

PARLIAMENT OF THE REPUBLIC OF UGANDA

**REPORT OF THE COMMITTEE ON DEFENCE AND INTERNAL
AFFAIRS ON DISPARITIES IN DISTRICT QUOTAS FOR
SHORTLISTED APPLICANTS FOR THE POST OF PROBATIONER
POLICE CONSTABLES (PPC) AND DRIVERS IN THE RECRUITMENT
EXERCISE BY UGANDA POLICE FORCE.**

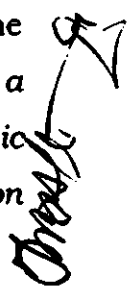
**OFFICE OF THE CLERK TO PARLIAMENT
PARLIAMENTARY BUILDINGS**

SEPTEMBER, 2022



1.0 INTRODUCTION

At the 30th Sitting of the 1st Meeting of the 2nd Session of the 11th Parliament of Uganda held on Thursday 15th September, 2022, Hon Abed Bwanika (MP) Kimaanya-Kabonera Division, Masaka City raised a concern over the disparities in district quotas for shortlisted applicants for the post of Probationer Police Constables (PPC), General duties and drivers. The Member alleged that there were disparities in the recruitment exercise basing on variances in the shortlists per district and is concerned with the criteria used and demanded to know as to whether the applicants are residents of the said districts. He based his complaint on Article 21(2) of the Constitution of the Republic of Uganda that provides "*without prejudice to Clause 1 of this Article, a person shall not be discriminate against on grounds of sex, race, color, ethnic origin, tribe, birth, creed or religion, social or economic standing, political opinion or disability*".



In response to the above, the Rt. Hon. Speaker directed the Minister of Internal Affairs to table before the House a list of shortlisted applicants together with copies of their National Identity Cards.


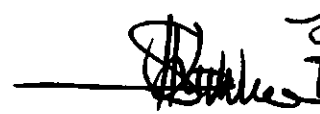
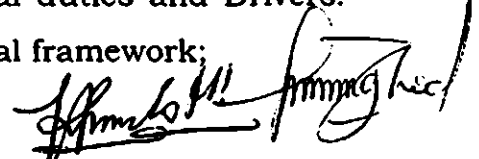


The Rt. Hon Speaker referred the matter to the Committee on Defence and Internal Affairs for consideration and report back to Parliament. The Committee has considered the issue, engaged stakeholders and hereby reports;



2.0 BACKGROUND

On 4th June, 2022, advertisements were made on print, radio and television media platforms where the Uganda police force invited qualified applicants for the posts of Probationer Police Constables (PPC) General duties and Drivers.

This recruitment exercise was guided by the following legal framework;

- 
- The 1995 Constitution of Uganda
 - Police Act Cap.303 Sections
 - Public Service Standing Orders 2020
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- Police Standing Orders

3.0 METHODOLOGY

The Committee held meetings with the following;

- The leadership of Uganda Police Force
- Hon. Abed Bwanika(MP) Kimaanya-Kabonera Division, Masaka City;

The Committee reviewed the following documents;

- Advertisements
- Copies of applications
- Copies of applicants academic documents
- Shortlist of applicants
- Copies of National Identity Cards
- Recommendation letters
- Responses by Uganda Police Force


4.0 TERMS OF REFERENCE

- To analyze the criteria for the recruitment exercise
- To find out whether there were variance in the number of the shortlisted applicants per district.
- To ascertain the identity and originality of the applicants shortlisted in the districts.

