal Auditor General was limited to the claim of terminal benefits of the 720 defunct EAC employees. Their names were provided in the letter from the Permanent Secretary of the Ministry of Public Service to the PS/ST Ministry of Finance, Planning and Economic Development, of reference **Com 10/97/01**, dated **13th July 2020**. Therefore, so many former workers of the Community were left out.

Recommendations.

The Committee recommends that;

- i. **The retirement benefits are paid to pensionable former employees, pension arrears effective 1st July 1977 to the date of payment and thereafter, monthly pensions, in accordance with the laws governing the former employees of the defunct EAC.**
- ii. **The scope of the claimants of terminal benefits is expanded from the 720 mentioned in the Internal Auditor General report to all defunct EAC employees, which can still be verified by the Ministry of Public Service and from the East African Community Archives. This will resolve the question of how many Ugandans were formerly employed by the defunct EAC.**
- iii. **When interpreting the Consent Judgement and ascertaining eligible terminal benefits due to the former employees of the defunct EAC, attention needs to be paid to the East African Community Mediation Agreement of 1984, the Pensions Act of the East African Community Cap 11, and the Pension Act Cap 281 as amended by Decree 6 of 1978.**

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7.3.2. The formula applied by the Ministry of Public Service in determining retirement and terminal benefits.

The Committee established that the benefits of the former employees of the defunct EAC consist of pension for those eligible, gratuity or refund of provident fund and interest under the defunct EAC Pensions Act Cap 11, the regulations thereunder and the Mediation Agreement.

The Ministry of Public Service posits that the benefits of the former workers of the defunct EAC comprise;

- i. Monthly pension paid to the former employees of the defunct EAC who had served for the qualifying period of 10 years under the Pensions Act Cap 281 (Amendment Cap 286). This ceases upon the beneficiary's death, provided the benefits have been paid for 15 years.
- ii. Gratuity/provident fund settlement plus interest for EA General Fund Services
- iii. Gratuity/provident fund settlement plus interest for EA Posts and Telecommunication
- iv. Gratuity/provident fund settlement plus interest for EA Railways
- v. Gratuity/provident fund settlement plus interest for EA Harbours and Cargo Corporation
- vi. Gratuity/provident fund settlement plus interest for EA Airways

According to the Ministry, pension is computed based on rank, salary at retirement and length of service in months as well as an accrual factor of one six hundredths (1/600) from which is derived a Commuted Pension Gratuity (CPG). However, a lumpsum refund was provided for former workers who served less than ten years of the qualifying period for pension, including an interest payment. This is summarised as follows.

Service for ten years and above.

- i. Pension = $\text{Annual salary at retirement} \times \frac{1}{600} \times \text{Length of Service (Months)}$

- ii. $CPG = Annual\ Pension \times \frac{1}{3} \times \frac{1}{15}$
- iii. A reduced Monthly Pension (RMP) = $Annual\ Pension \times \frac{2}{3} \times \frac{1}{12}$;
and
- iv. Interest of 7% until full settlement except for monthly pension.

Service for less than ten years of service

- vii. A refund of the Provident Fund; and
- viii. 7% simple interest until full settlement

However, the former Ugandan employees of the defunct EAC contend that they got appointed on probation and were confirmed after a statutory period on permanent and pensionable terms. By implication, they were eligible for pension if they served till retirement age or if the employer abolished their office before reaching that age, a right provided for under the EAC Pension Act and the regulations thereunder. The Act put the employer under a legal obligation to pay its workers. Therefore, the right to pension accrued to all employees of the EAC at the time when the Community collapsed. Accordingly, the computations of the terminal benefits are;

- a) Pensions and Gratuities (under the Defunct EAC Service regulation K7, K9, K10(1) and K6.3(a))

- i. Computation of Earned Pension (EP) (Regulation K9)

$$EP = No. of months worked \times Annual\ Gross\ Salary \times \frac{1}{600}$$

- ii. Computation of Additional Pension (AP) (Regulation K6.3(a))

$$AP = \frac{Annual\ Salary \times Each\ complete\ 3\ years\ of\ pensionable\ service}{60}$$

- iii. Full Pension (FP)

$$FP = EP + AP$$

- b) Payments to pensioner

- i. Commuted Pension Gratuity (CPG) (Paid in a lump sum)

$$CPG = \frac{\text{Full Pension} \times 12.5}{4}$$

ii. Monthly Pension – MP

$$MP = \frac{\text{Full Pension} \times \frac{3}{4}}{12}$$

c) Payment to non-pensioners (Service Regulation k10(1))

iii. Short service gratuity (SSG) (Paid once in a lump sum)

$$SSG = \text{Full Pension} \times 5$$

Other terminal benefits.

iv. Six-month salary in lieu of notice (Service Regulation B8(2))

$$\text{Gross Monthly Salary} \times 6$$

v. Repatriation of self, family and baggage (Service Regulation H2(d), H5(1), H12(a) and Appendix HI(1). There is no standard formula as the amount due depended on the distance between the home of the affected employee and the duty station as of the division date.

vi. Accumulated Leaves (Service Regulation I.11B(1))

$$\frac{\text{No. of Leaves days} \times \text{Gross Monthly Salary}}{30}$$

vii. Disturbance Allowance (Service Regulation F5(1)(a))

$$\frac{\text{Annual Salary}}{60}$$

It is important to note that all these *category* benefits attracted a 7% simple interest from the division date of 1st July 1977 provided for in the Mediation Agreement.

Observations.

The Committee observes that;

i. The Mediation Agreement introduced an undertaking from the Governments of Partner States to take on the responsibility of arranging a mechanism that would enable the former employees to enjoy their legal rights, which accrued to them at the collapse of the

Community. Article 10.05 (a) and (b) of the Mediation Agreement did not intend to abolish or modify the rights of the former employees of the Community.

- ii. Article 10.05 (a) obligated the governments to pay the former EAC employees whose pensions were known, ascertained and therefore payable. Article 10.05 (b) compelled the governments to establish a mechanism to enable those former EAC employees falling in the category to enjoy their pension rights already accrued to them on their respective division dates, including their entitlement to other benefits such as unutilized leave credits due to them on that day.
- iii. The law applicable in ascertaining the entitlement of the former workers of the defunct EAC was the EAC Pension Act, the Service Regulations and the Mediation Agreement. Section 6 of the EAC Pensions Act Cap 11 ***provided circumstances under which pension was granted, which included, among others, the abolition of office and specifically Section 6(c) of the Act.*** Under Section 6(1) of the Service Regulations, it was provided that for one to qualify for a pension from the funds of the organisation, an officer must have been in the Public Service for at least ten years and retire in one of the following cases-
 - a) *On reaching an age as prescribed in regulation K above;*
 - b) *In the case of transfer to other public services in the circumstance in which he is permitted by the law or regulations of the Service in which he is last employed to retire on pension or gratuity;*
 - c) *In public interest;*
 - d) *On medical grounds.*

The provision in the Service Regulations set the requirement of having been in the Service for ten years in addition to the cases outlined in (a) to (d) above as the criteria for qualifying for pension, contrary to the provision set out in Section 6(c) of the EAC Pension Act Cap 11. Therefore, it is the Committee's considered opinion that the provision in the EAC Pension Act Cap 11 supersedes the

condition in the Service Regulations and subsequently, all former employees of the defunct EAC who were employed under permanent and pensionable terms were entitled to a pension, irrespective of whether or not they fulfilled the ten years required in the Service Regulations.

- iv. The contradictions in the computations of the Ministry of Public Service and those contended by the former employees of the defunct EAC based on the defunct EAC Pensions Act Cap 11 and the Regulations thereunder automatically subject the beneficiaries to contradicting and inconsistent benefits. This affected all former EAC employees across the board, the majority of whom were employed under permanent and pensionable terms but whose offices got abolished upon the collapse of the Community before making the ten years requirement.

Recommendation.

The Committee, therefore, recommends that upon verification, the Ministry of East African Community Affairs applies the formula provided in the EAC Pensions Act, EAC Service regulations, the EAC Mediation Agreement and the Consent Judgement Civil Suit No.1010 of 1996, in computing the benefits and claims of the former employees of the defunct EAC in accordance with each claimant's terms of employment.

7.4 TOR.4: Ascertain the nature of complaints regarding the claims of the former Ugandan employees of the defunct EAC.

The Committee undertook oversight field visits in Eastern region (Jinja, Mbale, Soroti) and Western region (Hoima, Kasese, Mbarara) to meet some of the former workers of the defunct EAC to establish claims regarding non-payment of pension benefits. The Committee held public hearings at the district headquarters of the selected districts. From the selected districts, the Committee interfaced with a total representation of 197,

attached as **Appendix G**. These pensioners comprised locals from the selected districts and others from the neighboring districts.

7.4.1 The plight of pensioners.

During the public hearings, most of the surviving former employees of the defunct EAC were of advanced age and had severe disabilities. These lived in rural areas and therefore had to move long distances to the district headquarters upon hearing the radio announcements in their localities. Most of the pensioners at the public hearings presented to the Committee copies of their appointment letters and related documents to substantiate their claims. However, they decried how the government handled the payment of their terminal benefits. Since the collapse of the Community in 1977, it is now 45 years, and the question of payment of terminal benefits to the workers of the defunct EAC has never been settled. This has continued to render them poor and susceptible to dire living conditions, owing to the absence of a comprehensive process to pay what is due to them.

Additionally, some have never been paid any benefits, and those who have received some partial payments continue to grumble that what was paid is less than their entitlement. They argue that while working with the Community, their monthly payments were in the dollar and pound sterling. Unfortunately, what was being paid was much less than what they should have gotten at the current exchange rate. The status of payments provided by the MoPS revealed the discrepancies in the exchange rates applied. For example, whereas the majority of the other claimants paid between 1994 to 1996 had an exchange rate estimated at USD 1, equal to Ushs. 900, Fredrick A. Ogwal, eligible for payment of US\$ 13,559.93 had his benefits converted to only Ushs. 1,164,061 instead of Ushs. 12,203,937. Okidi COA, eligible for payment of US\$ 8,679.15, had his benefits converted to Ushs. 692,733 instead of Ushs. 7,811,271.

(Appendix H)

Furthermore, the pensioners claim that what was paid to those serving less than ten years was Commuted Pension Gratuity (CPG) and not Pension Gratuity (PG). CPG was only applicable if one was additionally earning a monthly pension, which they had never earned. CPG is a fraction of one's total benefits, while the other fraction is paid out as a monthly pension. Upon the Committee's scrutiny of extracts of the payment details from the IMTC report, the Committee noticed columns of CPG on which basis payment was made. In contrast, another column was Pension Gratuity which had a higher figure but was not paid. Therefore, the claimants assert that a balance exists as they were underpaid.

