



THE REPUBLIC OF UGANDA

Registered at the
General Post Office for
transmission within
East Africa as a
Newspaper

The DEVELOPMENT
REFERENCE LIBRARY



THE REPUBLIC OF UGANDA

Published
by
Authority

Uganda Gazette

Vol. CI No. 36

11th July, 2008

Price: Shs. 1000

CONTENTS	PAGE
The Advocates Act—Notices	297
The Local Government (Rating) Act—Notice ...	297
The Mining Act—Notices	297-298
The Trademarks Act—Registration of Applications	298-305
Advertisements	305-308

Act SUPPLEMENTS

- No. 9—The Public Service Act, 2008.
No. 10—The Public Service (Negotiating, Consultative and Disputes Settlement Machinery) Act, 2008.
No. 11—The Public Service Commission Act, 2008.

General Notice No. 362 of 2008.

THE ADVOCATES ACT. NOTICE.

APPLICATION FOR A CERTIFICATE OF ELIGIBILITY.

IT IS HEREBY NOTIFIED that an application has been presented to the Law Council by Bernard M. Katureebe who is stated to be a holder of Bachelor of Laws Degree of University of Wales, Cardiff having been awarded a Degree on the 28th day of September, 2001 and to have been awarded a Diploma in Legal Practice by the University of Wales, Cardiff in June 2002 for the issue of a Certificate of Eligibility for entry of his name on the Roll of Advocates for Uganda.

Kampala,
9th July, 2008.

HELLEN OBURA,
Acting Secretary, Law Council.

General Notice No. 363 of 2008.

THE ADVOCATES ACT. NOTICE.

APPLICATION FOR A CERTIFICATE OF ELIGIBILITY.

IT IS HEREBY NOTIFIED that an application has been presented to the Law Council by Odama Henry who is stated to be a holder of Bachelor of Laws Degree of Makerere University having been awarded a Degree on the 22nd day of October, 2004 and to have been awarded a Diploma in Legal Practice by the Law Development Centre on the 18th day of April, 2008 for the issue of a Certificate of Eligibility for entry of his name on the Roll of Advocates for Uganda.

Kampala,
9th July, 2008.

HELLEN OBURA,
Acting Secretary, Law Council.

General Notice No. 364 of 2008.

THE ADVOCATES ACT. NOTICE.

APPLICATION FOR A CERTIFICATE OF ELIGIBILITY.

IT IS HEREBY NOTIFIED that an application has been presented to the Law Council by Lutunda Ronald Jackson who is stated to be a holder of Bachelor of Laws Degree of Makerere University having been awarded a Degree on the 27th day of October, 2005 and to have been awarded a Diploma in Legal Practice by the Law Development Centre on the 18th day of April, 2008 for the issue of a Certificate of Eligibility for entry of his name on the Roll of Advocates for Uganda.

Kampala,
8th July, 2008.

HELLEN OBURA,
Acting Secretary, Law Council.

General Notice No. 365 of 2008.

THE LOCAL GOVERNMENTS (RATING) ACT, 2005. LUGAZI TOWN COUNCIL NOTICE OF RATE.

(Under Section 3(2) of the Local Governments (Rating) Act, 2005)

At its council meeting sitting on 29th May, 2008 at Norah Complex Hall under Min. No. 20.31 Property Rates were revised effective from 1st July, 2008 as follows:

- Industrial and Institutional properties revised to 12%
- Commercial maintained at 5%.

Dated this 30th day of June, 2008.

MUSISI JOEL,
Town Clerk, Lugazi Town Council.

General Notice No. 366 of 2008.

THE MINING ACT, 2003 (The Mining Regulations, 2004)

NOTICE OF GRANT OF EXPLORATION LICENCES.

IT IS HEREBY NOTIFIED that Exploration Licences, Number EL. 0309 and 0328 registered as Number 000425 and 000426 respectively have been granted in accordance with the provisions of Section 27 and Section 29 to M/s. African Mineral Fields Ltd. of P.O. Box 701, Entebbe for a period of three (3) years effective from 30th June, 2008.

The Exploration Areas subject to the Exploration Licences are 485km² and 23.28km² and are on Topography Map, Sheet Numbers 51/2; 51/4 and 85/3 respectively and are situated in Kamuli and Ntungamo Districts respectively.

Dated at Entebbe this 30th day of June, 2008.

JOSHUA T. TUHUMWIRE,
*Commissioner for Geological Survey
and Mines Department.*

General Notice No. 367 of 2008.

THE MINING ACT, 2003 (The Mining Regulations, 2004)

NOTICE OF RENEWAL OF AN EXPLORATION LICENCE.

IT IS HEREBY NOTIFIED that renewal of Exploration Licence, Number EL. 0020 registered as Number 000420 has been granted in accordance with the provisions of Section 30 to M/s. African Mineral Fields Ltd. of P.O. Box 701, Entebbe for a period of two (2) years effective from 22nd April, 2008. The Exploration Area subject to the Exploration Licence is 128.52 km² and is on Topography Map, Sheet Number 71/2 situated in Mukono District.

Dated at Entebbe this 16th day of June, 2008.

C. B. WANDERA,
*for Commissioner for Geological Survey
and Mines Department.*

General Notice No. 368 of 2008.

THE MINING ACT, 2003
(The Mining Regulations, 2004)

NOTICE OF RENEWAL OF AN EXPLORATION LICENCE.

IT IS HEREBY NOTIFIED that renewal of Exploration Licence, Number EL. 0023 registered as Number 000433 has been granted in accordance with the provisions of Section 30 to M/s. African Mineral Fields Ltd. of P.O. Box 701, Entebbe for a period of two (2) years effective from 22nd April, 2008.

The Exploration Area subject to the Exploration Licence is 9.5km², and is on Topography Map, Sheet Number 85/1 situated in Bushenyi District.

Dated at Entebbe this 1st day of July, 2008.

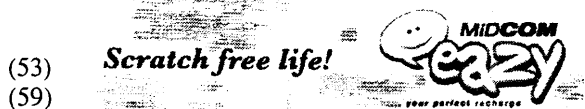
CHRIS RUDIGIZAH,
for Commissioner for Geological Survey
and Mines Department.

General Notice No. 369 of 2008.

THE TRADE MARKS ACT.
(Cap. 83).
NOTICE.

NOTICE IS HEREBY GIVEN that any person who has grounds to oppose the registration of any of the marks advertised herein may within sixty days from the date of this *Gazette*, lodge a Notice of opposition on Trade Mark Form No. 6 together with a fee of Shs. 4000 in case of National applicants or US\$ 250 in case of Foreign applicants. The period of lodging Notice of opposition may be extended in suitable cases by the Registrar as he thinks fit upon such terms as he may direct. Formal opposition should not be lodged until after reasonable notice has been given by letter to the applicant so that he may have an opportunity to withdraw his application before the expense of opposition proceedings is incurred. Failure to give such notice will be taken into account in considering any application by the opponent for an order for costs if the opposition is uncontested by the applicant. Representations of the marks herein advertised can be inspected at the office of the Registrar of Trade Marks, Amamu House, Plot No. 5B George Street, P.O. Box 6848, Kampala.

- (21) APPLICATION NO. 31088 IN PART "A".
(52) Class 9.
(54)



- (53) *Scratch free life!*
(59) MIDCOM
(64) your perfect recharge
(57) *Nature of goods*— All goods included in Class 9.
(73) *Name of applicant*— Eazy Charge Limited.
(77) *Address*— P.O. Box 7420, Kampala.
(74)
(22) *Date of filing application*— 5th June, 2008.

- (21) APPLICATION NO. 31024 IN PART "A".
(52) Class 9.
(54)



- (53)
(59)
(64)
(57) *Nature of goods*— All goods included in Class 9.
(73) *Name of applicant*— Eazy Charge Limited.

(77) *Address*— P.O. Box 7420, Kampala.

(74)
(22) *Date of filing application*— 14th May, 2008.

(21) APPLICATION NO. 31069 IN PART "A".
(52) Class 09.
(54)



- (53)
(59)
(64)
(57) *Nature of goods*— Computer software that allows merchant banks to accept payment for goods and services by check, credit, debit or stored value card over a global computer network; combination electronic terminal, printer, check reader, card reader and payment transaction storage device for use in the approval and processing of check, credit, debit and stored value card payments; computer hardware, namely, terminals, printers, signature capture devices, check readers, PIN pads, contactless readers, cellular wireless computer terminals for use in connection with check, credit card, debit card and stored value card transactions, transaction authorizations and payment processing services.

(73) *Name of applicant*— First Data Corporation, Inc., A Delaware Corporation.

(77) *Address*— 6200, South Quebec Street, Greenwood Village, Colorado 80111, United States of America.

(74) C/o Masembe, Makubuya, Adriko, Karugaba & Ssekatawa (MMAKS) Advocates, 3rd Floor Diamond Trust Building, P.O. Box 7166, Kampala.

(22) *Date of filing application*— 26th May, 2008.

(21) APPLICATION NO. 31077 IN PART "A".
(52) Class 21.
(54)



- (53)
(59)
(64)
(57) *Nature of goods*— Brushes (except paint brushes); brush-making materials; articles for cleaning purposes.

(73) *Name of applicant*— Anchor Health & Beauty Care Private Limited, an Indian Company.

(77) *Address*— Marathon Nextgen, "Innova" 201 "C" Wing, Off Ganpatrao KADAM Marg, Lower Parel (West), Mumbai 400 103, India.