5.0 COMMITTEE FINDINGS/OBSERVATIONS

5.1 RECRUITMENT EXERCISE

While interacting with Police leadership, the Committee was informed that on 14th June 2022 advertisements were made to various media platforms. A total number of 1488 applications for the position of Probationer Police Constables (PPC) and drivers were received out of which 850 applicants qualified to be shortlisted for interviews. UPF also received 7587 applicants for the position of PPC General Duties, out of which 778 applicants qualified to be shortlisted for



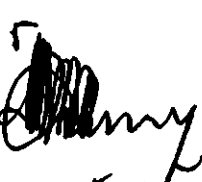

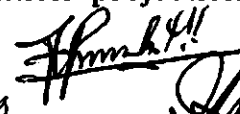


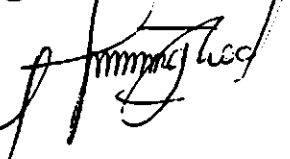
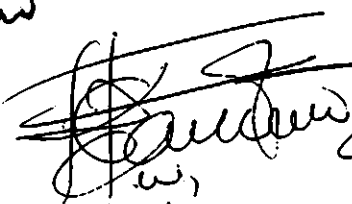
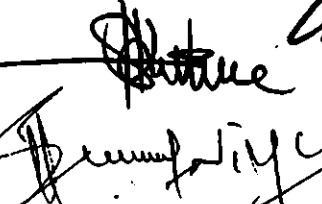


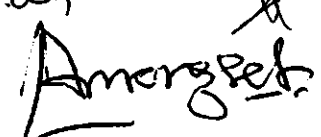

interviews. However, the shortlisted applicants were below the number required as advertised.


Basing on the advice of Uganda Police Force advisory Committee, the position of PPC General Duties was re-advertised with adjustments by lowering the requirements for one to have sat O' level UNEB exams from 2019 to 2018 and put the score in mathematics from a credit to at least a pass. As a result of lowering the requirements, a total number of 2315 applications were received.

The Committee was further informed that a team composed of personnel from the Directorates of Research, Planning and Development, Human Resource Development, Human Resource Administration and Management, Crime Intelligence and Logistics and Engineering was constituted to review the applications and come up with a shortlist of applicants for post of Probationer Police Constables (PPCs) General Duties and PPC(Drivers) to be invited for interviews.

5.1.1 Recruitment criteria of PPC (General Duties)

- i. A total of 9902 applications were received out of which 1846 (1261 Males 585 Females) qualified to be shortlisted for interviews.
- ii. Of the 15 applicants Uganda Police Force received from Buhweju district, none of them qualified.
- iii. Some districts failed to meet their quota, namely: Nabilatuk, Koboko, Yumbe, Kakumiro, Kibale, Kikuube, Kiryandongo, Kyegegwa, Kitagwenda, Rakai, Lwengo, Kalungu, Kazo, Bududa, Sironko, Kaabong, Mityana, Mpigi, Gomba, Nakaseke and Buyende
- iv. Police Force leadership explained that the allocation of District Quotas was in line with the Constitutional requirement of a Nationalistic and Patriotic Police Force, and shall ensure that members of the Uganda Police Force are recruited from every district of Uganda. It was further explained that quotas allocated to districts are based on the population projections as provided by Uganda Bureau of Statistics (UBOS).



The Committee observed that the recruitment exercise had variances in the number of shortlisted candidates per district. For example Masaka City had fourteen (14), Masaka District had seven (7), Gulu City had thirty two (32), Soroti City had twenty two (22) and Mitooma had four (4). The Committee queried the criteria used to allocate the said numbers.

The Committee further noted that in the circumstances where a district or a City did not meet the number allocated for the quota, the balance was given to the neighbouring district since districts are being cut often but stay within the geographical area.

The Committee was informed that the variance in recruitment is based on the population quota of which the formula is provided for by the Constitution and basing on Uganda Bureau of Statistics figures, the Committee is satisfied that variances in quotas given to different districts are justified.