Many former workers have passed on, and those still alive are very old, making the youngest in this category around 75 years old. With the passage of time and the various challenges experienced, such as insecurity in the Northern parts of Teso and Rwenzuru region, many pensioners lost their documents.

Observations.

The Committee, therefore, observed that;

- i. The majority of these former employees of the defunct EAC live in rural areas where poverty is widespread and economic opportunities are limited. The non/partial/delayed payment of their terminal benefits, coupled with multiple difficulties in processing their benefits between the Ministry of Public Service and MEACA, renders them vulnerable.
- ii. The Committee observed that it is appalling that the government has taken 45 years to settle the arrears.

Recommendation.

The Committee recommends that while computing payments of terminal benefits of the former EAC workers, the Ministries of Public Service and East African Community Affairs should settle their benefits in accordance with the EAC Mediation Agreement,

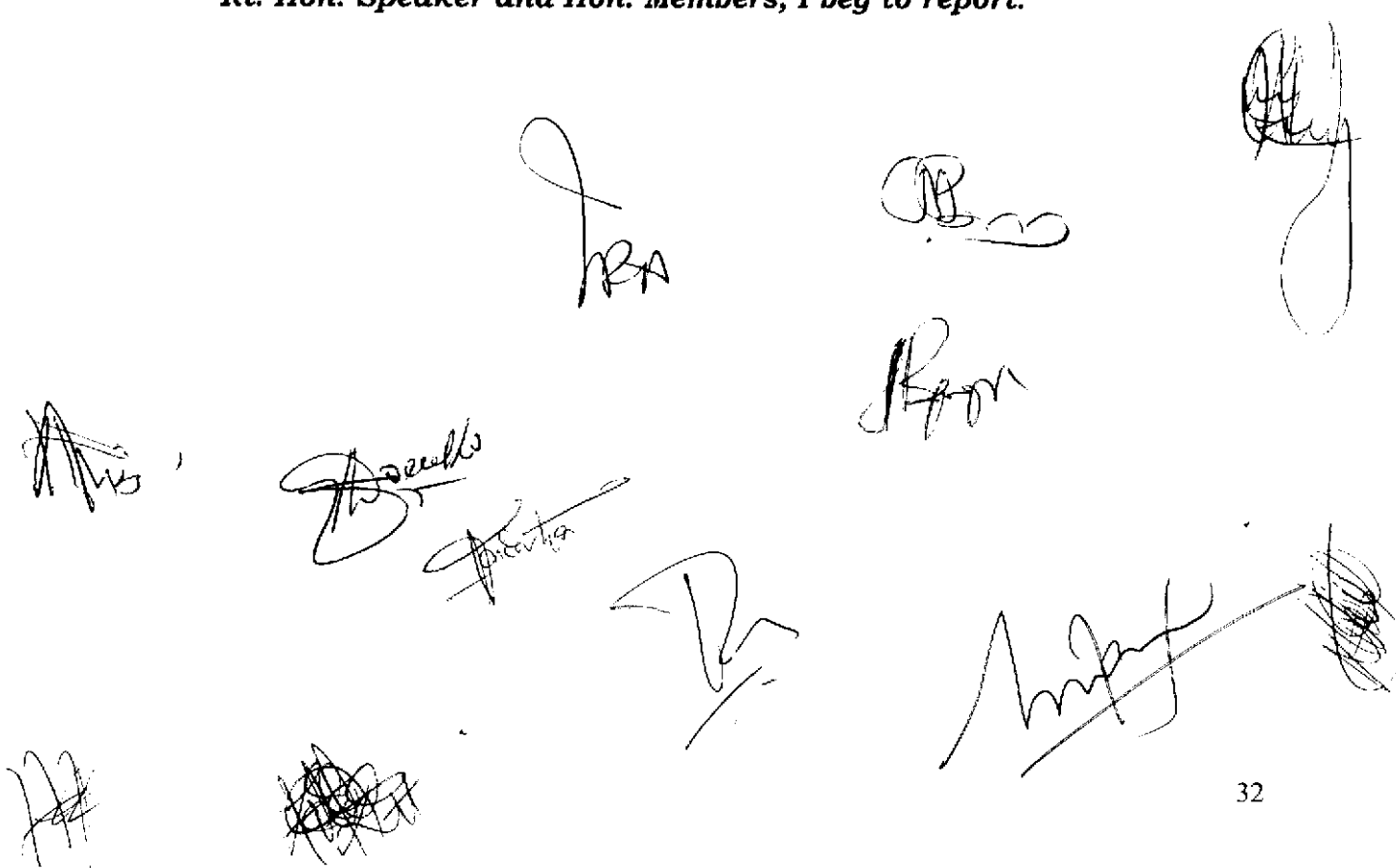
the defunct EAC Pensions Act Cap 11 and the EAC Service Regulations. The payments in local currency should be maintained in a convertible currency in the calculations of benefits. The two Ministries should harmonize this position and update Parliament before consideration of their Ministerial Policy Statements for FY 2023/24.

The Committee further recommends that, all outstanding payments for the former employees of the defunct EAC be settled not later than FY 2024/25.

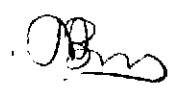
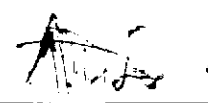

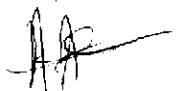
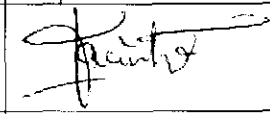
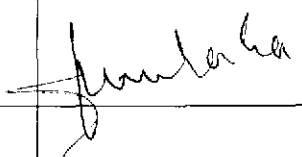

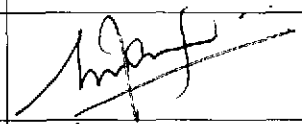
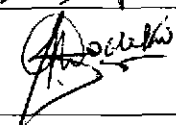
8.0 CONCLUSION

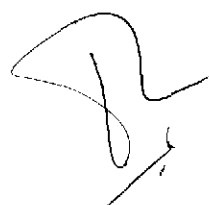
The Committee set out to investigate the non/partial payment of terminal benefits to the former workers of the defunct EAC. The claimants have waited for 45 years without being paid. The Committee considers this as too long a period which has caused unbearable suffering to the beneficiaries and their families. The Committee therefore, strongly urges Parliament to adopt this report and compel Government to effect payment and put the matter to rest.

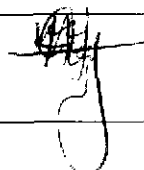
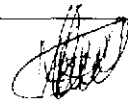
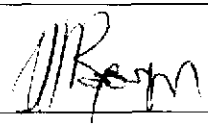
Rt. Hon. Speaker and Hon. Members, I beg to report.

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EAC COMMITTEE MEMBERSHIP - 2nd SESSION, 11th PARLIAMENT

NO	NAME	CONSTITUENCY	PARTY	SIGNATURE
1	Hon. Noeline Kisembo Basemera C/P	DWR Kibaale	NRM	
2	Hon. Abdi Fadhil Kisos Chemaswet D/CP	Soi County	NRM	
3	Hon. Achia Remegio	Pian County	NRM	
4	Hon. Ameede Agnes	DWR Butebo	INDEP	
5	Hon. Atuto Jacinta	DWR Kapelebyong	NRM	
6	Hon. Baba James Boliba	Koboko County	NRM	
7	Hon. Ekudo Tom Julius	Gweri County	FDC	
8	Hon. Esenu Anthony	Kapelebyong	NRM	
9	Hon. Kahunde Hellen	DWR Kiryandongo	NRM	
10	Hon. Kamara John Nzeyimana	Bufumbira North	NRM	
11	Hon. Kayagi Sarah Netalisire	DWR Namisisndwa	NRM	
12	Hon. Kyobe Luke	Luuka North	NRM	
13	Hon. Leku Joel	Terego West	NRM	
14	Hon. Lomwar Ismail Muhammad	Kotido Municipality	NRM	



15.	Lutaaya Geoffrey	Kakuuto County	NUP	
16	Hon. Masika Apollo	Namisindwa County	NRM	
17	Hon. Mawanda Micheal	Igara East	NRM	
18	Hon. Mukasa Aloysius Talton	Rubaga South	NUP	
19	Hon. Musila John	Bubulo East	INDEP	
20	Hon. Nakayenze Connie Galiwango	Woman Rep. Mbale City	INDEP	
21	Hon. Nantaba Idah Erios	DWR Kayunga	INDEP	
22	Hon. Ngoya John Bosco	Bokora County	NRM	
23	Hon. Nsubuga Paul	Busiro North	NUP	
24	Hon. Ogwal Moses Goli	Dokolo North	NRM	
25	Hon. Okullo Aabuka Jallon	Lamwo County	NRM	
26	Hon. Olanya Gilbert	Kilak South County	FDC	
27	Hon. Tom Alero Aza	West Moyo	NRM	
28	Hon. Wakikona David	Bushiga Elgon County	NRM	

NO JUN 2008 20:33, FROM: [REDACTED] TO: [REDACTED]

TO

KAMPALA P.02

100-443886-100

8 June 2004

Dear Mr. Anghel:

We were closely involved with the dissolution of the Community and assisted with negotiations to apportion the assets. However, the Crown Agents were never trustees of the EAC (or EAC Corporations) pension funds, purely the investment managers of that part of the funds that was invested outside the Community. We held the funds on behalf of the EAC (and Corporations) until dissolution. The Government should not agree on a division formula for these funds as quickly as the other assets as the three Central Banks were appointed as trustees until a formula could be agreed. We were then instructed to return the assets to them, which we did in the 1980's.