(74) C/o Masembe, Makubuya, Adriko, Karugaba & Ssekatawa (MMAKS) Advocates, 3rd Floor Diamond Trust Building, P.O. Box 7166, Kampala.

(22) *Date of filing application*— 2nd June, 2008.

(21) APPLICATION NO. 31084 IN PART "A".
(52) Class 05.
(54)

HERCEPTIN

- (53)
(59)
(64)

- (57) *Nature of goods*— Pharmaceutical preparations for the treatment of Cancer.
- (73) *Name of applicant*— Genentech, Inc., A Delaware Corporation.
- (77) *Address*— 1, DNA Way, South San Francisco, California 94080-4990, United States of America.
- (74) C/o Masembe, Makubuya, Adriko, Karugaba & Ssekatawa (MMAKS) Advocates, 3rd Floor Diamond Trust Building, P.O. Box 7166, Kampala.
- (22) *Date of filing application*— 4th June, 2008.

(21) APPLICATION NO. 31080 IN PART "A".
 (52) Class 05.
 (54)



- (53)
 (59)
 (64)
 (57) *Nature of goods*— Pharmaceutical and veterinary preparations; sanitary preparations for medical purposes; dietetic substances adapted for medical use, food for babies; plasters, materials for dressings; material for stopping teeth, dental wax; disinfectants; preparations for destroying vermin; fungicides, herbicides.
- (73) *Name of applicant*— Rotam Limited, a Hong Kong Company.
- (77) *Address*— 7th Floor-Cheung Tat Centre, No. 18, Cheung Street, Chaiwan, The Hong Kong Special Administrative Region of the People's Republic of China.
- (74) C/o Masembe, Makubuya, Adriko, Karugaba & Ssekatawa (MMAKS) Advocates, 3rd Floor Diamond Trust Building, P.O. Box 7166, Kampala.
- (22) *Date of filing application*— 2nd June, 2008.

(21) APPLICATION NO. 31079 IN PART "A".
 (52) Class 01.
 (54)



- (53)
 (59)
 (64)
 (57) *Nature of goods*— Chemicals used in agriculture, horticulture and forestry; manures.
- (73) *Name of applicant*— Rotam Limited, A Hong Kong Company.
- (77) *Address*— 7th Floor-Cheung Tat Centre, No. 18, Cheung Street, Chaiwan, The Hong Kong Special Administrative Region of the People's Republic of China.
- (74) C/o Masembe, Makubuya, Adriko, Karugaba & Ssekatawa (MMAKS) Advocates, 3rd Floor Diamond Trust Building, P.O. Box 7166, Kampala.
- (22) *Date of filing application*— 2nd June, 2008.

(21) APPLICATION NO. 31078 IN PART "A".
 (52) Class 05.
 (54)

CLICK PLUS +

(53)

- (59)
 (64)
 (57) *Nature of goods*— Insecticides, herbicides, fungicides, parasiticides, preparations for destroying vermin.
- (73) *Name of applicant*— Rotam Limited, a Hong Kong Company.
- (77) *Address*— 7th Floor-Cheung Tat Centre, No. 18, Cheung Street, Chaiwan, The Hong Kong Special Administrative Region of the People's Republic of China.
- (74) C/o Masembe, Makubuya, Adriko, Karugaba & Ssekatawa (MMAKS) Advocates, 3rd Floor Diamond Trust Building, P.O. Box 7166, Kampala.
- (22) *Date of filing application*— 2nd June, 2008.

(21) APPLICATION NO. 31068 IN PART "A".
 (52) Class 16.
 (54)



- (53)
 (59)
 (64)
 (57) *Nature of goods*— Newsletters for credit, debit and stored value card acceptance and payment processing programs, services and products.
- (73) *Name of applicant*— First Data Corporation, Inc., a Delaware Corporation.
- (77) *Address*— 6200, South Quebec Street, Greenwood Village, Colorado 80111, United States of America.
- (74) C/o Masembe, Makubuya, Adriko, Karugaba & Ssekatawa (MMAKS) Advocates, 3rd Floor Diamond Trust Building, P.O. Box 7166, Kampala.
- (22) *Date of filing application*— 26th May, 2008.

(21) APPLICATION NO. 31212 IN PART "A".
 (52) Class 16.
 (54)



**Housing
 Finance
 Bank**

- (53)
 (59)
 (64)
 (57) *Nature of goods*— All goods included in Class 16.
- (73) *Name of applicant*— Housing Finance Bank Ltd.
- (77) *Address*— P.O. Box 1539, Kampala.
- (74)
 (22) *Date of filing application*— 1st July, 2008.

(21) APPLICATION NO. 31231 IN PART "A".
 (52) Class 5.
 (54)

NORVIK

- (53)
 (59)
 (64)
 (57) *Nature of goods*— Pharmaceutical and veterinary preparations and all goods included in Class 5.

- (73) *Name of applicant*— Norvik Enterprises Ltd.
 (77) *Address*— P.O. Box 21034, Kampala.
 (74)
 (22) *Date of filing application*— 9th July, 2008.
- (21) APPLICATION NO. 31210 IN PART "A".
 (52) Class 19.
 (54)



- (53)
 (59)
 (64)
 (57) *Nature of goods*— Pavement blocks; pavement tiles and all goods included in Class 19.
 (73) *Name of applicant*— M2 Development Ltd.
 (77) *Address*— P.O. Box 30949, Kampala.
 (74) *C/o. M/s. Tumusiime, Kabega & Co. Advocates, P.O. Box 21382, Kampala.*
 (22) *Date of filing application*— 1st July, 2008.
- (21) APPLICATION NO. 31211 IN PART "A".
 (52) Class 19.
 (54)



- (53)
 (59)
 (64)
 (57) *Nature of goods*— Pavement blocks; pavement tiles and all goods included in Class 19.
 (73) *Name of applicant*— M2 Development Ltd.
 (77) *Address*— P.O. Box 30949, Kampala.
 (74) *C/o. M/s. Tumusiime, Kabega & Co. Advocates, P.O. Box 21382, Kampala.*
 (22) *Date of filing application*— 1st July, 2008.
- (21) APPLICATION NO. 31213 IN PART "A".
 (52) Class 16.
 (54)



- (53) *Disclaimer*—Registration of this Trademark shall give no right to the exclusive use of the word 'Supermarket' or of the word 'Ltd' except as represented.
 (59)
 (64)

- (57) *Nature of goods*— Letterheads and all goods included in Class 16.
 (73) *Name of applicant*— Moses Fahdi.
 (77) *Address*— P.O. Box 7352, Kampala.
 (74) *C/o. Verma Jivram & Associates, P.O. Box 7595, Kampala.*
 (22) *Date of filing application*— 2nd July, 2008.
- Kampala, KATUTSI VINCENT,
 8th July, 2008. *Assistant Registrar of Trade Marks.*

- (21) APPLICATION NO. 31181 IN PART "A".
 (52) Class 33.
 (54)



- (53) *Disclaimer*— Registration of this Trade mark shall give no right to the exclusive use of the word "GIN" or of the words "UGANDA'S PREMIUM BLEND", "DRINK DANCE" and "FOR HAPPY MOMENTS" except as represented.
 (59)
 (64)
 (57) *Nature of goods*— Alcoholic beverages.
 (73) *Name of applicant*— SMS Victoria International Limited.
 (77) *Address*— P.O. Box 26724, Kampala.
 (74)
 (22) *Date of filing application*— 27th June, 2008.

- (21) APPLICATION NO. 31146 IN PART "A".
 (52) Class 34.
 (54)

PORTSMAN

- (53)
 (59)
 (64)
 (57) *Nature of goods*— Cigarettes, tobacco; tobacco products; lighters; matches; smokers' articles and all other goods included in Class 34.
 (73) *Name of applicant*— British American Tobacco Uganda Limited.
 (77) *Address*— Plot 69/71, Jinja Road, Kampala, Uganda.
 (74) *J.B. Byamugisha Advocates, P.O. Box 9400, Kampala, Uganda.*
 (22) *Date of filing application*— 20th June, 2008.

- (21) APPLICATION NO. 31147 IN PART "A".
 (52) Class 34.
 (54)


GENTLEMAN

- (53)
 (59)
 (64)
 (57) *Nature of goods*— Cigarettes, tobacco; tobacco products; lighters; matches; smokers' articles and all other goods included in Class 34.
 (73) *Name of applicant*— British American Tobacco Uganda Limited.

- (77) Address— Plot 69/71, Jinja Road, Kampala, Uganda.
- (74) J.B. Byamugisha Advocates, P.O. Box 9400, Kampala, Uganda.
- (22) Date of filing application— 20th June, 2008.

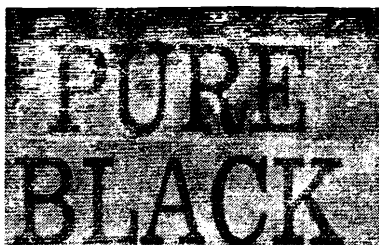
- (21) APPLICATION NO. 31185 IN PART "A".
- (52) Class 4.
- (54)



- (53) Disclaimer— Reg.  is Trademark shall give no right to the exclusive use of the words "TROPICAL CANDLES" or of the words "NON DRIP" except as represented.

