



THE REPUBLIC OF UGANDA

Our Ref..... **FPT/02/06/2018**

INSPECTORATE OF GOVERNMENT

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Zero Tolerance to Corruption



INSPECTORATE
OF GOVERNMENT

29th July 2019

The Permanent Secretary

Ministry of Education and Sports

P.O. Box 7063

Kampala

ALLEGED EXISTENCE OF GHOST TEACHERS ON THE PAYROLL AND MISMANAGEMENT OF WEKOMIIRE SECONDARY SCHOOL

The Inspectorate of Government received a complaint which contained allegations of existence of ghost teachers on the payroll, and mismanagement of Wekomiire Secondary School (S.S). The following specific allegations were made:

- a) Mr. Stephen Birungi, Mr. Ceaser Mulabi and Mr. Yekoniah Kamalingo all teachers at Wekomiire S.S had been drawing salary on the government payroll for 2 years yet they possessed forged appointment letters, and did not show up for the recently concluded validation exercise.
- b) Wekomiire S.S did not have substantive administration staff except the Headteacher. There was no substantive deputy Headteacher and as a result, junior teachers had been appointed in these administrative positions and this had crippled work in the school and further, affected academic performance negatively.
- c) Many teachers on government payroll had been transferred from the school and those not on Government payroll were rampantly dismissed for unclear reasons which had left many teachers in a state of uncertainty hence affecting their performance.
- d) The School had not had a substantive and qualified Bursar following the transfer of the school Bursar in 2015. The school secretary has been entrusted with collection of fees and expenditure of the school funds and this had led to gross mismanagement of PTA funds.

Investigations conducted by this office have revealed the following;

- i) Appointment letters of Mr. Stephen Birungi, Mr. Ceaser Mulabbi and Mr. Yekonia Kamalango obtained from their personal files indicated that they were recruited by the Education Service Commission on 27th June 2014 under Education Service Commission (ESC) minutes numbers **037/2014 (11)**, **298/2014 (76)** and **298/2014 (77)** respectively.
- ii) The Education Service Commission was contacted to verify the authenticity of these ESC minutes. In a response dated 25th September 2018, the Secretary Education Service Commission stated that **ESC Min. No. 298/2014 (76)** quoted on Mr. Ceasar Mulabbi's appointment letter was in respect to the promotion of a one Mr. Steven Kamu to Education Officer. Similarly, **Min No. 298/2014 (77)** quoted on Mr. Yekonia Kamalango's appointment letter was in respect to the promotion of a one Mr. Denis Cakas Okello to Education Officer. **Min No. 037/2014 (11)** reflected on Mr. Stephen Birungi's appointment was a validation minute for Kakungube S.S retaining Ms. Sylvia Nannyombi in service as an Assistant Education Officer. Therefore the appointment letters submitted by Mr. Stephen Birungi, Mr. Ceaser Mulabbi and Mr. Yekonia Kamalango were all forged.
- iii) Mr. Stephen Birungi, Mr. Ceaser Mulabbi and Mr. Yekonia Kamalango were interviewed to explain how they obtained their appointment letters. They stated that they were approached by a person from the Ministry of Education and Sports who informed them that the Ministry had embarked on the process of filling teaching gaps in the schools and who handed them forms which they filled and attached thereon their academic documents. That a few weeks later, they received their appointment letters and posting instructions which they presented at the District offices and accessed the payroll.
- iv) Mr. John Businge, Human Resource Officer, Kyegegwa District Local Government confirmed that Mr. Stephen Birungi, Mr. Ceaser Mulabbi and Mr. Yekonia Kamalango were all on the government payroll. Mr. Ceaser Mulabbi also confirmed that he was temporarily appointed as Deputy Headteacher of Wekomiire S.S in May 2018 and the school did not have a substantively appointed Bursar.

In light of these findings, it is hereby recommended that you ensure that a substantive deputy Headteacher and Bursar are posted to Wekomiire Secondary School for the efficient running of the school.

By copy of this letter, the Chief Administrative Officer of Kyegegwa District is also directed to immediately delete Mr. Stephen Birungi, Mr. Ceaser Mulabbi and Mr. Yekonia Kamalingo from the government payroll, and further submit this matter to the District CID Officer Kyegegwa for additional investigations with a view of having the three teachers prosecuted for uttering false documents.

You are asked to inform us of action taken in respect to this matter within **60** days of receipt of this letter.

A report is attached.



F. Mariam Wangadya

DEPUTY INSPECTOR GENERAL OF GOVERNMENT

Copied to:

1. The Permanent Secretary, Ministry of Local Government
2. The Secretary, Education Service Commission
3. The District Chairperson, Kyegegwa District
4. The Resident District Commissioner, Kyegegwa District
5. The Chief Administrative Officer, Kyegegwa District
6. The Chairperson, Board of Governors Wekomiire Secondary School
7. The Headteacher, Wekomiire Secondary School