Yours sincerely,

Michael Collier
Managing Director

52 Grosvenor Gardens, Victoria, London SW1W 0AX, United Kingdom.
Tel: +44 (0)20 7334 3644 Fax: +44 (0)20 7332 0605 E-mail: 915673@compuserve.com
Web: www.crownehotels.com

Registered by the Investment Management Regulatory Organisation
 Canon Agents Adair Management Limited, Key Office 5, Nicholas House 5, Nicholas Road, Sutton, Surrey, SW1 5BT, United Kingdom
 Registered in England and Wales No. 2169973 VAT Reg No. GB 240 672941

TOTAL P. 02

BANK OF UGANDA

OFFICE OF
THE GOVERNOR



37 43 KAMPALA ROAD
P.O. BOX 7120
KAMPALA

Tel: +256 414 232572
+256 414 258441
Cables: UGABANK
Fax: +256 414 255983

Ref. GOV.800A

15 August 2013

Mr Henry M. B. Makmot
P.O. Box 8540
KAMPALA

Dear Sir

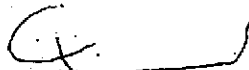
**PAYMENT OF TERMINAL BENEFITS TO THE FORMER EMPLOYEES OF
THE DEFUNCT E.A.C. UPON ABOLITION OF OFFICE.**

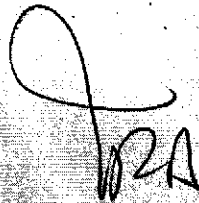
Reference is made to your letter Ref HMBM/EAC/G/2013 of August 08, 2013 in which you requested us to confirm in writing receipt of the EAC pension funds from Crown Agents Asset Management Limited during the 1980's.

In June 2005, Crown Agents wrote to say that in the 1980s, it returned to the three East African Central Banks all EAC Pension Funds that had been invested through Crown Agents. However, our records show that Crown Agents still maintained an account referred to as "East African Community Provident Fund" in 1992 and we have not been able to find information showing closure of the said account and/or receipt of the funds from this account.

In order to have a possible resolution of this matter, we advise that Crown Agents provide proof of closure of the account and payment of the said funds.

Yours faithfully



E. Tumusiime-Mutebile (Prof)
GOVERNOR













APPENDIX C

PARLIAMENT OF UGANDA

OFFICE OF THE CLERK TO PARLIAMENT

Parliament House, Plot Nos. 16-18, Parliament Avenue; P. O. Box 7178, Kampala-Uganda.
Direct lines: +256 (0)414-377150/152; General line: +256 (0)414-377000, E-mail: clerk@parliament.go.ug

In any correspondence on
this subject please quote No.

AB 287/481/01

20th October, 2022

The Hon. Minister,
Ministry of Foreign Affairs,
KAMPALA.



**RE: PAYMENT TO THE GOVERNMENT OF UGANDA OF ALL OUTSTANDING FUNDS
CONNECTED WITH THE 1977 DEFUNCT EAST AFRICAN COMMUNITY (EAC)**

At the Plenary Sitting held on Tuesday, 12th July 2022, at the Parliament of Uganda, the House directed the Committee on East African Community Affairs to investigate the delayed payment of pension, gratuity, interest, provident fund and other terminal benefits of the former Ugandan employees of the defunct East African Community.

As part of the Terms of Reference for the inquiry, the Committee is investigating the transfer of all outstanding funds of the 1977 defunct East African Community from Crown Agents to the government of Uganda, pursuant to the East African Community Mediation Agreement of 1984.

While conducting its investigations, the Committee established Crown Agents as the investment managers of the defunct EAC (or EAC Corporations) maintained an account referred to as the "East African Community Provident Fund" by 1992.

The Committee was further informed by the relevant government institutions that Crown Agents did not transfer the Ugandan portion of outstanding funds of the defunct EAC to the Central Bank of Uganda.

The Committee now seeks clarification on whether Crown Asset Management transferred the funds to the Central Bank of Uganda and if so, to provide documentary evidence of the transaction.

Given that Crown Agents Asset Management Limited is a company incorporated in the United Kingdom with a registered office at Quadrant House, Sutton – sm2 5AS, United Kingdom, this is to request you to assist the Committee in conveying the above request for proof of transfer of the said funds from Crown Agents to the Central Bank of Uganda, through diplomatic channels. A copy of the request letter is herewith attached.

The Committee will appreciate it if this documentation is submitted, preferably no later than Monday, 7th November 2022.

The Committee will appreciate it if this documentation is submitted, preferably no later than Monday, 7th November 2022.

For further clarification, do not hesitate to contact the Committee Clerk, Emmanuel Opio, at 0755419858 and email eopio@parliament.go.ug.



Adolf Mwesige Kasajja

CLERK TO PARLIAMENT

Cc: The Permanent Secretary, Ministry of Foreign Affairs





PARLIAMENT OF UGANDA

OFFICE OF THE CLERK TO PARLIAMENT

Parliament House, Plot Nos. 16-18, Parliament Avenue; P. O. Box 7178, Kampala-Uganda.
Direct lines: +256 (0)414-377150/152; General line: +256 (0)414-377000, E-mail: clerk@parliament.go.ug

In any correspondence on
this subject please quote No.

AB: 287/481/01

20th October 2022

The Chief Executive Officer,
Crown Agents Management Ministry of Foreign Affairs,
Quadrant House, Sutton-SM2 5AS
United Kingdom

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CONNECTED WITH THE 1977 DEFUNCT EAST AFRICAN COMMUNITY (EAC)**

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While conducting its investigations, the Committee established Crown Agents as the investment managers of the defunct EAC (or EAC Corporations) maintained an account referred to as the "East African Community Provident Fund" by 1992.

The Committee was further informed by the relevant government institutions that Crown Agents did not transfer the Ugandan portion of outstanding funds of the defunct EAC to the Central Bank of Uganda.

The purpose of this communication, therefore, is to seek clarification on whether Crown Asset Management transferred the funds to the Central Bank of Uganda and, if so, provide documentary evidence of the transaction.

The Committee will appreciate it if this documentation is submitted, preferably no later than Monday, 7th November 2022. For further clarification, do not hesitate to contact the Committee Clerk, Emmanuel Opio, at 0755419858 and email eoquio@parliament.go.ug.

Adolf Mwesige Kasaija
CLERK TO PARLIAMENT

General Lines : +256 414 250 534/6
 : +256 414 250 557/8
 Minister : +256 414 251003
 Minister of State : +256 414 251004
 Permanent Secretary : +256 414 251002
 Toll Free : 0800 100 200/201/202
 Email : ps@publicservice.go.ug
 Website : www.publicservice.go.ug

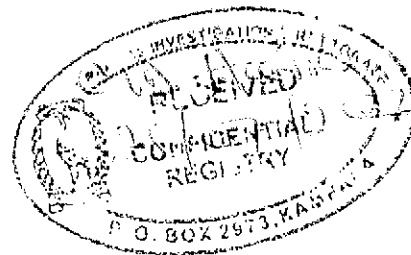


MINISTRY OF PUBLIC SERVICE
 PLOT 12 NAKASERO HILL ROAD
 P.O. BOX 7003
 KAMPALA
 UGANDA

In any correspondence on **COM 96/153/01**
 this subject please quote no.

25th July, 2022

The Director
 Directorate of Criminal Investigations
 Uganda Police Headquarters
 KAMPALA



REQUEST FOR RELEASE OF PENSIONERS' FILES

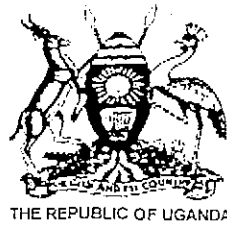
During the investigations of Pension management of former Employees of the defunct East African Community, some pensioners' files were picked from this Ministry by Investigating Officers from your Office. These files are crucial in verifying and processing terminal benefits of the claimants.

The purpose of this Letter therefore is to request you to release to this Ministry all the Pensioners' files of the former Employees of the defunct East African Community that are under your custody for our reference and safe custody.

Patrick Muhereza

FOR: PERMANENT SECRETARY

General Lines : +256 414 250 534/6
: +256 414 250 557/8
Minister : +256 414 251003
Minister of State : +256 414 251004
Permanent Secretary : +256 414 251002
Toll Free : 0800 100 200/201/202
Email : ps@publicservice.go.ug
Website : www.publicservice.go.ug



MINISTRY OF PUBLIC SERVICE
PLOT 12 NAKASERO HILL ROAD
P.O. BOX 7003
KAMPALA
UGANDA

In any correspondence on **COM 96/ 153/01**
this subject please quote no.

29th July 2022

The Director
Directorate of Criminal Investigations
Uganda Police Headquarters
KAMPALA

REQUEST FOR RELEASE OF PENSIONERS' FILES

On 28th July 2022, Officials from this Ministry led by the Hon Minister and an Officer from your Office appeared before the Committee on East African Community Affairs to among others, provide a report on joint efforts between this Ministry and your Office in retrieving the missing thirty-one pensioners' files of the former Employees of the defunct East African Community.

During the deliberations, an Officer from your Office informed the Committee Members that the pensioners' files that were picked from this Ministry as exhibits were submitted to Anti-Corruption Court. Members therefore resolved that the Director of Criminal Investigations Department should request the Director, Directorate of Public Prosecution to release the files.

The purpose of this letter therefore is to request you to liaise with the Director, Directorate of Public Prosecution to release all the pensioners' files of the former employees of the defunct East African Community to you for subsequent submission to this Ministry.

We shall appreciate if the files are received by 5th August 2022.


Patrick Muhereza
FOR: PERMANENT SECRETARY

pension scam



SEBIRUMBI JUMA



OTIM KENEDY



MBIGITI GODFREY



YAWE LUDOVIK



KAYONGO ASHARAF



KIZZA MUNTURWONKA
AMDOTI



IGA JOHN BAPTIST



ESABA BONNY



SABITI JOHN COSMAS



ORINGO DENIS



KENYANGI ANNET



WASSWA TONY



KAWESA NICHOLAS



KENGINO EUZEBIO



OGWANG PHILP



ETEGU ROGERS



RUJUMBA AMON



OMUWA ANDREW



RUHAMINWA STELLA



WANYANA REBECCA



KATEMBWE
AMONUGISHA



KAMBAMAZI DOREEN



GUMOSHABE RUTH



KARANGWA ROBERT



PACHOTO ELEAZER



NAKIBONEKA JANAT



ARIYUMA NICODEMUS



WANDIRA JOSEPH PALLA



KAMUYI VIOLA



KALYESUBULA NURU



GUBAMWOYO PETER



ATIKU JACKSON



OCHIENG JACKSON (N)



MUBULO CHRISTOPHER



ARIORE DIANA



WALEKULA RONALD



KATERZI IMMACULATE



NAFULA ELIZABETH



VVUBYA VICENY



TWINOMATSIKO MARK



KYOMUGISHA MAGEDI



MUSUNGU ANDREW (N)