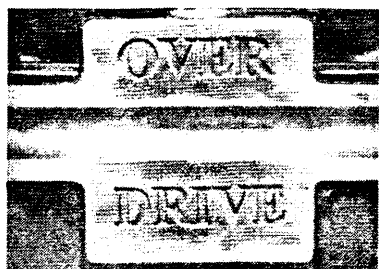
- (59)
- (64)
- (57) Nature of goods— Candles.
- (73) Name of applicant— Jaya Industries (U) Limited.
- (77) Address— P.O. Box 31585, Kampala.
- (74)
- (22) Date of filing application— 27th June, 2008.

- (21) APPLICATION NO. 31137 IN PART "A".
- (52) Class 3.
- (54)



- (53)
- (59)
- (64)
- (57) Nature of goods— Perfumes.
- (73) Name of applicant— Agro Value Processors Impex (U) Ltd.
- (77) Address— P.O. Box 7537, Kampala.
- (74)
- (22) Date of filing application— 18th June, 2008.

- (21) APPLICATION NO. 31140 IN PART "A".
- (52) Class 3.
- (54)



- (53)
- (59)
- (64)

- (57) Nature of goods— Perfumes.
- (73) Name of applicant— Agro Value Processors Impex (U) Ltd.
- (77) Address— P.O. Box 7537, Kampala.
- (74)
- (22) Date of filing application— 18th June, 2008.

Kampala, MERCY KYOMUGASHO K. NDYAHIKAYO,
27th June, 2008. Assistant Registrar of Trade Marks.

- (21) APPLICATION NO. 30362 IN PART "B".
- (52) Class 9.
- (54)

AQUOS

- (53)
- (59)
- (64)
- (57) Nature of goods— LCD television receivers; LCD television receivers with personal computer terminal; LCD monitors; combined LCD television/monitor and DVD players, blu-ray disc recorders, blu-ray disc players, LCD television receivers, speakers, audio amplifiers, tuners, DVD recorders, DVD players, apparatus for recording, transmitting or reproduction of sound and images, parts and fittings for the above products.
- (73) Name of applicant— Sharp Kabushiki Kaisha (Also trading as Sharp Corporation).
- (77) Address— 22-22 Nagaike-Cho, Abeno-ku, Osaka 545-8522, Japan.
- (74) C/o. Sengendo & Co. Advocates, P.O. Box 6914, Kampala.
- (22) Date of filing application— 17th October, 2007.

Kampala, FIONA BAYIGA,
17th January, 2008. Assistant Registrar of Trade Marks.

- (21) APPLICATION NO. 30339 IN PART "A".
- (52) Class 16.
- (54)

TIARA

- (53)
- (59)
- (64)
- (57) Nature of goods— Paper and cardboard; paper and cardboard for use in advertising, promotional and marketing activities; printed matter; advertising materials; promotional materials; marketing materials; display materials; photographs; stationery; books; magazines; journals; periodicals; calendars; diaries; greetings cards; posters; prints; postcards; pencils, pens; signboards and signs; stickers; decalcomanias, banners and wall hangings; web pages downloaded from the Internet in the form of printed matter.
- (73) Name of applicant— Global Hotels & Resorts IP BV.
- (77) Address— Pietermaai 15, Curacao, Netherlands Antilles.
- (74) C/o. Sengendo & Co. Advocates, P.O. Box 6914, Kampala.
- (22) Date of filing application— 10th October, 2007.

Kampala, JULIET NASSUNA,
04th February, 2008. Assistant Registrar of Trade Marks.

Note: Below is a re-advertisement of Application No. 28535 appearing under General Notice No. 650 of 2006 which was erroneously published.

By this re-advertisement that application appearing on page 1034 of *The Uganda Gazette* Vol. XCVIX No. 71 of 8th December, 2006 is hereby cancelled.

Editor,
The Uganda Gazette.

- (21) APPLICATION No. 28535 IN PART "A".
(52) Class 5.
(54)



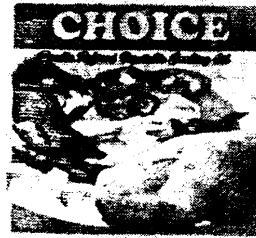
- (53)
(59)
(64) Association— To be associated with T.M No. 27554.
(57) *Nature of goods*— Pharmaceutical preparations; disinfectants and antiseptics; deodorants and air-freshening preparations; sanitary products and preparations; dental wax; bandages, plasters, material for dressings; medicated soap; medicated skin and hair preparations; medicated preparations for the lips; preparations for the treatment and/or alleviation of sunburn; petroleum jelly for medical purposes; dietetic substances for medical use; herbal preparations for medical purposes; herbal supplements and herbal extracts; medicated herbal beverages; vitamins; minerals; nutritional supplements.
(73) *Name of applicant*— Unilever Plc.
(77) *Address*—Port Sunlight, Wirral, Merseyside, United Kingdom.
(74) C/o M/s. Sengendo & Co. Advocates, P.O. Box 6914, Kampala.
(22) *Date of filing application*— 27th February, 2006.

- (21) APPLICATION No. 31161 IN PART "A".
(52) Class 12.
(54)



- (53)
(59)
(64)
(57) *Nature of goods*— Automotive two wheels, motorized vehicles including motorcycles, mopeds, scooters and scooterettes, parts therefor and fittings thereof included in Class 12.
(73) *Name of applicant*— Sundaram-Clayton Limited.
(77) *Address*— 'Jayalakshmi Estates', No. 29 (Old No. 8), Haddows Road, Chennai—600 006, India.
(74) C/o. Jonah & Associates, P.O. Box 11034, Kampala, Uganda.
(22) *Date of filing application*— 23rd June, 2008.

- (21) APPLICATION No. 31026 IN PART "B".
(52) Class 29.
(54)



- (53)
(59)
(64)
(57) *Nature of goods*— Sanitary pads.
(73) *Name of applicant*— Mukono Industries (U) Limited.
(77) *Address*— P.O. Box 966, Mukono, Uganda.
(74)
(22) *Date of filing application*— 14th May, 2008.

- (21) APPLICATION No. 31222 IN PART "B".
(52) Class 5.
(54)

W E E D E R

- (53)
(59)
(64)
(57) *Nature of goods*— Sanitary Pads.
(73) *Name of applicant*— Balika Agro Chemicals Limited.
(77) *Address*— P.O. Box 15234, Kampala, Uganda.
(74)
(22) *Date of filing application*— 4th July, 2008.

- (21) APPLICATION No. 31162 IN PART "A".
(52) Class 12.
(54)



- (53)
(59)
(64)
(57) *Nature of goods*— Automotive two wheels, motorized vehicles including motorcycles, mopeds, scooters and scooterettes, parts therefor and fittings therefor included in Class 12.
(73) *Name of applicant*— Sundaram-Clayton Limited.
(77) *Address*— 'Jayalakshmi Estates', No. 29 (Old No. 8), Haddows Road, Chennai—600 006, India.
(74) C/o. Jonah & Associates, P.O. Box 11034, Kampala, Uganda.
(22) *Date of filing application*— 23rd June, 2008.

- (21) APPLICATION No. 31163 IN PART "A".
(52) Class 12.
(54)



- (53)
(59)
(64)

(57) *Nature of goods*— Motorized vehicles, powered two-wheelers, including motorcycles, scooters, mopeds, parts thereof and fittings therefor.

(73) *Name of applicant*— Sundaram-Clayton Limited.

(77) *Address*— 'Jayalakshmi Estates', No. 29 (Old No. 8), Haddows Road, Chennai—600 006, India.

(74) *C/o. Jonah & Associates, P.O. Box 11034, Kampala, Uganda.*

(22) *Date of filing application*— 23rd June, 2008.

(21) APPLICATION NO. 31164 IN PART "A".

(52) Class 12.

(54)



(53)

(59)

(64)

(57) *Nature of goods*— Motorized vehicles, powered two-wheelers, including motorcycles, scooters, mopeds, parts thereof and fittings therefor.

(73) *Name of applicant*— Sundaram-Clayton Limited.

(77) *Address*— 'Jayalakshmi Estates', No. 29 (Old No. 8), Haddows Road, Chennai—600 006, India.

(74) *C/o. Jonah & Associates, P.O. Box 11034, Kampala, Uganda.*

(22) *Date of filing application*— 23rd June, 2008.

(21) APPLICATION NO. 31165 IN PART "A".

(52) Class 12.

(54)



(53)

(59)

(64)

(57) *Nature of goods*— Automotive two-wheelers, motorized vehicles including motorcycles, mopeds, scooters and scooterettes, parts therefor and fittings thereof included in Class 12.

(73) *Name of applicant*— Sundaram-Clayton Limited.

(77) *Address*— 'Jayalakshmi Estates', No. 29 (Old No. 8), Haddows Road, Chennai—600 006, India.

(74) *C/o. Jonah & Associates, P.O. Box 11034, Kampala, Uganda.*

(22) *Date of filing application*— 23rd June, 2008.

(21) APPLICATION NO. 31167 IN PART "A".

(52) Class 12.

(54)



(53)

(59)

(64)

(57) *Nature of goods*— Motorized vehicles, powered two-wheelers, including motorcycles, scooters, mopeds, parts thereof and fittings therefor.

(73) *Name of applicant*— Sundaram-Clayton Limited.

(77) *Address*— 'Jayalakshmi Estates', No. 29 (Old No. 8), Haddows Road, Chennai—600 006, India.

(74) *C/o. Jonah & Associates, P.O. Box 11034, Kampala, Uganda.*

(22) *Date of filing application*— 23rd June, 2008.

