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IN CASE OF ANY CORRESPONDENCE ON

THIS SUBJECT PLEASE QUOTE REF: ADM/138/288/01



THE REPUBLIC OF UGANDA

MINISTRY OF LOCAL GOVERNMENT

P. O. BOX 7037

KAMPALA

UGANDA

20<sup>th</sup> September 2024

All Chief Administrative Officers

All Town Clerks – City Councils

All Town Clerks – Municipal Councils

## **GUIDANCE ON HOW TO HANDLE CORRUPTION ISSUES IN THE RECRUITMENT PROCESS IN LOCAL GOVERNMENTS**

The Ministry of Local Government has been receiving Inspection/Monitoring Reports, Complaints from aggrieved Ugandans, Investigation Reports from Anti-Corruption Agencies on the Operations of District/City Service Commissions.

This has in essence compromised the effective and efficient performance of District/City Service Commissions thereby negating the good intentioned Aspirations of the Decentralized System of Governance.

A number of efforts have been made to bring this to the attention of the Members of the District / City Service Commissions with clear guidance on the need to report anyone involved in wrong-doing during the Recruitment Process to appropriate Authorities for action.

The same has been done to District Chairpersons and City Mayors who were urged to take action on District/City Service Commissions which are not up to the measure. However, the results on ground are not commensurate to the Magnitude of the above efforts.

*PSU.*

As we continue the fight against Corruption in the Recruitment Process in local Government, I wish to remind you that the Code of Conduct and Ethics of the Uganda Public Service provides that a Public Officer who in his or her official capacity demands, accepts or gives any Bribe or is an agent of any Person who intends to influence him or her or another Officer is in breach of the Code and shall be sanctioned as stipulated.

From the above, it is clear that what is happening is already outlawed in our Legal Regime and should be dealt with; as provided for under the various Laws and Regulations.

These Criminal activities should be fought by everybody using all possible means available including whistleblowing, reporting to the relevant Authorities, informing the Media to capture in their Prints and Airwaves as well as Briefs and other Correspondences.

In line with the above, I wish to give guidance on how to handle some of the Manifestations of Corruption in the Recruitment Process in Local Governments as indicated here below: -

- a) Members of the District Chairperson/City Mayors should initiate the process to remove the DSCs and CSCs who have been found wanting. It should be clear that if one fails to deliver the job for which one is appointed for, the most logical thing is to remove that Person from the Portfolio and replace him/her with the one who will deliver the job.
- b) Technical Officers who are involved in such Malpractices as stipulated should be sanctioned under the Uganda Public Standing Orders and other Regulations.
- c) Monthly Reports on the Recruitment Process should be prepared and submitted to various Organisations of Government as provided for under the Local Government Act, to enable them make appropriate Interventions as provided for under the Laws of Uganda.

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- d) All Adverts for Job Offers and Placements made by District/City Service Commissions should have a Corruption Free Statement as per the example below:

*"Recruitment into the District Public Service is a Free Service. Giving, Promising or Offering anything to induce Members of the District/City Service Commission, the Staff or any other Leader at the District is Illegal. Anyone who demands any Bribe from a Job Applicant, should be reported to the relevant Government Agencies like IGG, SHACU, RDCs, or Ministry of Local Government Etc. We stand for Zero Tolerance to Corruption".*

The purpose of this communication is to forward to you the above guidance for your urgent action and management accordingly.

*WASSU*

Ben Kumumanya

**PERMANENT SECRETARY**

- C.C: Hon. Minister of Local Government, **Kampala**  
Hon. Minister of State for Local Government, **Kampala**  
The Inspector General of Government, **Kampala**  
The Head of Public Service / Secretary to Cabinet, **Kampala**  
The Principal Private Secretary to H.E, **Kampala**  
The Permanent Secretary/ Secretary to the Treasury, Ministry of Finance, Planning and Economic Development, **Kampala**  
The Permanent Secretary, Ministry of Public Service, **Kampala**  
The Permanent Secretary, Office of the Prime Minister, **Kampala**  
The Secretary, Office of the President, **Kampala**  
Director - State House Anti-Corruption Unit, **Kampala**  
The Secretary, Public Service Commission, **Kampala**  
The Secretary, Health Service Commission, **Kampala**  
The Secretary, Education Service Commission, **Kampala**  
All Resident District Commissioners  
All Resident City Commissioners  
All District Chairpersons  
All City Mayors  
All Chairpersons, District Service Commissions  
All Municipal Mayors