PAPARU AUGUSTINE



KEBBA DANIEL



KITUNZI ISAAC



NABIRUNGI RACHAEL



TUHAIRWE WILSON



TUMWESIGYE PAUL



NABWETEME MARIA



NAKAGOLO JOANITA



WAFULA RICHARD



OGENYI BOSCO



KABAGENYI WINFRED



NAKIYIMBA ENDO



SSENOGA ISAAC



TUGUME EDSON



NDAWULA SAMSON



NAGITA PHOEBE



WAGULO EDMOND



KALENDA ASUMPTA



NAKIOBA MARLAM



MAYOMBWE JIMMY



SEWALU JOHN



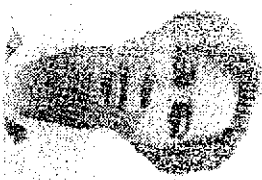
TERESIGWA MARTIN

[Handwritten signatures and marks at the bottom of the page]

6 HERBERT AKORU

11 JANUARY, NOVEMBER 1, 2012

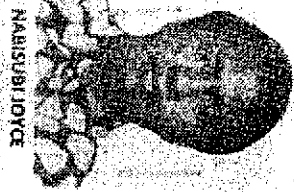
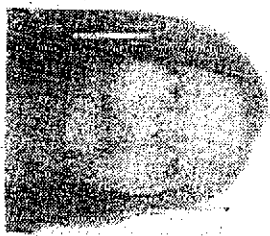
PENSIONERS



WABABU YHEBZA



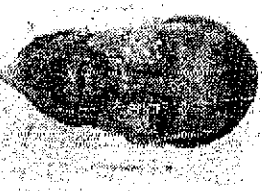
OMAMA ANDREW



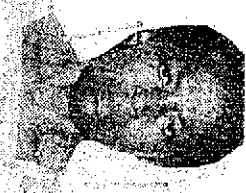
NABISUBI JOYCE



TABEWA BOSCO



SSEKIZIVU WILLIAM



OWEMBABAZI LYDIA



AGUTI FELISTIA



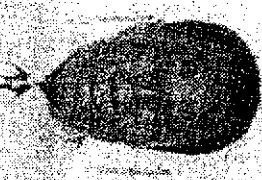
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WABWIRE LAZARUS



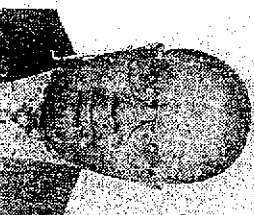
NABIRYE NENEEMA



TUMWEESIGE NELSON



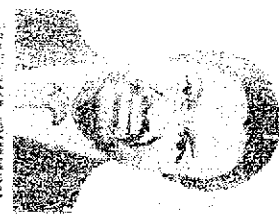
SSEKASAMBA GRACIOUS



OWOMUGISHA HERBERT



ADIGA CLARES



MAGALANA JOHNSON



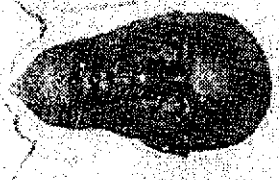
OLUBA NEWTON



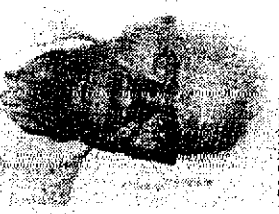
TUMWESIGHE EMANUEL DENIS



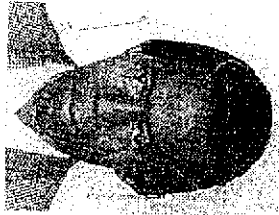
WABEWA HANIZA



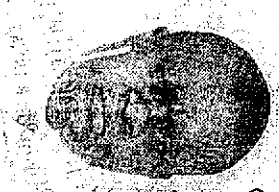
OKELLO KENNETH



SSEKABOGA PONSIANO



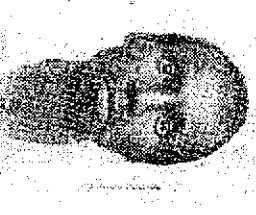
RUBAHIMBYA MOSES



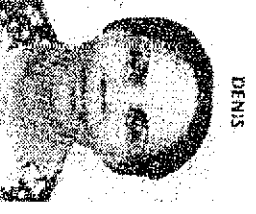
ADAKUN FRED



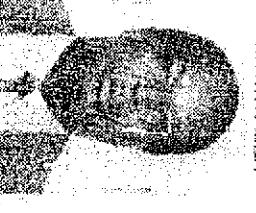
OGA ENEIDA



OHOROR ANDREW



NAKAMUGA M. ALA



SEBUNYA SAMSON



TAKA OLIVA TENDU



NSAU JUSTUS



TOOLIT ALDOZO



MUKIMBA GLORIA

Handwritten signature

Handwritten signature

Handwritten signature

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APPENDIX F G

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FAX NO. +256-414-230802/254829
EMAIL: info@jlos.go.ug
WEBSITE: www.justice.go.ug
In any correspondence on this subject
please quote: ADM.203/01



THE REPUBLIC OF UGANDA

ATTORNEY GENERAL'S CHAMBERS
P.O. BOX 7183
Kampala, Uganda

December 1, 2022

The Clerk to Parliament
Parliament of Uganda
KAMPALA

INVESTIGATION INTO THE DELAYED/NON-PAYMENT OF TERMINAL BENEFITS TO FORMER WORKERS OF THE DEFUNCT EAST AFRICAN COMMUNITY

Reference is made to a letter AB/70/288/01, dated 16th November 2022 from the Office of the Clerk of Parliament on the above subject in which it was drawn to our attention that the Committee seeks our opinion on the effect of the consent Judgment in G. Ssemogerere & Others Vs Attorney General, Civil Suit No. 1010 of 1996, on the terminal benefits of the former workers of the defunct EAC in light of the mediation Agreement.

The committee put some questions to us to which we now respond as follows;

1. *Whether or not the interpretation of the consent judgment should be made in line with the EAC Mediation Agreement, the defunct EAC Pension Act and Service Regulations.*

We are of the view that when interpreting the consent judgment, attention needs to be paid to the East African Community Mediation Agreement of 1984, the Pensions Act of the East African Community Cap 11, and the Pension Act Cap 281 as amended by Decree 6 of 1978 because of the following reasons:

In the Consent Judgment that was executed between the parties in the case of G. Ssemogerere & Others Vs Attorney General Civil Suit No. 1010 of 1996, Clause 2(1) of the Consent Judgment stated;

The retirement benefits are to pensionable former employees, pension arrears effective 1st July 1977 to the date of the payment and thereafter, monthly pensions, paid in accordance with the Pension Act of the East African Community Cap 11 and the Pension Act of 281, as amended by Decree 6 of 1978.

This was premised on the following considerations;

The Mediation Agreement, Clause 10.05 provided that;

Each State shall,

- (a) Pay its nationals, employed by the Corporations or General Fund Service (GFS) and retired from active service by the division date, the pension and other terminal benefits due to them on account of such employment.*
- (b) Make provision for the pension for the pension rights and entitlements to other benefits accrued as of the division date in favor of its nationals in active service with such Corporations and GFS at that date.*

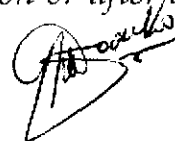
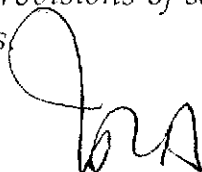
Under Clause 10.06 of the mediation Agreement provides that;

- (a) Each State shall pay to members of staff formerly employed by the Corporations or GFS, other than those covered by the Pensions Takeover Agreement with the United Kingdom whose last duty station was within its territory, and to their widows and orphans the Pensions and other benefits lawfully due to them on account of such employment.*

Section 6 of the East African Community Pension Act Chapter 11, further provides for circumstances under which pension may be granted. It provides;

"No pension, gratuity, or other allowance, shall be granted under this Act to any officer except on his retirement from the public service in one for the following cases;

- (a) Subject to the provisions of section 21, on or after attaining the age of fifty years.*

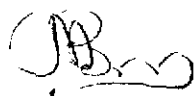
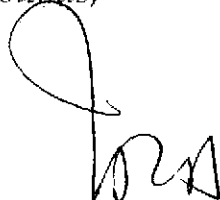
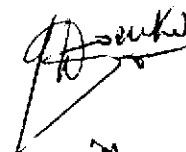


- (b) *In the case of transfer to other public service in circumstances in which he is permitted by the law or regulations of the service in which he is last employed to retire on pension or gratuity; provided that if his service in such other public service is superannuated under the Federated Superannuated System for Universities or a similar insurance scheme he has retired on one of the grounds mentioned in paragraphs (a), (c), (d), (e) and (f) of this section;*
- (c) *On the abolition of office;*
- (d) *On compulsory retirement for the purpose of facilitating improvement in the organisation of the department to which he belongs by which greater efficiency or economy may be effected;*
- (e) *On medical evidence to the satisfaction of the Authority that he is incapable by reason of infirmity of mind or body of discharging the duties of his office and that such infirmity is likely to be permanent;*
- (f) *In the case of termination of employment in the public interest as provided in this Act;*
- (g) *On retirement in circumstances not mentioned in the preceding paragraphs of this section, rendering him eligible for pension under the Pensions (Governor of Dominions, etc) Acts; 1911 to 1947, of Parliament or any Act of Parliament amending or replacing those Acts;*
- (h) *On retirement in accordance with any approved special retirement scheme;"*

Under section 6(1) of the Service Regulations; it provides that;

To qualify for a pension from the funds of the Organization, an officer must have been in the public service for at least ten years and retire in one of the following cases-

- (a) *On reaching an age as prescribed in regulation K above;*
- (b) *In the case of transfer to other public service in the circumstance in which he is permitted by the law or regulations of the service in which he is last employed to retire on pension or gratuity;*
- (c) *In public interest;*
- (d) *On medical grounds;*



The other relevant law is Decree Number 6 of 1978 which amended the Pension Act Cap 281 allowed for pension of former workers to be paid under the Pension Act.

Section 1 of the Pension Act Cap 286 states;

(g) "pensionable office" means –

(iii) *an office to which a Ugandan national was appointed on probation or otherwise by the authority having power for the time being to make appointments in the East African Community on terms which include eligibility for the grant of a pension under the Pensions Act of the Community and regulations made under it.*

(j) "public service" means –

(ii) *service under the East Africa High Commission, the East African Railways and Harbours Administration or the East African Posts and Telecommunications Administration or under the East African Common Services Organisation, the East African Community, the East African Railways Corporation, the East African Harbours Corporation or the East African Posts and Telecommunications Corporation;*

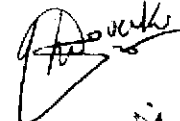
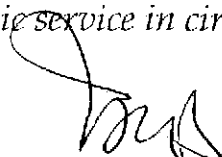
It is therefore our considered opinion that when interpreting the consent judgment, attention needs to be paid to the East African Community Mediation Agreement of 1984, the Pensions Act of the East African Community Cap 11, and the Pension Act Cap 281 as amended by Decree 6 of 1978 as set out above.