(21) APPLICATION NO. 31168 IN PART "A".

(52) Class 12.

(54)



(53)

(59)

(64)

(57) *Nature of goods*— Automotive two-wheelers, motorized vehicles including motorcycles, mopeds, scooters and scooterettes, parts therefor and fittings thereof included in Class 12.

(73) *Name of applicant*— Sundaram-Clayton Limited.

(77) *Address*— 'Jayalakshmi Estates', No. 29 (Old No. 8), Haddows Road, Chennai—600 006, India.

(74) *C/o. Jonah & Associates, P.O. Box 11034, Kampala, Uganda.*

(22) *Date of filing application*— 23rd June, 2008.

(21) APPLICATION NO. 31173 IN PART "A".

(52) Class 12.

(54)



(53)

(59)

(64)

(57) *Nature of goods*— Automotive two-wheelers, motorized vehicles including motorcycles, mopeds, scooters and scooterettes, parts therefor and fittings thereof included in Class 12.

(73) *Name of applicant*— Sundaram-Clayton Limited.

(77) *Address*— 'Jayalakshmi Estates', No. 29 (Old No. 8), Haddows Road, Chennai—600 006, India.

(74) *C/o. Jonah & Associates, P.O. Box 11034, Kampala, Uganda.*

(22) *Date of filing application*— 23rd June, 2008.

(21) APPLICATION NO. 31170 IN PART "A".

(52) Class 12.

(54)



(53)

(59)

(64)

(57) *Nature of goods*— Automotive two-wheelers, motorized vehicles including motorcycles, mopeds, scooters and scooterettes, parts therefor and fittings thereof included in Class 12.

(73) *Name of applicant*— Sundaram-Clayton Limited.

(77) *Address*— 'Jayalakshmi Estates', No. 29 (Old No. 8), Haddows Road, Chennai—600 006, India.

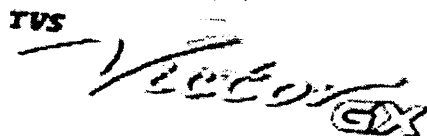
(74) *C/o. Jonah & Associates, P.O. Box 11034, Kampala, Uganda.*

(22) *Date of filing application*— 23rd June, 2008.

(21) APPLICATION NO. 31171 IN PART "A".

(52) Class 12.

(54)



(53)

(59)

(64)

(57) *Nature of goods*— Automotive two-wheelers, motorized vehicles including motorcycles, mopeds, scooters and scooterettes, parts therefor and fittings thereof included in Class 12.

(73) *Name of applicant*— Sundaram-Clayton Limited.

(77) *Address*— 'Jayalakshmi Estates', No. 29 (Old No. 8), Haddows Road, Chennai—600 006, India.

(74) *C/o. Jonah & Associates, P.O. Box 11034, Kampala, Uganda.*

(22) *Date of filing application*— 23rd June, 2008.

(21) APPLICATION NO. 31172 IN PART "A".

(52) Class 12.

(54)



(53)

(59)

(64)

(57) *Nature of goods*— Automotive two-wheelers, motorized vehicles including motorcycles, mopeds, scooters and scooterettes, parts therefor and fittings thereof except gaskets for engines.

(73) *Name of applicant*— Sundaram-Clayton Limited.

(77) *Address*— 'Jayalakshmi Estates', No. 29 (Old No. 8), Haddows Road, Chennai—600 006, India.

(74) *C/o. Jonah & Associates, P.O. Box 11034, Kampala, Uganda.*

(22) *Date of filing application*— 23rd June, 2008.

(21) APPLICATION NO. 31166 IN PART "A".

(52) Class 12.

(54)



(53) *Disclaimer*— Registration of this Trademark shall give no right to the exclusive use of the word "KING" except as represented.

(59)

(64)

(57) *Nature of goods*— Motorized vehicles, powered two-wheelers, including motorcycles, scooters, mopeds, parts thereof and fittings therefor, powered three-wheelers viz auto rickshaws, parts thereof and fittings therefor.

(73) *Name of applicant*— Sundaram-Clayton Limited.

(77) *Address*— 'Jayalakshmi Estates', No. 29 (Old No. 8), Haddows Road, Chennai—600 006, India.

(74) *C/o. Jonah & Associates, P.O. Box 11034, Kampala, Uganda.*

(22) *Date of filing application*— 23rd June, 2008.

(21) APPLICATION NO. 31160 IN PART "A".

(52) Class 12.

(54)



(53) *Disclaimer*— Registration of this Trademark shall give no right to the exclusive use of the word "STAR" except as represented.

(59)

(64)

(57) *Nature of goods*— Automotive two-wheelers, motorized vehicles including motorcycles, mopeds, scooters and scooterettes, parts therefor and fittings thereof included in Class 12.

(73) *Name of applicant*— Sundaram-Clayton Limited.

(77) *Address*— 'Jayalakshmi Estates', No. 29 (Old No. 8), Haddows Road, Chennai—600 006, India.

(74) *C/o. Jonah & Associates, P.O. Box 11034, Kampala, Uganda.*

(22) *Date of filing application*— 23rd June, 2008.

(21) APPLICATION NO. 31188 IN PART "A".

(52) Class 12.

(54)

TVS FLAME

(53) *Disclaimer*— Registration of this Trademark shall give no right to the exclusive use of the word "FLAME" except as represented.

(59)

(64)

(57) *Nature of goods*— Motorized vehicles, powered two-wheelers, including motorcycles, scooters, mopeds, parts thereof and fittings therefor.

(73) *Name of applicant*— Sundaram-Clayton Limited.

(77) *Address*— 'Jayalakshmi Estates', No. 29 (Old No. 8), Haddows Road, Chennai—600 006, India.

(74) *C/o. Jonah & Associates, P.O. Box 11034, Kampala, Uganda.*

(22) *Date of filing application*— 30th June, 2008.

(21) APPLICATION NO. 31182 IN PART "A" OR "B".

(52) Class 5.

(54)

SWEET DYNAMITE

(53)

(59)

(64)

(57) *Nature of goods*— All goods included in Class 5.

(73) *Name of applicant*— Beta Healthcare International Ltd.

(77) *Address*— P.O. Box 42569, Nairobi, Kenya.

(74) *C/o. Sebalu & Lule Advocates, P.O. Box 2255, Kampala.*

(22) *Date of filing application*— 27th June, 2008.

(21) APPLICATION NO. 31183 IN PART "A".

(52) Class 16.

(54)



(53)

(59)

(64)

(57) *Nature of goods*— All goods included in Class 16.

(73) *Name of applicant*— Ecobank Transnational Incorporated.

(77) Address— 3rd Floor Silver Star Tower, Airport City, Accra.
(74) C/o. Sebalu & Lule Advocates, P.O. Box 2255,
Kampala.

(22) Date of filing application— 27th June, 2008.

Kampala, MAUDAH ATUZARIRWE,
8th July, 2008. Assistant Registrar of Trade Marks.

ADVERTISEMENTS

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Gomba Block 235 Plot 25 at Buyana.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Herbert Sali of P.O. Box 21707, Kampala, a special Certificate of Title under the above Block and Plot, the Certificate of Title which was originally issued having been lost.

Kampala, MUHEREZA EDWIN K.B.,
10th June, 2008. for Ag. Commissioner Land Registration.

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Leasehold Register—Volume 179 Folio 23, Plot No. 10
Oboja Road, Jinja.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Jagjivan Virchand Paun and Chimanbhai Chaturbhai Patel both of P.O. Box 54, Jinja, a special Certificate of Title under the above Volume and Folio, the Certificate of Title which was originally issued having been lost.

Kampala, G.K. MPAKA,
4th July, 2008. for Ag. Commissioner Land Registration.

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Leasehold Register—Volume 1305 Folio 1, Plot No. 20
Block 4 Land at Lolim Pajengo Gulu.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Angelina Akelo, Bruno Aliga Akelokene, Santo Odoch, John Odongo and Odoch Ongwech of P.O. Box 84, Pakwach, a special Certificate of Title under the above Volume and Folio, the Certificate of Title which was originally issued having been lost.

Kampala, G.K. MPAKA,
23rd June, 2008. for Ag. Commissioner Land Registration.

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Busiro Block 448 Plot 98.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Mr. Mrs. S. Jenina Kalebo of P.O. Box 23, Entebbe, a special Certificate of Title under the above Block and Plot, the Certificate of Title which was originally issued having been lost.

Kampala, NAMUTEBI VERONICA,
3rd July, 2008. for Ag. Commissioner Land Registration.

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Leasehold Register—Volume 477 Folio 17 Land at Achuna,
Soroti.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of United Cotton Merchants Limited of P.O. Box 31, Soroti, a special Certificate of Title under the above Volume and Folio, the Certificate of Title which was originally issued having been lost.

Kampala, KANYONYORE JOSEPH,
4th December, 2006. for Ag. Commissioner Land Registration.

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Kyadondo Block 246 Plot 165 at Kyetabya.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Joswa Mukuza of Kyetabya, a special Certificate of Title under the above Block and Plot, the Certificate of Title which was originally issued having been lost.

Kampala, MUHEREZA EDWIN K B,
1st July, 2008. for Ag. Commissioner Land Registration.

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Kyadondo Block 85 Plot 14 at Nase.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Alaziya Bizibu of Kungu Sabawali, Kyadondo, a special Certificate of Title under the above Block and Plot, the Certificate of Title which was originally issued having been lost.

