



**ALLEGED ABUSE OF OFFICE AND CAUSING FINANCIAL LOSS BY DR. SEGUYA, EXECUTIVE DIRECTOR AND THE IRREGULAR RECRUITMENT OF THE DIRECTOR OF FINANCE AND ADMINISTRATION AT UGANDA WILDLIFE AUTHORITY (UWA)**

8<sup>th</sup> July 2015

The Inspectorate of Government received a complaint with allegations against Dr. Andrew Seguya, Executive Director of UWA(ED) that;

- a) The ED authorized procurement of two ferry engines at an inflated price of £ 200,000 without the approval of the Board and Solicitor General. Besides the transaction lacked payment vouchers and a contract with the supplier;
- b) The ED is related to his Executive Assistant by marriage. That she neither possesses the requisite academic qualifications nor sat for interviews for the position she holds;
- c) The Executive Director, Director Tourism, Partnership Coordinator, Procurement Manager and Marketing Manager do not have their personal information on company files. That it is likely they are not qualified for their respective posts;
- d) The ED procured a firm to provide a cashless payment system which was rejected by the contracts committee on grounds of not being registered in Mauritius. That the company was not VAT registered, lacked books of accounts and addresses of Directors. The company has already been paid \$ 500,000 of donor money.
- e) The ED pays himself allowance meant for his guards and uses rangers to escort him instead. Also the money for the Health Club at Serena Hotel is paid to his salary account.

- f) The ED flies first class for which he is not entitled. That UWA has lost over US\$ 450,000 in his globetrotting.
- g) The ED influenced the award of a contract to M/s Shell Uganda for three years against Solicitor General's advice of one year. Ultimately M/s Shell closed business and the company is likely to lose UGX 4 BN.
- h) The ED allocates himself unclear allowances of US\$ 1,000 each time he goes on a foreign trip.
- i) UWA houses a CITI Bank branch which is a not recognized and unlicensed;
- j) While an additional Management Accountant was recruited at UWA, the substantive one was transferred upcountry but without clear line of reporting;
- k) The Director Finance and Administration was recruited without following the qualifications in advertisement

1.2 The Director Finance and Administration was recruited without following the qualifications in the advert.

Our investigations established that:

- 1) UWA procured two ferry engines in the FY 2012/2013 from M/s Sky Marines (Hydro Master) Ltd at a cost of £197,400 and not £ 200,000 as alleged. These engines were received by UWA on 03/12/2013. This procurement was carried out in compliance with the PPDA regulations and approved by the Solicitor General.
- 2) There was no evidence that Dr. Seguya was related to Ms Barbra Ndagire Mugisha. Indeed Ms Mugisha did not have the required experience of at least 05 years as an Executive Assistant in a similar appointment. Nonetheless she was shortlisted and later recruited on the basis of her training background in environmental protection.
- 3) Contrary to the allegation raised, personal information of the Director Tourism, Partnership Coordinator, Procurement Manager and Marketing Manager was on their files at UWA. The officers had the

requisite qualifications which tallied with job requirements as advertised.

- 4) M/s Expand Technologies was procured to provide a cashless revenue collection management system to UWA by USAID and not Dr. Seguya as alleged. In addition to funding the project, USAID also procured the service provider and not UWA though the later had initiated the procurement process.
- 5) According to the employment contract, the ED is entitled to Fitness and recreational club membership to leisure activities. UWA has paid M/s Uganda Golf Club for these services. There was no evidence to suggest that funds meant for this benefit were paid to his personal account.
- 6) Dr. Seguya was entitled to two security guards for his residence (one for day and one for night) according to his employment contract with UWA. Though there were retrospective approvals by the Board of Trustees to allow the ED receive a security allowance and to source for his own security, the ED's employment contract was never amended to reflect that new position.
- 7) It is not true that UWA is running a non recognized and non licensed bank branch (Citibank) at UWA's offices. Citibank is an approved banker of UWA since 2001 and the teller implant was set up as an extension of services at UWA to prevent risks associated with bulk movement of money. Besides, this extension of services did not involve any financial cost to UWA.
- 8) Records show that during FY 2013/2014, the ED took eight (8) trips at the cost of approximately US\$ 50,000 and not US\$ 450,000 as alleged. Foreign trips by the ED and entertainment allowance of US\$ 1,000 are allowable in the Human Resource Manual and ED's contract both of which were sanctioned by the BoT. There was no loss of US\$ 450,000 in the foreign travels of the ED as alleged.
- 9) Procurement procedures were followed in concluding a 2 year contract with M/s VIVO Energy (U) Ltd, the successor to M/s Shell (U) Ltd on 06/01/2014 for supply of fuel, oils and lubricants. Contrary to the allegations, it was the contracts committee that awarded this contract to M/s VIVO Energy (U) Ltd not Dr. Seguya.

- 10) Mr. Musisi Yunis (Management Accountant) was redeployed to MECA with clear channels of reporting while Mr. Iga Edward (Senior Warden Accounts) took over his duties. This was an ordinary administrative decision that did not in any way involve recruitment of another Management Accountant as alleged.
- 11) The allegation of irregular recruitment of the Director Finance & Administration was previously determined by this office that Ms. Ssenoga was rightfully appointed.

It is therefore recommended that ED's benefit of security should revert to actual guards unless the contract is adjusted. In the wake of terrorism threats and related incidents, it is not logical for a public official of his status to manage his own security.