2. *The category of service gratuity to be paid, the formula applicable in computing benefits and the category of pension eligible in light of the Inter-ministerial Committee report and applicable laws.*

There are no categories of service gratuity under the law.

Regulation 16 of the Pension Regulation provides for the gratuities where length of service does not qualify for pension. It states;

Where an officer to whom this Part of these Regulations applies retires from the public service in circumstances in which he or she is



permitted by the law or regulations of the service in which he or she is last employed to retire on pension or gratuity, but has not been in the public service in a civil capacity for ten years, he or she may, subject, in the case of retirement from superannuated service under the Federated Superannuation System or a similar scheme, to the proviso to section 10(1)(b) of the Act, be granted in respect of his or her service under the Government a gratuity not exceeding five times the annual amount of the pension which, if there had been no qualifying period, might have been granted to him or her under regulation 13, 14 or 15 of these Regulations, as the case may be; except that where such an officer retires or is deemed to have retired from the service of the Government of Kenya, Tanganyika, Zanzibar or Tanzania or from the service of the Common Services Organisation, the East African Railways and Harbours Administration, the East African Posts and Telecommunications Administration, the East African Community, the East African Railways Corporation, the East African Harbours Corporation, or the East African Posts and Telecommunications Corporation under any written law relating to retiring benefits and compensation which applies to that service or to any category of any such service, he or she may be granted, in respect of his or her service under the Government of Uganda, a pension calculated in accordance with regulation 13 or 15 of these Regulations notwithstanding that he or she has not completed in the aggregate the minimum period of qualifying service.

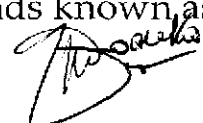
The formula applicable for computing benefits is set out in Regulation in regulation 5 of the Pension Regulations.

Further guidance on the computation can be obtained from the Ministry of Public Service.

3. The category of persons entitled to receive the provident fund contribution repayments.

The Provident Fund Act Cap 13 of the community established provident funds for certain employees in the service of the Community and the East African Posts and Telecommunications Corporations.

Under section 3 of the Act, the Act established funds known as;



- (a) *The East African Community Staff Provident Fund;*
- (b) *The East African Posts and Telecommunication Corporation Staff Provident Fund.*

Under section 4 of the Act every employee of the Community or the corporation who was a holder of a provident fund office was a depositor to the fund as of the date of his or her appointment to that office.

However, section 12 of the Act provides for persons that are eligible to receive provident fund contributions repayments. It provides;

(1) If a depositor is transferred to a pensionable office in the public service, his account shall be closed in accordance with section 9; and the amount of the deposits and bonuses credited or provisionally credited to the depositor in the Fund at the time of closure shall not then be paid to the depositor but shall be dealt with in accordance with the provisions of this section:

Provided that notwithstanding that the account is closed, interest on the amount therein shall continue to be credited in accordance with section 6 and section 7

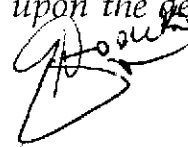
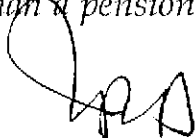
(2) If the depositor transferred to a pensionable office in public service –

(a) is confirmed in such office, his service as a depositor shall be taken into account as pensionable service for the purposes of the Pensions Act, and he shall surrender all claim to the amount then credited or provisionally credited to him in the Fund and such amount shall be paid into employer's funds;

(b) is not confirmed in such office and thereupon leaves the public service, or dies in such service prior to his confirmation or non-confirmation in such office, the total amount credited or provisionally credited to him in the Fund up to the end of the month previously to the date of his leaving the public service or of his death shall, subject to the provisions of

this Act, be paid out of the Fund as if the service of the depositor had terminated in circumstances in which section 10 applies;

(c) is not confirmed in such office but continues in the public service in an office other than a pensionable office, then upon the depositor



leaving the public service in any circumstances or upon his death in such service, the total amount credited or provision ally credited to him in the Fund up to the end of the month previous to the date of his leaving the public service or of his death shall, subject to the provisions of this Act, be paid out of the Fund as if the service of the depositor had terminated in cir cumstances in which section 10 applies

Therefore, it is our considered opinion only person who held provident Fund Offices and deposited in the fund are eligible to receive these funds provided they meet the conditions set out in section 12 of the Act.

4. The other benefits other than pension, gratuity and provident fund contributions that the former workers of the defunct EAC are eligible to receive.

The other benefits former workers of the defunct East African Community are entitled to can be ascertained from their letters of employment and the service regulations of the former worker of the EAC.

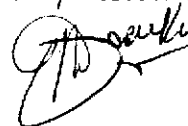
5. Who would be eligible to receive a monthly pension upon collapse of the Community.

Former employees of the EAC eligible for receiving a monthly pension upon the collapse of the Community are those employees that meet the criteria set out in regulation section 6(1) of the service regulation which provide;

To qualify for a pension from the funds of the Organization, an officer must have been in the public service for at least ten years and retire in one of the following cases-

- (e) On reaching an age as prescribed in regulation K above;
- (f) In the case of transfer to other public service in the circumstance in which he is permitted by the law or regulations of the service in which he is last employed to retire on pension or gratuity;
- (g) In public interest;
- (h) On medical grounds;

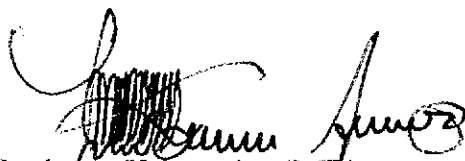




6. Whether or not the Ugandan portion of the pension fund assets under Crown agents were transferred to the Government of Uganda and the current tenure and ownership of the fixed assets.

As we indicated in our letter to the Clerk of Parliament dated 24th November 2022, the office of the Attorney General *vide* letters dated 24th November 2022, sought information on the above subject from among others the Ministry of East African Community Affairs and the Ministry of Finance Planning and Economic Development. Unfortunately, we have not yet received a response from them on the above issue.

In the absence of the said information, we are unable to advise on this question until we obtain information from the Ministry of East African Community Affairs and the Ministry of Finance Planning and Economic Development.



Kafuuzi Jackson Karugaba (MP)

DEPUTY ATTORNEY GENERAL

- cc Hon Minister of Justice and Constitutional Affairs
- cc Hon Attorney General
- cc The Permanent Secretary, Ministry of East African Community Affairs
- cc The Solicitor General
- cc The Deputy Solicitor General