Kampala, MUHEREZA EDWIN K B,
16th June, 2008. for Ag. Commissioner Land Registration.

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Busiro Block 395 Plot 400 at Sekiwunga.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Mwesigye Julian, Brenda Kajuma and Edwin Kajuma of P.O. Box 22054, Kampala, a special Certificate of Title under the above Block and Plot, the Certificate of Title which was originally issued having been lost.

Kampala, DDAMULIRA AHMED,
3rd July, 2008. for Ag. Commissioner Land Registration.

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Kyadondo Block 236 Plots 2104 and 2105 at Bweyogerere.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Joseph D. Kabenge of P.O. Box 5728, Kampala, a special Certificate of Title under the above Block and Plot, the Certificate of Title which was originally issued having been lost.

Kampala DDAMULIRA AHMED,
23rd June, 2008. *for Ag. Commissioner Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Busiro Block 314 Plot 542 at Buloba.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of John Bosco Mubiru and Francis Lumbuye Kalule of P.O. Box 25606, Kampala, a special Certificate of Title under the above Block and Plot, the Certificate of Title which was originally issued having been lost.

Kampala NAMUTEBI VERONICA,
27th June, 2008. *for Ag. Commissioner Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATES OF TITLES.

Bulemezi Block 19 Plots 1, 13, 16, 23, 117; Area: 1086.6 Hectares, 18.70 Hectares, 266.3 Hectares, 264.6 Hectares & 2.00 Hectares respectively land at Degeya.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Ronald Edward Fredrick Mutebi, special Certificates of Titles under the above Block and Plots, the duplicate Certificates of Titles which were originally issued having been lost.

Bukalasa, NABUKEERA MADINAH,
27th June, 2008. *for Ag. Commissioner Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATES OF TITLES.

Bulemezi Block 123 Plots 5, 6, 7, 8 Land at Kisuna & Katugo; Area: 0.40 Hectares, 0.40 Hectares, 2.00 Hectares & 19.85 Hectares respectively.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Ronald Edward Fredrick Mutebi of P.O. Box 58, Kampala, special Certificates of Titles under the above Block and Plots, the duplicate Certificates of Titles which were originally issued having been lost.

Bukalasa, NABUKEERA MADINAH,
27th June, 2008. *for Ag. Commissioner Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Kyaggwe Block 299 Plot 29, Area: 79.88 Hectares at Kavule.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Ronald Edward Fredrick Mutebi of P.O. Box 14163, Kampala, a special Certificate of Title under the above Block and Plot, the Certificate of Title which was originally issued having been lost.

Mukono OVERSON ARINAITWE,
3rd July, 2008. *for Ag. Commissioner Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Busiro Block 383 Plot 1517 at Kitende.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Babirye Proscovia of P.O. Box 7048, Kampala, a special Certificate of Title under the above Block and Plot, the Certificate of Title which was originally issued having been lost.

Kampala MUHEREZA EDWIN K B,
3rd July, 2008. *for Ag. Commissioner Land Registration*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Bulemezi Block 23 Plot 8; Area 82.8 Hectares land at Lunyolo.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Ronald Edward Fredrick Mutebi, a special Certificate of Title under the above Block and Plot, the duplicate Certificate of Title which was originally issued having been lost.

Bukalasa, NABUKEERA MADINAH,
27th June, 2008. *for Ag. Commissioner Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Busiro Block 532 Plot 57.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of James Sematimba, a special Certificate of Title under the above Block and Plot, the Certificate of Title which was originally issued having been lost.

Kampala, NAMUTEBI VERONICA,
30th June, 2008. *for Ag. Commissioner Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Leasehold Register—Volume 375 Folio 22 Land at Lango.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Lango Cotton Company Limited of P.O. Box 164, Jinja, a special Certificate of Title under the above Volume and Folio, the Certificate of Title which was originally issued having been lost.

Kampala, NURAH BUSINGE,
28th June, 2007. *for Ag. Commissioner Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Leasehold Register—Volume 1158 Folio 4 Plot No. 49,
Block 79 Land at Rwempungu, Nyabutojo, Rukungiri.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Kezekia Kanyima of P.O. Karuhinda, a special Certificate of Title under the above Volume and Folio, the Certificate of Title which was originally issued having been lost.

Kampala, EDWARD KARIBWENDE,
8th April, 2008. *for Ag. Commissioner Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Singo Block 132 Plot 25, 40.50 Hectares at Kabuwambo Estate.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Yuniya Namutebi, Samwiri Mugambi Kulubya & Serwano Kityaba Kulubya of P.O. Box 247, Kampala, a special Certificate of Title under the above Block and Plot of the Mailo Register, the duplicate Certificate of Title which was originally issued having been lost.

Mityana, JANET NABUUMA,
30th June, 2008. *for Ag. Commissioner Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Singo Block 431 Plot 7; Area 8.10 Hectares at Kyasampawo Estate.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Abdu Kalyango of P.O. Box 15, Kiganda, a special Certificate of Title under the above Block and Plot of the Mailo Register, the duplicate Certificate of Title which was originally issued having been lost.

Mityana, JANET NABUUMA,
26th May, 2008. *for Ag. Commissioner Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Kyaggwe Block 62 Plot 126, Area: 1.750 Hectares at Kiumu and Konero.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Kizza Nakabugo, a special Certificate of Title under the above Block and Plot, the Certificate of Title which was originally issued having been lost.

Mukono, OVERSON ARINAITWE,
8th July, 2008. *for Ag. Commissioner Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Kyadondo Block 99 Plot 258 at Busimbo.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Earnest Lubwama, a special Certificate of Title under the above Block and Plot, the Certificate of Title which was originally issued having been lost.

Kampala, MUHEREZA EDWIN K B,
1st July, 2008. *for Ag. Commissioner Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Kibuga Block 3 Plot 759 at Makerere.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Fred Kaweke of P.O. Box 11026, Kampala, a special Certificate of Title under the above Block and Plot, the Certificate of Title which was originally issued having been lost.

Kampala, MUHEREZA EDWIN K B,
12th June, 2008. *for Ag. Commissioner Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Bulemezi Block 271 Plot 126, Area: 19.0 Hectares Land at Kampeka.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Twaha Lubowa Nsimbe, a special Certificate of Title under the above Block and Plot, the duplicate Certificate of Title which was originally issued having been lost.

Bukalasa, NABUKEERA MADINAH,
7th July, 2008. *for Ag. Commissioner Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Kyadondo Block 248 Plot 218 at Kauku.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Roger Nkuningi Kyeyune and Alexie Sepuya Kyeyune of P.O. Box 30532, Kampala, a special Certificate of Title under the above Block and Plot, the Certificate of Title which was originally issued having been lost.

Kampala, DDAMULIRA AHMED,
28th April, 2008. *for Ag. Commissioner Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Kyadondo Block 219 Plot 477 at Najera.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Roger Wamara of P.O. Box 3966, Kampala, a special Certificate of Title under the above Block and Plot, the Certificate of Title which was originally issued having been lost.

Kampala, MUHEREZA EDWIN K.B.,
14th March, 2008. *for Ag. Commissioner Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Kyadondo Block 215 Plot 1980 at Kulambiro.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Gerald Kikambi of P.O. Box 241, Kampala, a special Certificate of Title under the above Block and Plot, the Certificate of Title which was originally issued having been lost.

Kampala, DDAMULIRA AHMED,
10th July, 2008. *for Ag. Commissioner Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Kyadondo Block 190 Plot 58 at Kito.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Yafesi Kinsambwe Lutalo of Kito, a special Certificate of Title under the above Block and Plot, the Certificate of Title which was originally issued having been lost.

Kampala MUHEREZA EDWIN K.B.,
1st July, 2008. for Ag. Commissioner Land Registration.

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Busiro Block 468 Plot 1, Area: 4.9 Hectares at Katulaga.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of George W. Lubega (Deceased), a special Certificate of Title under the above Block and Plot, the Certificate of Title which was originally issued having been lost.

Kampala G.K. MPAKA,
10th October, 2007. for Ag. Commissioner Land Registration.

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Kyaggwe Block 34 Plot 52, Area: 16.20 Hectares at Bulyanti.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of David Kalungi of P.O. Box 22002, Nagalama, a special Certificate of Title under the above Block and Plot, the Certificate of Title which was originally issued having been lost.

Mukono ARINAITWE OVERSON,
7th July, 2008. for Ag. Commissioner Land Registration.

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Kyaggwe Block 110 Plot 764, Area: 0.049 of a Hectare at Seeta.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Bukunja Livestock Farmers Ltd. of P.O. Box 516, Mukono, Uganda, a special Certificate of Title under the above Block and Plot, the Certificate of Title which was originally issued having been lost.

Mukono ARINAITWE OVERSON,
4th July, 2008. for Ag. Commissioner Land Registration.

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Gomba Block 299 Plot 70.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Lulenti Tebegelela, a special Certificate of Title under the above Block and Plot, the Certificate of Title which was originally issued having been lost.

Kampala NAMUTEBI VERONICA,
9th July, 2008. for Ag. Commissioner Land Registration.

