

15<sup>th</sup> January 2014

Hon. Jesca Alupo  
Minister of Education & Sports  
**Kampala**

**RE: ALLEGED FLOUTING OF PROCEDURES IN THE RECRUITMENT  
PROCESS FOR THE EXECUTIVE SECRETARY – UGANDA  
NATIONAL EXAMINATIONS BOARD (HQT 09/01/2014)**

The Inspectorate of Government has received various complaints that the recruitment process for the post of Executive Secretary – Uganda National Examinations Board (UNEB) was flouted by the Chairman UNEB, Mr. Fagil Mandy.

It was specifically alleged that:

1. Mr. Mandy with no human resource competencies personally designed the job advertisement for the post despite UNEB having a fully fledged Human Resource Department with competent staff.
2. Mr. Mandy who is a member of the Uganda Theatrical Fraternity convinced Dr. Ntangaare, a lecturer in the Department of Music, Dance and Drama at Makerere University and an associate of his to sell the idea to her husband to apply for the job of Executive Secretary that was about to be advertised. And when he did so Mr. Ntangaare was favoured throughout the whole process.
3. The job advertisement was limited to persons of 60 years and below thereby cutting out better qualified staff yet UNEB's Staff Manual provides that contract appointments shall mainly source for persons of requisite experience, knowledge and skill and shall not be subject to retirement age.
4. Mr. Mandy decreed that all applications be addressed to him and he personally handled the long and short listing of the applicants.
5. At the time of short listing which was done on the 8<sup>th</sup> October 2013, the UNEB Board's term had expired on the 2<sup>nd</sup> August 2013

and a new board was not inaugurated till 30<sup>th</sup> October 2013. The relevant Appointments and Disciplinary Committee of the Board that was supposed to handle the recruitment process was only appointed on the 23<sup>rd</sup> December 2013. This means that short listing was done without approval of the Board or its relevant Committee.

6. Mr. Mandy directed the Head of the Human Resource – UNEB to forward to his home/private office all the applications received. When he received them Mr. Mandy would ring and arrange for meetings with the different applicants in which he would offer deals ranging from job offers at a fee to lucrative procurement deals. He would then ask them to fuel his car and also “quench” his thirst among other requests so that their documents are not stolen from him.
7. During the period when the mandate of the old Board’s Appointment and Disciplinary Committee had expired and the new Board was yet to meet and constitute a new Committee as provided for in the UNEB Act, Mr. Mandy irregularly recruited and formed an irregular Committee outside the UNEB Appointments and Disciplinary Committee. This irregular Committee comprised of Mr. Mandy, personally, Mr. Arinaitwe John and two strangers namely Mr. Balyogera P and Mr. Nsumba Lyazi. He smuggled strangers into an activity facilitated by the Board without authority and irregularly as there is no provision with the Act that enables a Board member to be represented in a Board session or activity by a non member.
8. Even though this irregular Committee was neither a Sub-Committee nor a Sector Committee of the Board, the Secretariat was cajoled into facilitating the same even when such a committee could not function on behalf of the Board in any legally acceptable way.
9. The two member Committee with its incorporated strangers, converged on the 8<sup>th</sup> November 2013 for 45 minutes, to shortlist candidates for the post of Executive Secretary under the Chairmanship of Mr. Mandy who also happened to be its Secretary. Funds in millions of shillings were requisitioned to facilitate this committee as each was paid Shs. 380,000/= and Shs. 320,000 for 45 minutes of no work done.

10. Another meeting was held on the 28<sup>th</sup> November 2013 to do the same work which had already been done on the 8<sup>th</sup> November 2013 and again more funds were requisitioned and paid to Mr. Mandy and members of this irregular Committee which was illegal because by then there were no Board Committees properly constituted.
11. The three persons Mr. Mandy sat with to shortlist the candidates had been solely picked by him in November 2013 without consulting the Board and a meeting of the Board was only called on 23<sup>rd</sup> December 2013 for him to dictate to the members to endorse his selection.
12. Mr. Mandy personally set the test that was to be done during interviews and this may have been manipulated by him to favour his preferred candidate; he may have leaked the test to some candidates prior to the interview. Further the quality, validity and reliability of the questions is questionable and should be investigated.
13. Owing to Mr. Mandy's bias against UNEB staff none of the existing staff were shortlisted.
14. Mr. Mandy forcefully imposed himself on the Committee retrospectively appointed by the Board to conduct interviews even when the UNEB Act clearly excluded him from such a Committee.
15. Mr. Mandy's bias towards his favoured candidate is revealed in the marks he awarded to applicants he saw had a threat, particularly Prof. Ntaayi and Dr. Nkaada, who he awarded low marks while giving high marks to his favoured candidate, Mr. Ntaangare, whom he awarded 90% compared to other panelists who averagely awarded him 60% and 70%, thereby giving him unfair advantage over the other applicants.
16. Even before interviews could be conducted, Mr. Mandy in an email sent to [permasec@education.go.ug](mailto:permasec@education.go.ug) on November 19<sup>th</sup> 2013 at 8.38am tried to influence the process by requesting the Ministry of Education and Sports and hence Government to officially back and recommend a particular candidate, Ms. Kedrace Turyagenda against all the others.

17. Fearing that the recruitment process would be queried, on the 10<sup>th</sup> January 2014, Mr. Mandy hurriedly disclosed to the press that Mr. Ntaangare was the person to replace Mr. Mathew Bukenya as Executive Secretary yet he knew the Board's decision had to first be ratified by the Minister of Education in accordance with Section 11 (1) of the UNEB Act.

Investigations into these allegations have commenced and in that regard, Article 230 (2) of the Constitution of the Republic of Uganda and Section 14 (6) of the Inspectorate of Government Act provide that,

***“The Inspector General of Government may, during the course of his or her duties, or as a consequence of his or her findings, make such orders and give such directions as are necessary and appropriate in the circumstances”***

You are therefore hereby directed to halt the recruitment process for the post of Executive Secretary, Uganda National Examinations Board until our investigations into the allegations above have concluded or until further orders from this office.



Irene Mulyagonja Kakooza

**INSPECTOR GENERAL OF GOVERNMENT**

- cc. Permanent Secretary, Ministry of Education
- cc. Chairman, Uganda National Examinations Board
- cc. Secretary, Uganda National Examinations Board