



## **THE INSPECTORATE OF GOVERNMENT**

### **PRESS STATEMENT**

#### **ALLEGED IRREGULAR PROMOTIONS IN THE UGANDA POLICE FORCE (HQT/31/2/2016)**

Reference is made to the subject above.

The Inspectorate of Government received a complaint in which it was alleged that in February 2016, the Police Authority irregularly promoted 496 Police Officers based on bribery and favoritism. It was specifically alleged that the Police Authority did not follow the appropriate procedure for promotion of the 496 Police Officers. Some of the cases cited included ASP Kasingye Susan who had been in the force for only four years but was promoted skipping two ranks, ASP Nickson Agasire was recruited as SPC but was promoted by skipping two ranks, SP Baroza Jonathan skipped two ranks yet he had never been in any acting capacity, SP Zura Ganyana skipped two ranks yet she was neither recommended for promotion nor in any acting role, Enoch Abaine and Namuwoza were promoted four months earlier but were promoted again and S.P Matte (D.P.C) Kasese skipped two ranks.

Investigations were conducted to establish whether appropriate procedures were followed during the February 2016 promotions and whether the officers who were promoted met the requirements for promotion.

The findings were that out of 496 officers promoted, 102 got accelerated promotions. Out of the 102 officers who got accelerated promotions, 40 officers skipped one rank and 62 officers were promoted to their next rank without having served at their previous rank for a period of three years as required by the Public Service Standing Orders, 2010. Additionally, 01 officer Habyara Fortunate skipped two ranks and elevated to the rank of Commissioner of Police, having served at the previous rank of Superintendant of Police for 3 years.

The accelerated promotions were justified by the IGP stating that all the officers who got accelerated promotions met the criteria required for promotion to the respective ranks which included among others; clean service record, experience, training, existence of the vacancy in the structure, gender, commitment and satisfactory performance. Further that the accelerated promotions were necessary to streamline the placement of officers who were in acting positions for proper command and control as Uganda was preparing for the 2016 Presidential and Parliamentary elections.

It was also established that 36 officers were neither recommended for promotion by their Directors nor were they on the additional list presented by the IGP but were promoted.

It was further established that 16 officers had forged academic documents on their files at the UPF headquarters. Forgery and uttering false documents are criminal offences under c/s 342 and c/s 351 of the Penal Code Act respectively.

Investigations further established that Eight (8) officers were promoted yet they had pending cases of indiscipline.

No evidence was proving that the officers' promotions were based on bribery and favoritism.

It is recommended that

The 16 Police Officers who forged and uttered false documents should be prosecuted in accordance with Regulation 42 of the Public Service Commission Regulations, 2009.

The Police Authority should ensure that academic documents of officers are verified before their appointment. A general verification exercise of the academic documents of all UPF serving officers should be carried out for purposes of ensuring that all have genuine academic documents.

The Police Authority should review the promotion of the eight officers who were irregularly promoted while disciplinary cases were pending against them.