DEED POLL

By this Deed I Bernard M. Katureebe a male adult of sound mind C/o. Kampala Associated Advocates, 5th Floor, Workers' House, Plot 1 Pilkington Road, P.O. Box 9566, Kampala do hereby absolutely renounce and abandon the use of my former names of Bernard Katureebe and in lieu thereof do assume as from the 9th day of July, 2008 the name of Bernard M. Katureebe and in pursuance of such change of name as aforesaid, I hereby declare that at all times hereafter in all rewards, deeds and instruments in writing and in all actions and proceedings and in all dealings and transactions and all occasions whatsoever use and sign the same name of Bernard M. Katureebe as my name in lieu of the said former names of Bernard Katureebe so renounced as aforesaid. I am a Ugandan citizen by birth, daughter to Bart M. Katureebe and Bernardette Koburungi Katureebe.

And I hereby authorise and request all persons to designate and address me by such assumed name of Bernard M. Katureebe.

In witness whereof I have signed my assumed name of Bernard M. Katureebe this 9th day of July, 2008.

Signed and delivered by the said Bernard M. Katureebe.

BERNARD M. KATUREEBE,
Deponent.

THE BIRTHS AND DEATHS REGISTRATION ACT

CAP. 309

AND

THE REGISTRATION OF DOCUMENTS ACT CAP. 81

DEED POLL

This change of name Deed made this 4th July 2008 by me the undersigned DOREEN BRENDA AMONY currently of Bugolobi Plot 9, Plantation Road, Kampala Uganda now lately called Brenda Okelowange a citizen of Uganda by birth:-

WITNESSETH AND IT IS HEREBY DECLARED:-

1. I absolutely and entirely renounce, relinquish and abandon the use of the said former name Brenda Okelowange and assume, adopt and determined to take and use the name of DOREEN BRENDA AMONY in substitution for my former name of Brenda Okelowange.
2. I shall at all times hereinafter in all records, deeds and documents and other writings and in all actions and proceedings as well as in all dealings and transactions and on all occasions whatsoever use and subscribe the said name of DOREEN BRENDA AMONY, as my name in substitution for my former name Brenda Okelowange so relinquished as aforesaid to the intent that I may hereinafter be called, known or distinguished not by my former name of Brenda Okelowange but by my name of DOREEN BRENDA AMONY.
3. I authorize and require all persons at all times to designate, describe and address me by the adopted name of DOREEN BRENDA AMONY.

IN WITNESS THEREOF I have hereunto subscribed my substituted name of DOREEN BRENDA AMONY and also my former name of Brenda Okelowange and I have affixed my signature the day and year first above written.

SIGNED, SEALED AND DELIVERED by the above named DOREEN BRENDA AMONY formerly Brenda Okelowange.

DOREEN BRENDA AMONY.
Renouncer.

ACTS SUPPLEMENT

to The Uganda Gazette No. 36 Volume CI dated 11th July, 2008.

Printed by UPPC, Entebbe, by Order of the Government.

Act 9

Public Service Act

2008

THE PUBLIC SERVICE ACT, 2008.

ARRANGEMENT OF SECTIONS.

Section.

PART I—PRELIMINARY

1. Commencement.
2. Interpretation.
3. Application.

PART II—CHANGES IN MINISTRIES OF THE GOVERNMENT.

4. Changes in Government Ministries.

PART III—OBJECTIVE, COMPOSITION AND MANAGEMENT
OF THE PUBLIC SERVICE.

5. Objective of the public service.
6. Composition of the public service.
7. Management and administration of the public service.

PART IV—HEAD OF PUBLIC SERVICE AND
PERMANENT SECRETARIES.

8. Head of the Public Service.
9. Deputy Head of the Public Service.
10. Permanent Secretaries.

PART V—OBLIGATIONS, RIGHTS AND PRIVILEGES
OF PUBLIC OFFICERS:

11. Chief Administrative Officers and Town Clerks.
12. Obligations of public officers in relation to the public service.
13. Protection of public officers.
14. Performance evaluation and disciplining of public officers.

Section.

15. Rights and privileges of public officers.
16. Participation in labour union activities by public officers.

PART VI—MISCELLANEOUS PROVISIONS.

17. Minister's power to amend Schedules.
18. Regulations.
19. Repeal.

SCHEDULES.

FIRST SCHEDULE.

Districts of Uganda

SECOND SCHEDULE.

Ministries of Government.

THE PUBLIC SERVICE ACT, 2008

An Act to make provision in relation to the Public Service in line with Chapter Ten and other relevant provisions of the Constitution; to give effect to the Government’s Public Service Reform Programme; to repeal the Public Service Act, Cap. 288; and to provide for other related matters.

DATE OF ASSENT: 20th May, 2008.

Date of Commencement: See section 1.

BE IT ENACTED by Parliament as follows:

PART I—PRELIMINARY.

1. Commencement.

This Act shall come into force on a date appointed by the Minister by statutory instrument.

2. Interpretation.

In this Act, unless the context otherwise requires—

“common cadre” means a category of analogous public service positions whose post holders possess generic qualifications and competences and render management support to a line department in a Ministry or Local Government;

- “common cadre list” means the list of public service positions or employees that constitutes a common cadre and prescribed in the Third Schedule to this Act;
- “department” means an area of Government for which an officer responsible reports directly to the President or to the Parliament of Uganda, like the Audit General’s Department, Uganda Police Force, Uganda Prison Services etc.;
- “district” means a district referred to in article 5(2) of the Constitution and in the First Schedule to this Act;
- “District Service Commission” means the District Service Commission established by article 198 of the Constitution for each district;
- “Education Service Commission” means the Education Service Commission established by article 167 of the Constitution;
- “employee” means a person other than a public officer employed in the public service;
- “Government” means the Government of the Republic of Uganda;
- “Health Service Commission” means the Health Service Commission established by article 169 of the Constitution;
- “Judicial Service Commission” means the Judicial Service Commission established by article 146 of the Constitution;
- “Local Government” has the meaning assigned to it by the Local Governments Act, Cap. 243;
- “Minister” means the Minister responsible for the public service;
- “ministry” means a ministry of the Government specified in the Second Schedule to this Act, and includes a department of the Government in a ministry;
- “private sector” means the part of the economy not under direct Government control;

“public office”, “public officer” and “public service” have the meanings respectively assigned to them by articles 175(a), 175 (b) and 257 (1) (w), (x) and (y) of the Constitution;

“Public Service Commission” means the Public Service Commission established by article 165 of the Constitution;

“regulations” means statutory instruments made by the Minister responsible for public service, provided for under section 18 of this Act;

“service commission” means any commission established by the Constitution or by Parliament by law in conformity with the Constitution, and includes the Education Service Commission, the Health Service Commission, the Judicial Service Commission, the Public Service Commission and the District Service Commission.

3. Application.

This Act does not apply to—

- (a) a person employed by the Government in an honorary capacity; or
- (b) a person remunerated by fees, allowances or commission.

PART II—CHANGES IN MINISTRIES OF THE GOVERNMENT

4. Changes in Government Ministries.

Where any ministry is abolished or any ministry is established in addition to, or in lieu of any such ministry, or an alteration is made in the name of any ministry, upon notification of the fact in the *Gazette*, the Second Schedule shall be deemed to be amended in the following manner—

- (a) where any ministry is abolished or another ministry established in lieu of any such ministry, by the omission of the reference to the ministry which has been abolished or in lieu of which another ministry has been established;

- (b) where any ministry is established either in addition to or in lieu of any ministry, by the addition of the name of the ministry so established; and
- (c) where an alteration is made in the name of any ministry, by a similar alteration of the name of the ministry.

PART III—OBJECTIVE, COMPOSITION AND MANAGEMENT OF THE
PUBLIC SERVICE.

5. Objective of the public service.

The objective of public service is to enable the Government to formulate and implement policies and programmes of Government for the development of Uganda.

6. Composition of the public service.

The public service shall be composed of all persons duly appointed by the appropriate service commission or other relevant appointing authority to hold or act in any office in the public service.

7. Management and administration of the public service.

- (1) Subject to the provisions of the Constitution, the Minister—
 - (a) shall subject to subsection (2) of this section, have authority for the overall management and administration of the public service including formulation and review of policies relating to structures, management systems and the terms and conditions of service;
 - (b) shall receive and consider on behalf of the Government, proposals for remuneration and benefits of persons whose emoluments are payable directly from the Consolidated Fund, or out of moneys provided by Parliament;
 - (c) shall liaise with the President in the performance of the President's functions under article 171 of the Constitution to establish offices in the public service;

- (d) may prescribe or vary the common cadre list by regulations after consultation with the appropriate service commission or other relevant authority; and
- (e) shall issue guidelines for the deployment of the common cadre and coordinate the deployment.

(2) Subject to subsection 7(1), the day to day management and administration of the public service of a district shall be the responsibility of the Chief Administrative Officer who shall be the Chief Executive Officer of the district.

PART IV—HEAD OF PUBLIC SERVICE AND PERMANENT SECRETARIES.

8. Head of the Public Service.

(1) In accordance with article 173A (1) of the Constitution, the President shall, acting on the advice of the Public Service Commission appoint the Head of the Public Service.

(2) In accordance with article 173A (2) of the Constitution, the functions of the Head of the Public Service are as follows—

- (a) tendering advice to the President on matters relating to the Public Service;
- (b) coordination of the activities of Permanent Secretaries;
- (c) supervision of the work of Permanent Secretaries;
- (d) serving as a link between the Executive and the Public Service;
- (e) serving as a link between Service Commissions;
- (f) ensuring the implementation of Cabinet and other Government decisions; and
- (g) any other duties assigned to him or her from time to time by the President.

9. Deputy Head of the Public Service.

(1) In accordance with articles 171 and 172 of the Constitution, the President may, acting in accordance with the advice of the Public Service Commission, appoint the Deputy Head of the Public Service.