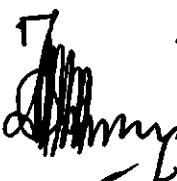
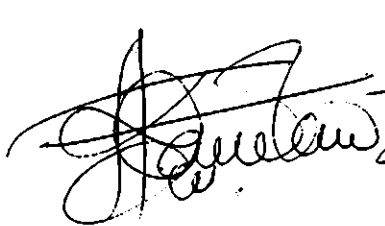
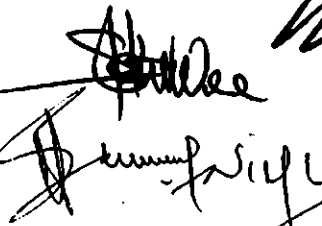




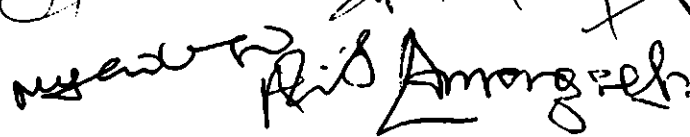
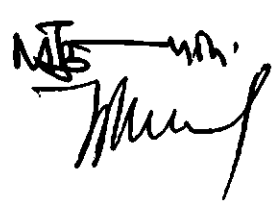
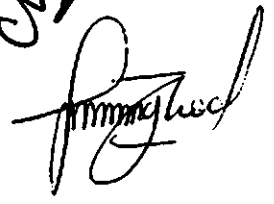
The Committee noted that the recruitment exercise was centralized with all applications being submitted at regional police offices and forwarded to police headquarters for processing.

The Committee recommends that whereas the Police Force conducted the recruitment exercise at regional level due to Covid 19 pandemic, in future recruitment, the exercise should be done at district headquarters as has been the practice this will promote transparency in the exercise.

5.1.2 Recruitment Criteria of PPC drivers

A total of 1488 applications were received of which 853 were found suitable for the next stage. These cut across all classes of driving permits.

The recruitment exercise was in accordance with the second advert run by the Ministry of Internal Affairs;

The Committee noted that all interested persons had to file applications accompanied by the recommendation letter from local authorities as proof that the applicant is a resident of the particular district. Uganda Certificate of Education(UCE) with four credits including English and at least a pass in mathematics obtained not earlier than 2018, a valid driving license for those applying for the position of PPC drivers and a National Identity Card as proof of nationality.

The Committee recommends that there should be a verification committee comprised of LC111 Chairperson, Sub County Chief and GISO before the applicant submits the application to the Police Force to minimize forgeries.

The Committee is satisfied that the advert for recruitment was made public on print media, radio and televisions stations and therefore applicants were aware of all the requirements for positions they applied for.

5.2 IDENTITY AND ORIGINALITY OF APPLICANTS


It was alleged that most of the people shortlisted per district were not residents of the said districts. A case in point was Masaka District and Masaka City. It was further alleged that the process of short listing the applicants for interviews was marred with irregularities and that some of the shortlisted applicants in particular from Kimanya- Kabonero Masaka sub region were not dully recommended by local council authorities but only obtained recommendation from the Resident District Commissioner. The shortlist did not reflect the indigenous names within the locality.

The Committee was informed that, it was a requirement that after the advert, all applications in a given area must be supported by recommendations by the LC1 Chairperson, Resident District Commissioner and a Valid National Identity card in addition to academic qualifications and valid driving license for drivers.



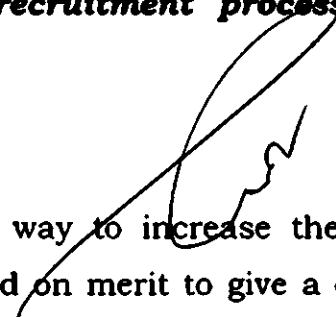
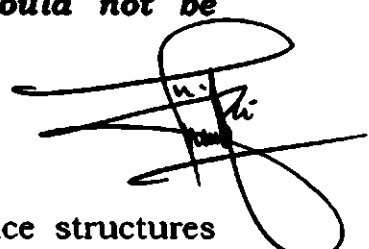
All applications were verified and shortlisted candidates were from the districts where they applied from.