APPENDIX

CLAIMANTS WITH COMPLETE DOCUMENTATION PAID IN FOREIGN CURRENCY						
SR	NAME	ORGANISATION	DESIGNATION	DATE OF APPOINTMENT	SALARY PER ANNUM	PR. NO.
1	Mary Wavro	EA Finance & Administration Secretariat	Clerk Grade RB 11 IV	20th April, 1976	£ 471	34340
2	Samuel Lushaka	East Africa Ports & Telecommunications Administration	Clerk Grade XI	8th January, 1962	£ 127	68870
3	Samuel Sambo	East African Customs & Excise Department	Postal Officer	12th of April, 1968	£ 268	17880
4	James J. J. Lushaka	EA Ports & Telecommunications Corporation	Postal Officer	23rd July, 1971	£ 268	25402
5	Paul Lushaka	EA Civil Aviation	Telecommunication Officer	3rd April, 1975	£ 368	25912
6	Edward B. Semakula Molobi	EA Civil Aviation	Collector (Trainee)	19th May, 1974	£ 1,246	A/4707
7	Martin Eshetu	EA Community	Postal Officer	21st March, 1974	£ 280	25755
8	George Stephen Ekoot	EA Community	Telephone Assistant	19th July, 1970	£ 129	87836
9	Ernie Ochengo	EA Customs & Excise Department	TV/P. Division 111	19th July, 1970	£ 129	87836
10	Jehoram Geoffrey Ochiwo	EA Customs & Excise Department	Agricultural Assistant	12th December, 1967	£ 185	12317
11	Maswa Mwahele	EA Customs & Excise Department	Postal Officer	1st January, 1968	£ 236	25153
12	Charles Mwanza Kankombo Musoke	EA Customs & Excise Department	Postal Officer	28th July, 1970	£ 268	25261
13	Quine Henry	EA Customs & Excise Department	Laboratory Technician Assistant	6th January, 1957	£ 507	306/1859
14	James Lale	EA Customs & Excise Department	Telephone Supervisor	27th February, 1964	£ 700	17643
15	John Charles Orach	EA Customs & Excise Department	Librarian	23rd September, 1974	£ 3,957	20909
16	Omni Lusiana	EA Harbours Corporation	Clerk Grade XI	6th June, 1956	£ 102	62207
17	Alfred A. Nyira	EA Harbours Corporation	Training Division II A	12th Jan 1970	£ 745	S/P/85301
18	Omnia C.O.	EA Harbours Corporation	Met. Assistant	9th February, 1977	£ 1,088	OM/244
19	Omnia Samson	EA Harbours Corporation	Operation Research	16th February, 1967	£ 4,838	86298
20	John Wilson Bagumirira	EA Meteorological Department	Senior Clerical Officer	1st August, 1968	£ 938	20018
21	Mubasa Violet Mwangi	EA Ports & Telecommunications	Postal Assistant	31st May, 1973	£ 580	87033
22	Otto Kariuki	EA Ports & Telecommunications Administration	Postal Assistant	1st April, 1963	£ 108	36057
23	Patrick David Kiti	EA Ports & Telecommunications Administration	Junior/Probationer Clerk Division 111	17th June, 1957	£ 112	14753
24	Lodovico Owino	EA Ports & Telecommunications Administration	Clerk Grade NB VI	19th November, 1965	£ 150	78697
25	Dick Emmanuel Kinto	EA Ports & Telecommunications Administration	Clerical Officer	22nd March, 1974	£ 236	25769
26	Musasa Alimani	EA Ports & Telecommunications Administration	Technician	8th August, 1970	£ 252	25338
27	Francis Mwaia	EA Ports & Telecommunications Administration	Clerical Officer	13th October, 1967	£ 268	17819
28	Limba Noe Richard	EA Ports & Telecommunications Administration	Clerical Assistant	2nd July, 1971	£ 268	37520
29	Nambailwa Mary	EA Ports & Telecommunications Administration	Meteorological Assistant Grade 111	11th February, 1977	£ 480	4531
30	Butari Stephen Nelson	EA Ports & Telecommunications Administration	Supervisor Postal Officer	1st May, 1967	£ 520	15465
31	Robinson William Lushaka	EA Ports & Telecommunications Administration	Senior Clerical Officer	5th May, 1965	£ 520	17751
32	Lwili Walede Robert	EA Ports & Telecommunications Administration	Postal Superintendent	29th February, 1956	£ 670	12361
33	Kiwuwa Monica	EA Ports & Telecommunications Administration	Copy Typist Grade I	8th April, 1975	£ 704	25966
34	Bernardina Wainwa	EA Ports & Telecommunications Administration	Clerk Grade RB 11	5th April, 1968	£ 750	84024
35	George Teefe	EA Ports & Telecommunications Administration	Personnel Officer	16th May, 1957	£ 1,268	13086
36	Musa Lubaga	EA Ports & Telecommunications Administration	Assistant Engineer	30th March, 1967	£ 1,268	25006
37	Francis Obala Xavier	EA Ports & Telecommunications Administration	Senior Supplies Officer	9th August, 1965	£ 1,318	17521
38	Muyomba John Baptist	EA Ports & Telecommunications Administration	Senior Supplies Officer	1st July, 1980	£ 1,348	14546
39	Hasahira Moses	EA Ports & Telecommunications Administration	Higher Clerical Officer Accounts	4th December, 1970	£ 2,343	3733
40	Astahuko Barwa Ojamba	EA Ports & Telecommunications Administration	Technical Officer	1st April, 1964	£ 3,657	16482
41	John Gili Ogi	EA Ports & Telecommunications Corporation	Postal Officer	20th March, 1967	£ 350	17760
42	Mubiru Yekoyeda L.B.	EA Ports & Telecommunications Corporation	Technical Officer	1st March, 1967	£ 460	17771
43	Muhammed Watusimbi	EA Ports & Telecommunications Corporation	Postal Officer	14th June, 1967	£ 268	17803
44	Lumala Nkolubo Deograbus	EA Ports & Telecommunications Corporation	Assistant Director-General Finance	2nd September, 1968	£ 1,764	19541
45	Kakunywa Richard	EA Ports & Telecommunications Corporation	Technician	11th February, 1968	£ 236	25365
46	Lule Jasper	EA Ports & Telecommunications Corporation	Senior Telegraph Supervisor	27th February, 1964	£ 700	17643
47	Monica Kamaga	EA Ports & Telecommunications Corporation	Copy Typist - Gr. I	20th May, 1975	£ 704	25966
48	Jemba Muliwa Wovatorombe	EA Ports & Telecommunications Corporation	Postal Superintendent	12th February, 1965	£ 700	17720
49	Waiswa Stephen	EA Ports & Telecommunications Corporation	Arizan Grade XI	15th April, 1955	£ 108	65144
50	Kadibha Wilson	EA Ports & Telecommunications Corporation	Clerk Grade NB VI	26th April, 1966	£ 150	79154
51	James W. Tunonyi	EA Ports & Telecommunications Corporation	Clerk Grade NB VI	1st October, 1970	£ 162	87251
52	Wamona Patrick	EA Ports & Telecommunications Corporation	Arizan R17.7	1st September, 1969	£ 181	640477
53	Ogola Kesh Enosh	EA Ports & Telecommunications Corporation	Telephone Grade DB 11	9th May, 1955	£ 187	11544
54	Isabire Moses	EA Ports & Telecommunications Corporation	Tele Operator	1st August, 1972	£ 222	32200
55	Vicent Obwangi	EA Ports & Telecommunications Corporation	Technical Officer Grade 11	16th February, 1962	£ 225	19434
56	Kasani Francis E. H.	EA Ports & Telecommunications Corporation	Postal Officer	5th April, 1963	£ 286	17629
57	Joseph J. A. Ogwang	EA Ports & Telecommunications Corporation	Postal Officer	6th September, 1960	£ 236	25018
58	Butre Cosmas	EA Ports & Telecommunications Corporation	Clerical Officer	10th October, 1969	£ 236	20342
59	Desidera Awino	EA Ports & Telecommunications Corporation	Clerical Officer	23rd April, 1970	£ 236	20342
60	Kalema Edward	EA Ports & Telecommunications Corporation	Technician	12th August, 1966	£ 236	25617
61	Richard Kagunywa	EA Ports & Telecommunications Corporation	Technician	11th February, 1966	£ 236	25243
62	Zanabi Abdullah	EA Ports & Telecommunications Corporation	Postal Officer	27th September, 1971	£ 268	25478
63	Birungi Alice Mary	EA Ports & Telecommunications Corporation	Postal Officer	27th September, 1971	£ 268	25478
64	Justin Lereba Okiru	EA Ports & Telecommunications Corporation	Assistant Draughtman	2nd November, 1970	£ 268	25313
65	Augustine Mugabe	EA Ports & Telecommunications Corporation	Clerical Officer	4th June, 1974	£ 268	25875
66	Nyunia Augustine	EA Ports & Telecommunications Corporation	Technician	17th February, 1968	£ 280	25899
67	Raali Jerome	EA Ports & Telecommunications Corporation	Technician	1st August, 1968	£ 280	20025
68	Lwanga John Christom	EA Ports & Telecommunications Corporation	Technical Trainee	7th June 1973	£ 280	25673
69	Hakuse Deogratius Mawumba	EA Ports & Telecommunications Corporation	Technician	9th May, 1969	£ 360	25720
70	Pitumbe Makubuya	EA Ports & Telecommunications Corporation	Foreman	16th April, 1956	£ 411	12444
71	Enekani Lubile	EA Ports & Telecommunications Corporation	Clerk RB 11	1957	£ 447	62582
72	George Balida	EA Ports & Telecommunications Corporation	Technician	15th May, 1981	£ 525	27234
73	Sacnyaga Joseph	EA Ports & Telecommunications Corporation	Senior Technician	10th June, 1963	£ 700	25038
74	Wovogombire Jemba Muliwa	EA Ports & Telecommunications Corporation	Postal Superintendent	12th February, 1965	£ 700	17720
75	Hamya Lukuman Were	EA Ports & Telecommunications Corporation	Postal Superintendent	5th March, 1964	£ 878	16462
76	Kimuli John	EA Ports & Telecommunications Corporation	Senior Technician	1st March, 1966	£ 878	25022
77	Kimuli Samuel Harrison	EA Ports & Telecommunications Corporation	Senior Clerical Officer	7th September, 1970	£ 938	20444
78	Cennan Sembali Karula Mukasa	EA Ports & Telecommunications Corporation	Postal Controller	4th January, 1968	£ 1,066	17817
79	Edward Kityo Nabuge	EA Ports & Telecommunications Corporation	Senior Technical Officer	1st September, 1966	£ 1,138	17666
80	Ira Were	EA Ports & Telecommunications Corporation	Technician	17th March, 1970	£ 1,312	36819
81	Solomon Isaac Agwou	EA Ports & Telecommunications Corporation	Assistant Postal Controller	16th August, 1976	£ 1,312	21022
82	Kayira Denis Musogosi	EA Ports & Telecommunications Corporation	Assistant Engineer	4th January, 1963	£ 1,316	25039
83	Aggrey Mugadya	EA Ports & Telecommunications Corporation	Senior Technician	20th June, 1964	£ 1,394	17650
84	Kitoito Alexius Bethuel	EA Ports & Telecommunications Corporation	Assistant Meteorological Officer	1st August, 1972	£ 2,777	19521
85	Samuel Charles Ndawula	EA Ports & Telecommunications Corporation	Manager, Savings Bank	30th May, 1968	£ 2,777	KI/806
86	Bezaleni Nalubaga Mwavi	EA Ports & Telecommunications Corporation	Technical Officer	1st April, 1964	£ 5,657	16480
87	Ugirie Masaki Alupukusadi	EA Ports & Telecommunications Corporation	Postal Controller	5th April, 1972	£ 7,443	13814
88	Semagure Samy	EA Ports & Telecommunications Corporation	Customs Officer	11th May, 1975	£ 15,600	4062
89	Arew Kagwa	EA Ports & Telecommunications Corporation	Technical Trainee	2nd June, 1972	£ 360	25530
90	Kirui Kira Selulima	EA Ports & Telecommunications Corporation	Postal Officer	1st December, 1975	£ 368	25990
91	Abumunier Gordon K.	EA Ports & Telecommunications Corporation	Storeman	10th January, 1966	£ 368	26090
92	Christophe Oloka	EA Railways & Harbours	Permanent Way Trainee Div. 111	13th January, 1969	£ 117	79903
93	Olovo Ochiwo Cornelius Phis	EA Railways & Harbours	Train Clerk Division 111	18th November, 1963	£ 128	65340
94	Kyasa Aloyia	EA Railways & Harbours	Clerk Grade NB VI	10th January, 1968	£ 150	78659
95	Lubwa Samuel	EA Railways & Harbours	Clerk Grade NB VI	8th August, 1966	£ 150	78659
96	Orendi Clement	EA Railways & Harbours	Telephone Operator Grade NB VI	1st September, 1964	£ 150	78659
97	Copper Kalari	EA Railways & Harbours	Clerk Grade NB VI	8th January, 1968	£ 156	83442