(2) The Deputy Head of the Public Service shall deputise for the Head of the Public Service.

(3) The Deputy Head of the Public Service shall perform such other functions or duties assigned to him or her by the Head of the Public Service.

10. Permanent Secretaries.

(1) In accordance with article 174 of the Constitution, a ministry or department of the Government shall be under the supervision of a Permanent Secretary whose office shall be a public office.

(2) A Permanent Secretary shall be appointed by the President, acting in accordance with the advice of the Public Service Commission.

(3) In accordance with clause (3) of article 174 of the Constitution, the functions of a Permanent Secretary shall include—

- (a) organisation and management of the ministry or department;
- (b) tendering advice to the responsible Minister in respect of the business of the ministry or department;
- (c) implementation of the policies of the Government;
- (d) subject to article 164 of the Constitution, responsibility for the proper expenditure of public funds by or in connection with the ministry or department.

(4) Without prejudice to subsection (3) of this section, the management and administration of a ministry or department shall be the responsibility of a Permanent Secretary who shall be the Chief Executive of that ministry or department.

11. Chief Administrative Officers and Town Clerks.

(1) A district shall be under the supervision of a Chief Administrative Officer in accordance with article 188 of the Constitution and section 63 of the Local Governments Act.

(2) The Chief Administrative Officer shall be appointed by the Public Service Commission in accordance with article 188(2) of the Constitution and section 63 of the Local Governments Act.

(3) The functions of the Chief Administrative Officer shall be in accordance with article 188(3) of the Constitution and section 64 of the Local Governments Act.

PART V—OBLIGATIONS, RIGHTS AND PRIVILEGES OF PUBLIC OFFICERS.**12. Obligations of public officers in relation to the public service.**

Subject to the provisions of the Constitution and any other written law, public officers shall—

- (a) owe allegiance and loyalty to the Government and shall advise on, develop and defend the policies of the Government at all times;
- (b) unreservedly tender advice to the Government in respect of the business of their ministry or department or district;
- (c) in performing their duties, be transparent, accountable, impartial and professional;
- (d) in performing their duties, exhibit expertise and integrity and portray a good image of the public service;
- (e) in performing their duties, apply such management techniques as may be prescribed to ensure economy, efficiency and cost effectiveness in service delivery; and
- (f) promote the growth and development of the private sector as the principal engine of growth of the economy.

13. Protection of public officers.

In accordance with article 173 of the Constitution, a public officer shall not be—

- (a) victimized or discriminated against for having performed his or her duties faithfully in accordance with the Constitution; or
- (b) dismissed or removed from office or reduced in rank or otherwise punished without just cause.

14. Performance evaluation and disciplining of public officers.

(1) The evaluation of performance of public officers shall be based on such objective, open and interactive performance appraisal system as may be prescribed.

(2) Public officers shall be disciplined and removed from the public service only in accordance with laid down regulations and procedures.

(3) A public officer aggrieved by any administrative or other decision taken against him or her shall have a right to appeal to the relevant authority, including a court of law.

(4) The service commissions shall put in place a tribunal to handle appeals from public officers.

(5) Appeals shall be disposed of in a period not exceeding 90 days.

15. Rights and privileges of public officers.

The rights and privileges of public officers shall be in accordance with the applicable law, including relevant statutory instruments, regulations and administrative instructions issued from time to time.

16. Participation in labour union activities by public officers.

The participation of public officers in labour union activities shall be in accordance with the provisions of the Constitution and the applicable legislation providing for public service negotiating and disputes settlement machinery.

PART VI—MISCELLANEOUS PROVISIONS.

17. Minister’s power to amend Schedules.

(1) The Minister may, by statutory instrument, and with the approval of the Cabinet, amend the First Schedule to this Act.

(2) The Minister may by statutory instrument, amend the Second Schedule in accordance with, section 4 to reflect any changes in the ministries specified in the Schedule.

18. Regulations.

The Minister shall, after consultation with the Public Service Commission and other appropriate Service Commissions, by statutory instrument, make regulations for giving full effect to the provisions of this Act.

19. Repeal.

(1) The Public Service Act, Cap. 288, is repealed.

(2) Notwithstanding the repeal under subsection (1), any statutory instrument made under the repealed Act or any other Act relating to the Public Service, and in force on the date of commencement of this Act, shall, in so far as it is not inconsistent with the provisions of this Act, continue in force until repealed, or until new regulations are made under this Act.

SCHEDULES.

DISTRICTS OF UGANDA

1. Apac
2. Arua
3. Bundibugyo
4. Bushenyi
5. Gulu
6. Hoima
7. Iganga
8. Jinja
9. Kabale
10. Kabarole
11. Kalangala
12. Kampala
13. Kamuli
14. Kapchorwa
15. Kasese
16. Kitgum
17. Kotido
18. Kumi
19. Lira
20. Luwero
21. Masaka
22. Masindi
23. Mbale
24. Mbarara
25. Moroto
26. Moyo
27. Mpigi
28. Mubende
29. Mukono
30. Nebbi
31. Rakai
32. Rukungiri
33. Soroti

Act 9*Public Service Act***2008**

34. Tororo
35. Kibaale
36. Kiboga
37. Kisoro
38. Pallisa
39. Ntungamo
40. Adjumani
41. Bugiri
42. Busia
43. Katakwi
44. Nakasongola
45. Sembabule
46. Kaberamaido
47. Kamwenge
48. Kanungu
49. Kayunga
50. Kyenjojo
51. Mayuge
52. Nakapiripirit
53. Pader
54. Sironko
55. Wakiso
56. Yumbe
57. Oyam
58. Lyantonde
59. Bududa
60. Maracha-Terego
61. Namutumba
62. Bukedea
63. Buliisa
64. Amuru
65. Dokolo
66. Budaka
67. Abim
68. Amolatar
69. Bukwo
70. Ibanda

Act 9

Public Service Act

2008

71. Isingiro
72. Kiruhura
73. Kabong
74. Kaliro
75. Koboko
76. Butaleja
77. Nakaseke
78. Amuria
79. Mityana
80. Manafwa

MUNICIPALITIES

1. Arua Mun.
2. Soroti
3. Moroto
4. Kabale
5. Masaka
6. Fortportal
7. Entebbe
8. Mbarara
9. Jinja
10. Tororo
11. Gulu
12. Lira
13. Mbale

MINISTRIES OF GOVERNMENT

Office of the President

Office of the Prime Minister

Ministry of Defence

Ministry of Public Service

Ministry of Foreign Affairs

Ministry of Justice and Constitutional Affairs

Ministry of Finance, Planning and Economic Development

Ministry of Internal Affairs

Ministry of Agriculture, Animal Industry and Fisheries

Ministry of Local Government

Ministry of Education and Sports

Ministry of Health

Ministry of Tourism, Trade and Industry

Ministry of Works, and Transport

Ministry of Gender, Labour and Social Development

Ministry of Water, and Environment

Ministry of Information and Communications Technology

Ministry of Lands, Housing and Urban Development

Ministry of East African Community Affairs

Ministry of Energy and Mineral Development

THIRD SCHEDULE

Section 2.

COMMON CADRES IN PUBLIC SERVICE.

Cadre	Technical Ministry
1. Administrative Officers	Office of the President
2. Accounts Staff	Ministry of Finance, Planning and Economic Development
3. Statisticians	Ministry of Finance, Planning and Economic Development
4. Economists/Finance Officers	Ministry of Finance, Planning and Economic Development
5. Personnel Officers	Ministry of Public Service
6. Secretarial Staff	Ministry of Public Service
7. Records Staff	Ministry of Public Service
8. Telephone Operators	Ministry of Public Service
9. Office Supervisors	Ministry of Public Service
10. Stores	Ministry of Finance, Planning and Economic Development
11. Procurement Officers	Ministry of Finance, Planning and Economic Development
12. Policy Analysts	Office of the Prime Minister

Cross References.

Constitution of 1995.

Local Governments Act, Cap. 243.

Public Service Act, Cap. 288

ACTS SUPPLEMENT

to The Uganda Gazette No. 36 Volume C1 dated 11th July, 2008.

Printed by UPPC, Entebbe, by Order of the Government.

Act 10 *Public Service (Negotiating, Consultative
and Disputes Settlement Machinery) Act* **2008**

THE PUBLIC SERVICE (NEGOTIATING, CONSULTATIVE AND
DISPUTES SETTLEMENT MACHINERY) ACT, 2008

ARRANGEMENT OF SECTIONS.

Section.

PART I—PRELIMINARY.

1. Commencement.
2. Interpretation.

PART II—CONSULTATIVE COMMITTEES.

3. Consultative Committees and their functions.

PART III—NATIONAL NEGOTIATING AND CONSULTATIVE COUNCIL.

4. National Negotiating and Consultative Council and its functions.

PART IV—PUBLIC SERVICE TRIBUNAL.

5. Public Service Tribunal and its functions.
6. Secretary to the Public Service Tribunal

PART V—ESSENTIAL SERVICES.

7. Essential services.

PART VI—STRIKES IN THE PUBLIC SERVICE.

8. Strikes in the public service.

PART VII—MISCELLANEOUS.

9. Offence and penalty.
10. Amendment of Schedules.

FIRST SCHEDULE

Currency point.

SECOND SCHEDULE

Consultative Committee rules and procedures.

THIRD SCHEDULE

Recognition Agreement.

