**KYAMBOGO UNIVERSITY STAFF PETITION TO CHAIRPERSON UNIVERSITY GOVERNING COUNCIL OVER VALIDATION/VERIFICATION**

**Re: The Secretary** **,Kyambogo University Governing Council**

**PETITION:**

1. We the humble petitioners are adult Ugandans with sound minds and are Kyambogo university employees.
2. We the petitioners are adult Ugandans of sound minds and whose address for the purpose of this petition is Kyambogo University, Kampala-Uganda.
3. The humble petitioners state that they were integrated into Kyambogo University service by public service, a **neutral and competent body**.
4. The petitioners state that the integration was done after a validation in 2006 after which integration letters were issued to each staff members to appoint them into Kyambogo University service.
5. The petitioners state that a general verification was then carried out by Public Service Commission in the year 2014 where all employees were then given Government Employee cards indicating the **IPPS** numbers for each staff member.
6. The humble petitioners state that around January 2022, the vice chancellor came up with a call for validation which had no legal backing, allegedly for accountability purposes.
7. The humble petitioners who are employees of the university on permanent terms are now being subjected to forceful interviews by their fellow staffs that are handpicked by the vice chancellor (Proff. Eli Katunguka) to accomplish his hidden mission.
8. The petitioners state that, the exercise if allowed to proceed will affect their retirement benefits.
9. The petitioners state that the alleged new **structure** which, the **Restructuring Implementation Committee(RIC**) , headed by Professor Eli Katuguka , claim, they want to integrate people into, has never been brought to the staff members knowledge, not even through theeir staff representatives.
10. The petitioners state that throughout the time when professor Eli Katuguka has been the Vice Chancellor of Kyambogo University ,a lot of mess has been going on which hurts the staffs :-
    1. Top management of kyambogo University have been making decisions without looking at policy documents such as Human resource Manual, Public and other tertiary institution act and Public Service standing order , instead their decisions only fitted their intentions without legal backing.
    2. There are positions in the University employment structure which have many scales created by people in top management to fit their purpose, and they choose who to fit where without following the expected law.
    3. Some positions created by top management do not exist in the Kyambogo University Human Resource Manual and they employ people in these positions the way they want without following the legal procedures.
11. We the humble petitioners state that Validation without hidden motives is done to all staff members by an **independent body**, and that we do not see any chance where some of the staff members who have been handpicked by the Vice Chancellor (Professor Eli Katunguka) and being used to validate/verify other staff will ever be validated, including even the Vice Chancellor himself.
12. The humble petitioners state that some staff members in top management have already been given an illegal **automatic renewal** of their appointments, there is nothing like validating them.
13. The petitioners state that even some people in top management who are too old to be in public office ( above 65 years old) are now having high hopes of retaining their jobs in the University because there is chance of the illegal **AUTOMATIC RENEWAL OF** their **APPOINTMENTS** opened for them**.**
14. The humble petitioners state that, throughout the time of **Professor Eli Katunguka’s** stay in office as the substantive Vice Chancellor of Kyambogo University, he assumed the responsibilities of appointments board of recruitment and promotion of staffs into Kyambogo University service without power.
15. The petitioners state that Professor Eli Katuguka has recruited over one thousand people into Kyambogo University Service without appointments board, and after recruiting his people, he sends the lists to the appointments board for ratification.
16. The petition is supported by the signatures of staff members from various departments and sections of the University, the list her attached.
17. Wherefore, the petitioners pray that your esteemed office:-
18. Intervene and find out the legality of the exercise of Validation/Verification and also check the actions of the Officers in top management and their respective roles.
19. Stop the process of forceful interviews of staff in the same positions they are already holding.
20. Pronounce its stand and guide on the likely outcome of the exercise in time.

Signed……………………………………….

Dated this…………day of February 2022.

CC: Director Human Resource Office

Ministry of Gender, Labour and Social Development

Chief University Librarian

Chief Security Officer

Estates Engineer

Dean of Students

NUEI Kyambogo University branch

NUEI Headquarters

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