99	David Kadekaka	EA Railways & Harbours	S. P. W. 1-6 Grade RB V8	15T November, 1966	E 198	77318	15T November, 1966
100	Donatus Ochwo Wale	EA Railways & Harbours	Artisan Grade RB V.11	13th January, 1964	E 198	75906	1st January, 1966
101	Onjedie John Peter	EA Railways & Harbours	Printing Officer Grade 11	13th February, 1963	E 201	1851	13th February, 1963
102	Stanley Oudhoben	EA Railways & Harbours	Artisan Grade RB V1	5th August, 1953	E 216	290618	1st April, 1973
103	Celestine Makina	EA Railways & Harbours	Telephone Operator	1st October, 1970	E 222	680470	1st March, 1977
104	Ephedat Kalama	EA Railways & Harbours	Telephone	12th February, 1965	E 236	17724	
105	Edward Nsumire Wilson	EA Railways & Harbours	Clerk Grade RB V A	22nd October, 1964	E 250	77016	1st February, 1967
106	Vicent Odada	EA Railways & Harbours	Assistant Station Master RBV	13th January, 1969	E 256	85745	1st October, 1973
107	Wamathi Paddy	EA Railways & Harbours	Postal Officer	13th November, 1968	E 268	25024	11th November, 1968
108	Gabin Sam	EA Railways & Harbours	Technical Trainee	7th April, 1977	E 280	26279	7th April, 1977
109	Oboot Samuel	EA Railways & Harbours	Clerical Officer	14th July, 1972	E 280	25570	14th July, 1972
110	Rungati Clement Wilham	EA Railways & Harbours	Clerical Officer	13th January, 1964	E 280	5067	13th January, 1964
111	Christine Yoviba	EA Railways & Harbours	Copy Typist Grade 11	1st July, 1969	E 284	20178	21st December, 1969
112	Christopher Nwando	EA Railways & Harbours	Clerk Grade RB IV	11th January, 1971	E 300	88259	1st February, 1972
113	Joseph Ouma	EA Railways & Harbours	Clerk RB IV	8th January, 1968	E 300	83639	15th October, 1968
114	Oamba Martin John	EA Railways & Harbours	Locomotive Driver RT.11	23rd August, 1976	E 330	640839	23rd August, 1976
115	N. W. Were	EA Railways & Harbours	Clerk Grade RB V	7th April, 1972	E 339	88384	1st July, 1976
116	Eyobu Michael	EA Railways & Harbours	Telecommunication Officer	3rd April, 1975	E 368	25913	3rd April, 1975
117	Neser E. Byakile	EA Railways & Harbours	Pool Stenographer	16th April, 1973	E 450	312/2270	16th April, 1973
118	Peace Tibesimuna E	EA Railways & Harbours	Telephonist	21st December, 1970	E 548	26084	1st November, 1976
119	Lawrence Mong Ochieno	EA Railways & Harbours	Health Assistant Grade RB 111	1st April, 1959	E 582	66328	1st January, 1976
120	Chiksonoka John Njohi	EA Railways & Harbours	Technician	13th October, 1973	E 782	36967	15th April, 1978
121	Museene Buluhani	EA Railways & Harbours	Assistant Engineer Grade 1	1st August, 1963	E 1,096	16376	1st October, 1970
122	Sindagala Sabiti A.	EA Railways & Harbours	Postal Superintendent	2nd May, 1955	E 1,138	11683	1st January, 1972
123	Nagwere Jonathan	EA Railways & Harbours	Technician	30th June, 1968	E 3,110	25416	29th March, 1971
124	Kelere Stephen Kungu	EA Railways & Harbours	Customs Officer	4th January, 1971	E 15,600	2754	4th January, 1973
125	Kiswa Umari	EA Railways Corporation	Artisan Grade II	1st June, 1959	E 118	97421	1st June, 1959
126	Alorays Gweere	EA Railways Corporation	Clerk Grade RB IV	1st January, 1967	E 156	82369	1st October, 1965
127	Albert Ocaya	EA Railways Corporation	Tugmate Grade RB.111		E 159	82507	6th May, 1971
128	Mbako O. John	EA Railways Corporation	Technical Officer Grade 11	4th May, 1962	E 225	15470	4th May, 1962
129	Mulavu Jemel	EA Railways Corporation	Trainee Locomotive Driver RT. 111A	21st August, 1976	E 279	640838	21st August, 1976
130	Megina Paschal Charles	EA Railways Corporation	Postal Officer	10th May, 1968	E 280	36573	22nd September, 1973
131	Obbo Orach Ben	EA Railways Corporation	Clerk Grade RB IV	1st August, 1972	E 300	88949	1st August, 1972
132	Livingstone Oketcho	EA Railways Corporation	Artisan Grade RB IV	1st January, 1973	E 375	88996	1st January, 1973
133	Arodah Kojja	EA Railways Corporation	Postal Assistant	31st October, 1973	E 490	26555	31st October, 1973
134	Dimas Wankya	EA Railways Corporation	Technician	1st October, 1968	E 560	26287	1st March, 1977
135	Ngoiobe Patrick	EA Railways Corporation	ASM RBV	8th January, 1971	E 933	88467	
136	Yokosani Walummbi	EA Railways Corporation	Assistant Engineer	1st September, 1955	E 1,403	11963	1st July, 1979
137	Kasajja David	EA Railways Corporation	Clerk RB 111	27th February, 1956	E 1,755	62276	
138	Isaiah Paddy Hasaaba	EA Railways Corporation	Senior Postal Controller	1st May, 1970	E 1,933	15348	1st July, 1978
139	Susan Lameck Wamwa	EA Statistical Development	Clerical Officer	18th April, 1968	E 268	19532	16th April, 1968
140	David Oreni	EA Telecommunications Corporation	Prob. Clerk Grade K1	2nd July, 1955	E 102	61307	2nd July, 1955
141	Luguda Christopher	EA Trypanosomiasis Research Organisation	Clerk Grade K1	14th January, 1968	E 125	74283	1st June, 1968
142	Muse Lawrence	EA Veterinary Research Organisation	Clerk Grade RB VI	1st January, 1964	E 150	76317	24th November, 1964
143	Kasekide Vincent	GPS, Audit Department	Section Engineer	31th July, 1962	E 1,933	16307	1st May, 1976
144	Jael Bechwa Karosee	Secretary, Finance & Administration	Stenographer	5th January, 1971	E 1,825	1526 KA/855	5th January, 1971
145	Oloko Zebidayo Omtuna		Artisan Grade RB IV	1st January, 1975	E 375	5166	1st January, 1975

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APPENDIX H

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KAMPALA
UGANDA

In any correspondence on **COM 231/233/01**
this subject please quote no.

23rd May 2022

The Clerk to Parliament
Parliament of Uganda
KAMPALA

RESPONSE TO ISSUES RAISED BY HON. SAMUEL OPIO ACUTI, MP KOLE NORTH

Please find attached response to the issues raised by Hon. Samuel Opio Acuti, Member of Parliament for Kole North on the delayed payment of pension, gratuity, interest, provident fund and other terminal benefits to former employees of the EAC.

The Minister awaits notification on the date appointed for the response on the floor of Parliament.



Catherine Bitarakwate Musingwiire (Mrs)
PERMANENT SECRETARY

Copy: The Hon. Minister of Public Service
Ministry of Public Service
KAMPALA

The Hon. Minister of State for Public Service
Ministry of Public Service
KAMPALA



THE REPUBLIC OF UGANDA

MINISTRY OF PUBLIC SERVICE

**RESPONSE TO ISSUES RAISED BY HON. SAMUEL OPIO
ACUTI, MP KOLE NORTH ON THE DELAYED PAYMENT OF
PENSION, GRATUITY, INTEREST, PROVIDENT FUND AND
OTHER TERMINAL BENEFITS TO FORMER EMPLOYEES OF
THE EAST AFRICAN COMMUNITY**

BY

THE HON. MINISTER OF PUBLIC SERVICE

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MAY 2022

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A handwritten signature in black ink, possibly belonging to a Minister or official.

A handwritten signature in black ink, possibly belonging to a Minister or official.

A handwritten signature in black ink, possibly belonging to a Minister or official.

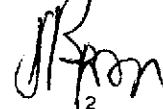
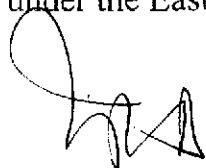
STATUS OF PAYMENT OF PENSION, GRATUITY/ REFUND OF PROVIDENT FUND TO FORMER EMPLOYEES OF THE DEFUNCT EAST AFRICAN COMMUNITY

1.0 INTRODUCTION

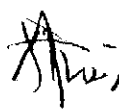
- 1.1 At the 25th sitting of the 3rd meeting of the 1st session of the 11th Parliament held on 27th April 2022, Hon Samuel Opio Acuti, Member of Parliament for Kole North raised on the floor of Parliament a matter of National importance in regard to the delayed payment of retirement benefits of the former employees of the Defunct East African Community.
- 1.2 The Rt. Hon Speaker of parliament consequently ruled that the Ministry of Public Service provides a comprehensive statement on the status of payment of pension, gratuity, provident fund and other terminal benefits of the former employees of the Defunct East African Community.

2.0 BACKGROUND

- 2.1 Rt. Hon. Speaker of Parliament, this is now the third time the Ministry of Public Service has been directed to present the same status report on the floor of Parliament. The first one was a petition to Parliament by Hon. Okot Ogong, Member of Parliament for Dokolo South. The second was a Parliamentary Information Paper whereby at the 2nd sitting of the 3rd session of the 10th Parliament held on Wednesday 21st November 2018 the Minister was tasked to issues a statement on the floor of Parliament on the delayed payment of retirement benefits to former employees of the East African Community.
- 2.2 Before I proceed to specifically present information on the forty seven (47) former employees referred to in the petition, allow me to repeat some of the issues I presented to Parliament previously as follows:-
 1. The East African Community operated their own pension scheme, managed by **Crown Agents**, Independent of the State Governments. The scheme rules are provided under the East African Community Pension Act Cap 11.



2. Upon the collapse of the East African Community in 1977, Crown Agents failed to honour the retirement benefits of its members. The implication of this was that, members of the scheme lost their pension rights. The former employees of the Defunct East African Community thus remained at the mercy of their respective Governments.
3. Government of Uganda issued a Decree No. 6 of 1978 and consequently signed a mediation agreement in 1984 which amended the Pension Act Cap 281 to protect the pensionable rights of the Ugandan Nationals who served under the Defunct East African Community. The implication of this is that Services in the East African Community became a pensionable service under the Pensions Act, Cap 281 to which the rules governing pension management applied.
4. Government commenced payment of Gratuity or Refund of the Provident Fund and interests in accordance with the mediation Agreement in 1992.
5. In 1996 however a Committee was appointed to develop a comprehensive register of all former employees of the Defunct East African Community. The committee was chaired by Mr. Adrian Sibbo and studied various documents including an Actuarial Report of 1986 and came up with a report in 1998 detailing the list of beneficiaries and their payment status.
6. Similarly, an Inter-Ministerial Technical Committee was constituted to establish the outstanding compensation liabilities of the former employees of the Defunct East African Community. *The Committee produced a "Report of the Inter-Ministerial Technical Committee on the Compensation of Former (Uganda) Employees of the Defunct East African Community" in June 2000.* The report was regarded final and contains a list of all former Employees of the Defunct East African Community and the status of their payments.



