



EDUCATION SERVICE COMMISSION

ISSUES PAPER

ON

**RECRUITMENT OF PERSONNEL IN THE
NINETY-ONE (91) SEED SECONDARY
SCHOOLS, BUILT UNDER THE UGANDA
INTERGOVERNMENT FISCAL TRANSFER
PROGRAM (UGIFT) PHASE II**

04TH FEBRUARY 2025

1.0 INTRODUCTION

The Education Service Commission (ESC) has, since 2010 received declarations for vacancies existing in Seed, and Government Grant-aided Secondary Schools.

These vacancies cover both teaching and non-teaching staff, whose total numbers per school always vary, perhaps because of the available wage bill, or category of schools.

As per the end of 2024, the total number of Seed, and Government Grant-aided Secondary Schools in which vacancies have been declared to the ESC, is five hundred and seventy-three (573); these include technical institutes (**Annex I**).

The summary of declared Schools/Institutes is given below: -

YEAR*	NUMBER OF SCHOOL/INSTITUTION
2010	30
2011	67
2012	10
2015	62
2016	26
2017	98
2019	63
2021	80
2024 – (Grant Aided Secondary Schools)	46
2024 – (Seed Secondary Schools)	91
Total	573

- There were no declaration of vacancies in some years or the recruitment processes crossed to subsequent years.

2.0 OWNERSHIP OF THE DECLARED SEED SECONDARY SCHOOLS/TECHNICAL INSTITUTES

- 2.1 Previously, majority of the declared Schools/ Technical Institutes were classified as Government grant-aided Seed Schools or Technical Institutes, with existing Staffs and students.
- 2.2 The 91 Seed Schools were all constructed, under the World Bank funding (UGIFT Program) which started in 2018.
- 2.3 Some stakeholders believe that when Government builds a Seed School in an area, any existing or initiated community school in the neighbourhood can take over the new Seed School.
- 2.4 In some instances, the Community Schools are created after announcing the creation of a Seed School and are located in close proximity to the Seed Schools being constructed.
- 2.5 There are claims that some teachers in Seed Schools, contributed money to buy land or offered land, for the construction of some Seed Schools. However, the Commission has not gotten any evidence on the above claims

His Excellency the President, through his letter of 4th October 2022, guided on this matter of individuals contributing to the construction of Seed Schools. **(letter attached)**.

- 2.6 The ESC considers the 91 Seed Secondary Schools as public education institutions or Government founded institutions, as per Education Act 2008, Cap 247 (Part II Section 7) relating to the categories of Education Institutions. There was no classification of Schools as Operational Seed School.

Furthermore, recruitment into Service follows the provisions of the Uganda Public Service Standing Orders, 2021.

3.0 CHALLENGES OF RECRUITMENT FOR SEED SCHOOLS

- 3.1 For Schools that were submitted as Government-grant-aided schools, the ESC could interview the sitting staff. This approach has always caused a lot of conflicts, because different groups of teachers claimed to be the real sitting teachers.
- 3.2 Some of the teachers claim to have been replaced by new groups, after the offer of Grant-aiding of the school by Government. In extreme situations, the ESC teams have been forced to abandon interviews, until groups are reconciled by area Members of Parliament and local leaders. In these situations, some teachers allege that many of them pay money to be included on the list of sitting teachers. It is claimed that the paid money is to facilitate members of the ESC which is

4.0 PUBLIC APPEALS

The ESC has received appeals from the public and individual teachers about this recruitment.

Individual teachers have sent their appeals through on-line platforms.

These appeals are on the method to use in recruitment of staff for the ninety-one (91) Seed Secondary Schools.

4.1. Appeals supporting appointment of sitting staff, give some reasons as:

- 4.1.1 Schools were started as community initiatives, through land donations.
- 4.1.2 There are sitting teachers who have volunteered for long in these schools.
- 4.1.3 Some schools were approved and supported by the Ministry of Education & Sports to start, take up learners, and teach.
- 4.1.5 Schools already have established mechanisms with UNEB and submit students' continuous assessment marks to UNEB.

4.2 Appeals against appointment of sitting teachers, give reason as: -

- 4.2.1 Non-authentic/non-approved lists of sitting teachers were submitted to the Ministry of Education & Sports.

not true because all services rendered by the Commission is free of charge.

There are claims in the Public that some of the sitting Head teachers and Ministry staff act as agents for soliciting funds from teachers, "for big people".

- 3.3 Submitted lists of sitting teachers are often contested by main stakeholders e.g. Chief Administrative Officers, sitting teachers, District Executive Committees, District Education Officers, and Community Members.
- 3.4 There are many instances where appointed sitting staffs end up abandoning schools after appointments.
- 3.5 Corruption in the sourcing processes of sitting teachers, has been reported. In some instances, some staff are made teaching and non teaching staff yet they don't qualify.
- 3.6 Some staff claimed to be excluded from the list of the sitting staff due to failure to raise the required funds by the Headteachers/Boards of Governors of the community schools
- 3.7 Some staff in these Seed Schools are already deleted from Government payroll due to forgery of appointment, posting or transfer letters and other disciplinary cases. They end up running to Seed Schools.

There are some community schools which are adjacent to the new Seed Schools which want to take over the Seed Schools.

5.3 There are some schools which are alleged to have enrolled learners.

5.4 Government grant-aiding community schools, and naming them as Seed Schools has not been accepted by some stakeholders.

6.0 WAY FORWARD

6.1 An open and transparent recruitment method allows all eligible Ugandans including sitting staff to compete for the available job slots. This is intended to protect teachers and non-teaching staff and further more, this is a standard for recruitment in public service.

26.2 Compensation of those who offered land and other resources should be considered in line with the President's guidance of 4th October 2022.

6.3 Government should maintain standard job descriptions and person specifications as per the Schemes of Service and Public Service Standing Orders. This will ensure a unified Education Service.

6.4 All appointed personnels in the Education Service should be those who are qualified and transferable to any Government schools.

H/m →
Qualification Master / Instead First Degree should
consider must be
done at the site

→ Some of these schools are foundation
body where by you have to a certain
denomination to be kind.

- 4.2.2 Some Schemers started community schools adjacent to the Seed Schools and are pushing hard to take over the Seed Schools.
- 4.2.3 Colossal sums of money have been paid by teachers who are bidding to get employed in these Seed Schools (**Attached communication**).
- 4.2.4 The presence of nepotism in sourcing sitting teachers and non-teaching staffs.
- 4.2.5 Lack of open opportunity for many qualified Ugandans to serve as volunteers in these Seed Schools.
- 4.2.6 The possibility that many volunteers do not possess the required qualifications and experiences.
- 4.2.7 Some volunteers are already public servants, who are scheming for early and quick promotions. For example two private schools staff are claiming one government school, some staff are submitted as sitting staff in multiple schools.

5.0 CRITICAL ISSUES

- 5.1 There is alleged rampant corruption in sourcing and developing of sitting teachers and non-teaching staff needs to be addressed.
- 5.2 There is contested ownership of some seed schools which are supposed to be fully owned by government.