

Jobs, salaries spark off wrangle at KCCA

Contention. Elected leaders argue salaries and recruitment must be streamlined to get better services.

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Meeting. A KCCA council session chaired by Lord Mayor Erias Lukwago recently. FILE PHOTO

The battle to streamline governance of Kampala Capital City Authority (KCCA) for better services has kicked up a storm, exposing the institution's failure to plug the broken relationship between its technocrats and politicians.

At the centre of the wrangle is the issue of salaries and recruitment, which the elected leaders argue must be streamlined to get better services.

The dispute was triggered by a Cabinet resolution last month to enhance salaries of all elected leaders in Kampala with effect from the next financial year 2018/19.

The enhanced structure indicates the Lord Mayor will now earn a basic monthly salary of Shs22.54m up from Shs18.78m while the deputy Lord Mayor will earn a basic salary of Shs16.36m, up from Shs13.64m.

Division mayors will now earn Shs13.26m, up from Shs11.05m while deputy division mayors will now earn Shs10.16m, up from Shs8.47m.

KCCA councillors at City Hall will now earn Shs5.12m, up from Shs4.45m while division councillors will earn Shs4.03m, up from Shs3.5m.

But soon after the enhancement, city leaders headed by Lord Mayor Erias Lukwago demanded the tabling of an entire salary structure of KCCA for both its elected leaders and technical staff.

They wanted to know what the institution spends on its human resource for better budget allocation.

"I am not fighting for salaries but I request that a comprehensive structure of the institution be tabled before this council so that it can inform our planning as an institution. We would also like to know the hierarchy of leadership in this institution," Mr Lukwago said during council sitting this week.

Mr Lukwago was also shocked to learn that he had been placed fourth in hierarchy on KCCA's website while Kampala minister Beti Kamya had been placed top as the political head of Kampala.

However, Section 11 of the KCCA Act, 2010, states that the Lord Mayor is the political head of the city while the minister's powers are stipulated in Section 79, which among others, empowers her to give directives on policy.

But Mr Samuel Serunkuuma, the KCCA deputy executive director, said he has no powers to submit salaries of employees before the council.

"I can only do that after getting approval from the appointing authorities and that is the President and the Public Service Commission," he said.

Councillors dismissed Mr Serunkuuma's argument.

Musisi's letter

"Our focus is to harmonise the corporate governance of the institution and being resource managers, we would want to know how much we spend on our human resource and also look at the accountability of our staff," Mr Kennedy Okello, the Nakawa councillor, said.

On May 2018, Ms Jennifer Musisi, the KCCA executive director, wrote to Mr Lukwago asking him to back off from the operations of KCCA technical staff.

"...the technical team are highly qualified professional leaders in their various areas and have reputations to protect within and outside KCCA. We will, therefore, do everything, including taking legal action necessary, to protect our professional standing," Ms

Musisi wrote.

But Mr Lukwago insists the technical staff must be answerable to the Authority.

Whereas salaries of elected leaders are determined by the minister in consultation with the Finance ministry, the salaries of the technical staff are determined by the Public Service ministry. Salaries of the elected leaders are got from the non-tax revenue (NTR) while that of the technical staff is got from both NTR and the government's Consolidated Fund.

The executive director, deputy executive director, and directors, are permanent staff but on a three-year open-ended contract and they are appointed by the President while other employees are appointed by Public Service ministry, and are pensionable.

While appearing before KCCA's accounting body recently, Ms Musisi revealed that of the 1,133 current staff at KCCA, only 391 are permanent. The temporary staff, she said, are recruited by KCCA.

But the councillors questioned the appointment, saying KCCA has no powers to recruit employees.

Previously, there have been queries against KCCA's recruitment and the 'exorbitant salaries' paid to employees.

Some of the councillors argue that whereas technical staff are paid 'exorbitant salaries, the services in the city are still lacking and don't show any value for money, a claim KCCA dismisses. *Sunday Monitor* has seen a copy of the KCCA salary structure, which was approved by Public Service ministry in 2011.

2011 KCCA SALARY STRUCTURE

Technical staff wing	Salary
Executive Director	Shs36,000,000
Deputy Executive Director	Shs27,000,000
Director	Shs22,000,000
Deputy Director	Shs18,000,000
Manager	Shs11,048,326
Supervisor	Shs7,534,416
Officer	Shs3,767,050
Assistant officer	Shs2,000,000
Support staff	Shs1,132,944
Law Enforcement Officer	Shs550,000
Political wing	Salary
Lord Mayor	Shs18,780,555
Deputy Lord Mayor	Shs13,637,222
Division Mayor	Shs11,048,326
Deputy Division Mayor	Shs8,465,000
KCCA Councillors	Shs4,450,000
Division Councillors	Shs3,500,000

RAMADHAN TIPS>

Satan is imprisoned during Ramadan

The Holy month of Ramadan is such a priceless gift from Allah; it's the only period in the 365 days of the year when the devil (Satan) is chained to give fasting Muslims a chance to rectify their misdeeds.

During this holy month, Allah unlocks paradise gates. Allah wishes Muslims to reap massively

and that is why He orders the immediate imprisonment of the devil. So every Muslim is reminded to worship Allah at all times and assist the needy.

During the holy month of Ramadan, one should worship Allah even more and repent. A believer is encouraged to pray as much as he can during this Holy month. Subh, Zuhri, Aswir, Magarib and Ishah

make up the five obligatory daily prayers in the life of a Muslim. This is a strong pillar in Islam and every Muslim is asked to take it seriously. Fasting without performing daily prayers is a waste of time. The Koran says Muslims who fast and fulfil all the obligations of Ramadan are assured of paradise.

By Al-Mahdi Ssenkibirwa

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