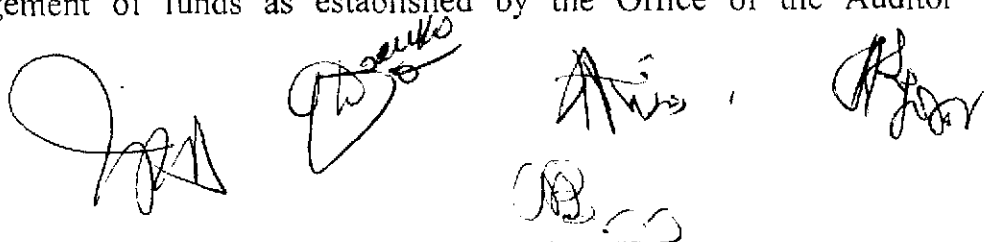
7. Since then, Government has been settling remaining liabilities of verified former employees of the Defunct East African Community through the Ministry of East African Community (from July 2015).

3.0 PROBLEM STATEMENT

3.1 **The Lumpsum payments which is unsustainable:** Government has since 1992 cleared most of the outstanding liabilities of the former Employees of the Defunct East African Community, except for those who did not report for verification. The problem therefore is not nonpayment but rather the one-off payment since most of them do not qualify for pension in accordance with the law. As a result, the former employees of the Defunct East African Community have continued to petition various offices demanding for payments which are not tenable.

3.2 **The Legal provisions:** The Pensions Act Cap 281 (Amendment Cap 286) as well as the East African Community Pension Act Cap 11 provides for a qualifying period of ten years of continuous service for pension. Most former employees of the Defunct East African Community served for less than 10 years and therefore are ineligible to receive pension. Exceptions to this provision is where an employee is retired from the service on abolition of office or retrenchment. Dissatisfied with this provision, a group of former Employees of the Defunct East African Community sued Government arguing that the collapse of the community in 1977 amounted to abolition of office and therefore they should be paid, severance package, repatriation, transport, pay in-lieu of notice and pay in-lieu of approved leave. The High Court in 2017 ruled that the collapse of the East African Community did not amount to abolition of office and therefore the benefits sought for were unjustified.

3.3 **Budgetary Constraints:** Fulfillment of the outstanding liabilities took longer than anticipated due to budgetary constraints and partly mismanagement of funds as established by the Office of the Auditor



General. Currently however, all the verified former employees of the East African Community were settled.

3.4 The case of the forty Seven (47) former employees

The Ministry managed to retrieve sixteen (16) of the forty seven files of the claimants listed in the petition of Hon Samuel Opio Acuti, Member of Parliament for Kole North. The remaining thirty one (31) files are still been traced since the files were transferred to the National Archives and Records Centre. Some of the files had been taken by the Criminal Investigation Department during investigation of the pension scam in 2012 and were not returned.

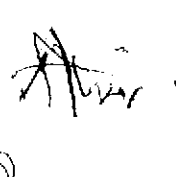
According to records on file all the sixteen (16) former employees were settled in full as per the attached details in **Annex 1**.

4.0 FURTHER INFORMATION RELATING TO MANAGEMENT OF RETIREMENT BENEFITS OF THE FORMER EMPLOYEES OF THE DEFUNCT EAST AFRICAN COMMUNITY

Rt. Honourable Speaker, the benefits of the former employees of the Defunct East African Community consists of pension for those eligible, gratuity or refund of provident fund and interest in accordance with the Mediation agreement:-

4.1 Monthly pension

- Monthly pension is paid to the former employees of the Defunct East African Community who had served for the qualifying period of 10 years. The pension is paid in accordance with the Pensions Act Cap 281 (Amendment Cap 286).
- As at April, 2022, 485 pensioners who are alive are receiving monthly pension amounting to UGX. 1,913,724,420 per annum.



- The benefit shall cease upon death provided, the benefits have been paid for 15 years.

4.2 Gratuity/ Provident fund Settlement plus Interest for East Africa General Fund Services

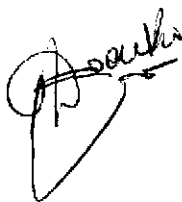
- The General Fund Service comprises of 24 Departments as contained in the Inter-Ministerial Taskforce Report of 2000;
- The total number of eligible beneficiaries are 3,373;
- 227 had been paid gratuity with interest prior to 2000;
- 1,464 have been paid Gratuity only prior to 2000;
- 22 were been paid their Provident Fund benefits including interest prior to 2000; and
- 1,660 had not been paid any benefit prior to 2000 but were later settled;

4.3 Gratuity/ Provident fund Settlement plus Interest for East African Posts and Telecommunication (EAPT &C)

- There were 2,522 eligible claimants under EAPT&C)
- 1,610 were paid UGX. 5,917,585,399bn prior to 2000;
- 901 had not been paid prior to 2000 but have since been paid
- The outstanding liabilities by 2000 were UGX. 17,213,454,919bn which were eventually settled; and
- 38 files were incomplete by 2000 but, the claimants later submitted the missing information and the beneficiaries were settled.

4.4 Gratuity/ Provident fund Settlement plus Interest for East African Railways Corporation (EARC)

- There were 2,319 eligible claimants under the EARC
- 1,128 had been paid prior to 2000 UGX. 3,020,435,925bn
- 1,191 had not been paid prior to 2000, however the benefits amounting to UGX. 10,525,678,298bn were later settled.



4.5 Gratuity/ Provident fund Settlement plus Interest for East African Harbours and Cargo Corporation (EAH&CC)

- The total number of eligible claimants are 420
- 237 were paid by 2000 UGX.
- 183 had not been paid by 2000
- 50 staff in Group C (Support Staff) were entitled to a one-month salary in lieu of notice plus an interest of seven per cent
- The outstanding liabilities amounted to UGX. 2,752,377,369bn which Government eventually settled.

4.6 Gratuity/ Provident fund Settlement plus Interest for East African Airways Corporation(EAAC)

- The total number of eligible claimants are 649
- 482 ex-employees were fully paid a total of Shs 1,746,587,787bn
- 167 ex-employees have not been paid any terminal benefits
- The outstanding Ushs 508,107 ,000 million were to paid by the Ministry of East African Community after verification.

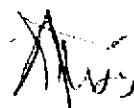
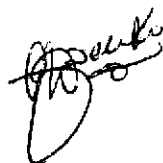
4.7 Payment of Arrears of balances plus Interests and other court awards verified by the Ministry of Public Service

Following the decentralization of payment of pension, gratuity and arrears by the Ministry of Public Service, those with outstanding claims were advised to report to the Ministry of East African Community Affairs for verification and the verified pensioners have since been paid by the Ministry of East African Community Affairs.

5.0 CONCLUSION

Rt. Hon. Speaker of Parliament, I request you and the August house:

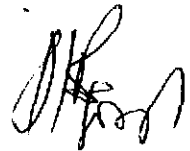
- 5.1 To note the background Information on the compensation of the former Employees of the Defunct East African Community highlighted in this report.



- 5.2 To note the status of payment/ settlement of the terminal benefits of the former Employees of the Defunct East African Community highlighted in this report.
- 5.3 To inform the former employees of the Defunct East African Community who have not been paid their terminal benefits or part of it to report to the Ministry of East African Community Affairs with service documents for verification/ validation.

Ministry of Public Service
P. O. Box 7003
KAMPALA

May 2022



ANNEX 1: STATUS OF PAYMENT OF 16/47 FORMER EMPLOYEES OF THE DEFUNCT EAC

#	NAME	Dept	File No	Calculated USD	Converted to UGX	Payment one			Payment Two			PAYMENT Three			Total Payment
						Amount	Date paid	Voucher/ Cheque No	Amount	Date paid	Voucher/ Cheque No	Amount	Date paid	Voucher/ Cheque No	
1	Ochen M...	E.A.R	LOC: EAC/1251	899.34		595,662	15/11/2004	542583	827,393	22/9/94	D000221084				1,423,055
2	Pkwiyuki Julius	Finance/ Common Market	LOC: EAC/2409	1,557.87	1,464,397	7,383,350	16-03-2001	E003317564	1,464,397	12/8/1994	E003027781				8,847,747
3	Akora Her...	E.A.R	LOC:EAC/2034	3,969.78	4,009,478	18,216,500	5/9/2001	E003348708	4,009,478	16-06-94	E003022773				22,225,978
4	Makmot	Common Market	MA/1337	1,507.12	1,522,191	6,946,750	16-3-2001	E003317521	1,522,191	26/7/29	E003026242	2,373,714	24-11-1998	E003183236	10,842,655
5	Adoko C...	Water, Lands & Envi	LOC: EAC/3174	1,667.50	1,567,450	7,575,750	15-3-2001	E003317160	1,567,450	14/9/94	E003029958				9,143,200
6	Juma R. Kibwanga	EAP&T	LOC:EAC/5198	276.72	279,487	1,626,150	27-02-2001	E003313080	279,487	19-7-94	D000192851				1,905,637
7	Eyt Keneth	E.A.V.R.O	LOC:EAC/3359	1,041.00	1,965,250	1,965,250	15/11/2004	542434							1,965,250
8	Saul Od...	E.A.P&T	LOC:EAC/4768	170.34	172,043	1,000,850	27-07-2001	E003313102	172,042	16-6-1994	D000172741				1,172,892
9	John Charles Ogunang	E.A.P & T	LOC:EAC/4769	289.32	269,067	1,213,600	27-3-2001	E003313103	269,067	25/10/1994	D000238871				1,482,667
10	Ogwai Caleb Jackson	Customs	LOC:EAC/4278	174.66	160,687	1,026,750	23/3/2001	E003319554	10,578,162	18-11-1994	E003034509				11,604,912
11	Fredrick Aligi	E.A.P&T	LOC:EAC/6205	13,559.93	1,164,061	5,540,750	5/2/2001	E003309468	1,164,061	20-11-1994	E003035000				6,704,811
12	Okidi C.O.A	E.A.P&T	LOC:EAC/6218	8,679.15	692,733	3,085,800	5/2/2001	E003309476	692,733	19/6/1996	D000557394				3,778,533
13	Peter Ge...	E.A.P&T	LOC:EAC/6242	843.35	1,783,050	4,140,300	12/1/2001	E003304239	851,784	30/6/1994	D000192839				4,992,084
14	Ecl Florence	E.A.TRO	LOC:EAC/4156	2,397.38	6,156,800	6,156,800	19/3/2001	E003317657							6,156,800
15	Ekora W.	EACH/EAHC	LOC:EAC/4619	7,114.68	6,901,240	2,213,120	11/11/2005	835780	711,468	12/8/1994	E003021630	6,901,240	12/8/1994	E003021630	9,824,828
16	James Royall	EAP&T	LOC:EAC/6320	1,561.38	1,436,470	6,711,500	12/1/2001	E003304313	1,436,470	22/9/1994	E003030634				8,147,970