The Committee scrutinized sample applications from the regions of greater Masaka, Greater Bushenyi, and North Kyoga and is satisfied that all the shortlisted applicants are residents of the districts where they applied from. Their names may not be of the indigenous communities within the locality but basing on free movement of Ugandans in accordance to Article 29(2)(a) of the Constitution of Uganda and free movement of labour in Uganda, different localities have different ethnicities that have settled in those areas. It is not easy to associate names with a certain locality. Evidence of residence is only based on particulars on the national identity card supported by the recommendation from local authorities



The Committee was satisfied that all shortlisted applicants met the required qualifications and the recruitment process should not be delayed.

6.0 CONCLUSION

The recruitment exercise is the only way to increase the police structures countrywide. This should be conducted on merit to give a chance to majority unemployed Ugandans and for a quality force to serve the police purpose.

The number of applicants was high indicating the desire of the youth to serve their country.











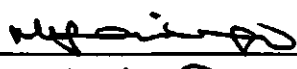

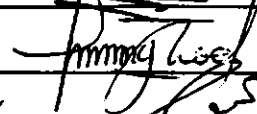
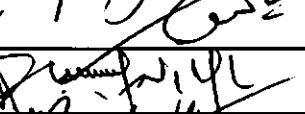
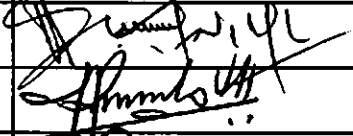
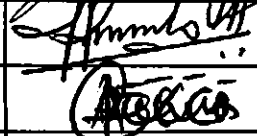
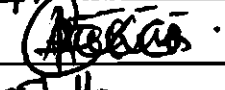
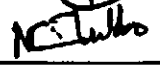


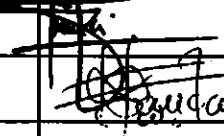
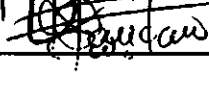

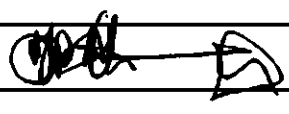









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EXERCISE BY UGANDA POLICE FORCE.**

NO	NAME	PARTY	SIGNATURE
1	Hon. Nyakikongoro Rosemary C/P	NRM	
2	Hon. Milton Muwuma D/CP	NRM	
3	Hon. Wakooli Godfrey	NRM	
4	Hon. Ocheri Jimbricky	NRM	
5	Hon. Niyonsaba Alex	NRM	
6	Hon. Opolot Simon Peter	NRM	
7	Hon. Aeku Patrick	NRM	
8	Hon. Tubo Nakwang Christine	NRM	
9	Hon. Okeyoh Peter	NRM	
10	Hon. Byamukama Nulu Joseph	NRM	
11	Hon. Mugabe Donozio	NRM	
12	Hon. Kauma Sauda	NRM	
13	Hon. Acibu Agnes	NRM	
14	Hon. Kintu Alex Brandon	NRM	
15	Hon. Kyoto Ibrahim	NRM	
16	Hon. Lubega Bashir	NRM	
17	Hon. Lokii Peter Abrahams	NRM	
18	Hon. Mwesigwa Robert Rukaari	NRM	
19	Hon. Ikojo John Bosco	NRM	
20	Hon. Namanya Naboth	FDC	

21	Hon. Okot Moses Junior Bitek	FDC	
22	Hon. Lt. Gen. Elwelu Peter	UPDF	<i>Mumf</i>
23	Hon. Odur Jonathan	UPC	
24	Hon. Katabaazi Francis Katongole	NUP	
25	Hon. Kiwanuka Abdallah	NUP	
26	Hon. Nambooze Bakireke Betty	NUP	
27	Hon. Museveni William	INDEP.	<i>Museveni</i>
28	Hon. Kangwagye Stephen Rwakanuma	INDEP.	<i>Kangwagye</i>
29	Hon. Arinaitwe Rauben	INDEP.	<i>Arinaitwe</i>
30	Hon. Lamwaka Margaret	INDEP.	<i>Lamwaka</i>