FOURTH SCHEDULE

Rules and procedures for negotiating terms and conditions of service.

FIFTH SCHEDULE

Rules and procedures relating to the hearing of grievances by
the Council.

SIXTH SCHEDULE

Essential services.

**THE PUBLIC SERVICE (NEGOTIATING, CONSULTATIVE
AND DISPUTES SETTLEMENT MACHINERY) ACT, 2008.**

An Act to provide for the establishment of a public service negotiating, consultative and disputes settlement machinery; to provide for the creation of consultative committees in each department or other unit or subdivision of Government and in each Local Government, to offer conciliation services in labour disputes; to establish a National Negotiating and Consultative Council to, among other things, facilitate consultations, dialogue and negotiations between the Government as employer and public service labour unions; to establish a Public Service Tribunal to arbitrate labour disputes and secure harmonious labour relations in the public service; and to provide for other related matters.

DATE OF ASSENT: 20th May, 2008.

Date of Commencement: See section 1.

BE IT ENACTED by Parliament as follows:

PART I—PRELIMINARY.

1. Commencement.

This Act shall come into operation on such date as the Minister may, by statutory instrument, appoint.

2. Interpretation.

In this Act unless the context otherwise requires—

“arbitration” means the process of judging officially how an argument should be settled;

“autonomous body” means a government agency, authority, commission or institution, which is part of the public service but which, by virtue of the law establishing it or under which it is established has other control of its own affairs or is otherwise independent;

“collective bargaining agreement” means a written agreement relating to terms and conditions of employment concluded and signed between one or more labour unions and one or more employers or employers’ organizations;

“conciliation” means a process of trying to get people to agree;

“Council” means the Public Service Negotiating and Consultative Council established under section 4 of this Act;

“court” has the meaning assigned to it by the Constitution;

“currency point” has the value assigned to it in the First Schedule;

“department” means a department of a ministry, local authority or local government;

“disputes settlement machinery” means a process through which disputes are reported, registered and handled for the purpose of settlement;

“essential services” means services, which if withdrawn abruptly may—

- (a) cause loss of life;
- (b) threaten the well-being of society;
- (c) cause major disruption in the nation;
- (d) cause disaster;

“grievance” means a complaint or feeling of being marginalized due to unfair treatment;

“joint negotiating committee” means a committee of representatives nominated by the public service labour unions to represent them in bilateral negotiating and consultative fora with the employers' representatives;

“labour dispute” means any dispute between an autonomous body, a department or a local government as employer and a public officer or any other employee of the public service relating to the terms and conditions of service of a public officer or any other employee of the public service;

“labour union” means any organization of employees created by employees for purposes of representing the rights and interests of employees and includes a registered labour union in existence at the commencement of this Act;

“lock-out” means the withholding of work from employees by an employer in order to gain concession from the employees;

“local government” has the meaning assigned to it by the Local Governments Act;

“Minister” means the Minister responsible for public service;

“ministry” means a ministry of the Government;

“public officer” has the meaning assigned to it by article 257 of the Constitution;

“public service” has the meaning assigned to it by article 257 of the Constitution;

“public service labour union” means a registered labour union as defined in the Labour Unions Act, which is designated by the Minister by statutory instrument to be a public service labour union for the purposes of this Act;

“recognition Agreement” means the Agreement between the Government and the public service labour union set out in the Third Schedule to this Act;

“responsible officer” means an officer of government at the rank of commissioner or above, who is delegated the powers and responsibilities of a ministry, department, agency, authority, commissioner or institution, including a local government;

“strike” means the go slow or the sit down by a body of persons employed and acting in combination, or a concerted refusal or a refusal under a common understanding, of any number of persons employed to continue to work for an employer in consequence of a dispute, done as a means of compelling the employer, or to aid other employees, to accept or not to accept terms or conditions affecting the employment;

“Tribunal” means the Public Service Tribunal established under section 5(1);

“Union Representative” means a person appointed by a public service labour union to represent that union.

PART II—CONSULTATIVE COMMITTEES.

3. Consultative Committees and their functions.

(1) There shall be in each autonomous body, ministry, department, local government or such division or unit of the public service as may be prescribed by the Minister by statutory instrument, a Consultative Committee consisting of a Chairperson and not less than ten other members.

(2) Every Consultative Committee shall consist of five persons representing an autonomous body, ministry, department, division, or unit of the public service, as the case may be, and five union representatives.

(3) The functions of a Consultative Committee are—

(a) to hear and offer conciliation services in labour disputes in any autonomous body, ministry, department, local government, division or unit of the public service;

(b) to act as a forum for involving public officers and other employees in the public service in policy issues that affect them.

(4) The rules and procedures which shall govern a Consultative Committee are as set out in the Second Schedule to this Act.

(5) In the event of an impasse, a labour dispute shall be declared and reported to the Public Service Negotiating and Consultative Council.

PART III—PUBLIC SERVICE NEGOTIATING AND CONSULTATIVE COUNCIL.

4. Public Service Negotiating and Consultative Council and its functions.

(1) There shall be a Public Service Negotiating and Consultative Council consisting of a Chairperson and not less than five other members.

(2) The Chairperson and other members of the Council shall be appointed by the Minister on terms and conditions of service determined by the Minister in consultation with the Minister responsible for finance.

(3) The expenses of the Council shall be charged on the Consolidated Fund.

(4) The Chairperson of the Council shall be a person of high moral character and proven integrity, with considerable experience and demonstrated competence in the conduct of public affairs or in the settlement of disputes between contending employers and employees.

(5) A person shall resign his or her office or appointment as Chairperson of the Council if that person is or becomes—

- (a) a member of Parliament;
- (b) a member of a local government council;
- (c) a member of the executive of a political party or a political organization;
- (d) a member of any board or other authority responsible for the management of the public service; or
- (e) a public officer.

(6) The functions of the Council are—

- (a) to conduct and facilitate consultations, dialogue and negotiations between the Government, an autonomous body or a local government as the employer and the Public Service Labour Union, on the terms and conditions of service of members of the union;
- (b) to act as a forum for discussions, consultations and negotiations on issues specified in the Recognition Agreement set out in the Third Schedule to this Act;
- (c) to act as a forum for involving public officers and other employees in the public service in the process of formulating policy in the public service.

(7) During any negotiation or consultation, the persons representing the Government shall be led by the Head of the Public Service and shall be composed of representatives of the Ministries responsible for the public service, finance, justice, local governments and such other Ministries as the Minister may determine.

(8) The public service labour unions shall form a joint negotiating team consisting of at least two members from each public service labour union, to negotiate on issues of common interest; but individual labour unions may negotiate on matters peculiar to them.

(9) The Ministry responsible for the public service shall be the secretariat to the Council.

(10) The Ministry responsible for labour shall provide technical advisory services to the Council.

(11) The Council shall meet twice in a year with the option to convene any emergency meeting.

(12) The rules which shall govern the negotiation of terms and conditions of service in the public service are as set out in the Fourth Schedule to this Act.

(13) The rules and procedures which shall govern the handling of grievances in the public service are set out in the Fifth Schedule to this Act.

PART IV—PUBLIC SERVICE TRIBUNAL.

5. Public Service Tribunal and its functions.

(1) There shall be a Public Service Tribunal whose composition and functions are as specified in this section.

(2) The Tribunal shall consist of a Chairperson, a Vice Chairperson and not less than four or more than six other members, half of whom shall be nominated by the public service labour union and appointed by the Minister, with the approval of the Cabinet.

(3) The Chairperson shall be a person of high moral character and proven integrity, and appointed by the Chief Justice from among persons who are experienced and knowledgeable about the public service, but that person need not be a lawyer.

(4) The terms and conditions of service of the Chairperson, the Vice Chairperson and other members of the Tribunal shall be as determined by the Minister with the approval of Parliament.

(5) The functions of the Tribunal are—

- (a) to hear and arbitrate, in accordance with the provisions of this Act, any labour dispute referred to it by the Minister;
- (b) to make awards or recommendations to the Government on labour disputes referred to it;
- (c) to secure harmonious labour relations in the public service.

(6) The awards of the Tribunal shall be binding on both parties to the labour dispute.

(7) The Tribunal shall sit as and when a labour dispute is referred to it.

(8) For the purposes of dealing with any matter referred to it in this Act, and subject to section 4, the Tribunal may—

- (a) on its own volition or on the application of either party to the dispute, require any person to furnish, in writing or otherwise, such evidence in relation to the matter as the Tribunal may require;
- (b) where necessary, call any person to attend in person and testify on oath or otherwise, or produce any document for the purpose of eliciting all such information as the Tribunal may consider necessary in the circumstances without being bound by the rules of evidence applicable in civil and criminal proceedings in a court.

(9) Where any witness objects to answering any question or to producing any document or thing—

- (a) on the ground that answering the question or producing the document or thing will incriminate him or her; or

(b) on any other lawful grounds,

he or she shall not be required to answer the question or to produce the document or thing, nor shall he or she be liable to any penalty for refusing to do so; except that where a witness willfully and without any legal justification refuses to answer any question or produce any document or thing or give any information, he or she shall be liable to the penalty prescribed in section 9.

(10) Two thirds of the members of the Tribunal shall form a quorum.

(11) Subject to the provisions of this Act, the Tribunal shall regulate its own procedure.

(12) The expenses of the Tribunal shall be a charge on the Consolidated Fund.

6. Secretary to Public Service Tribunal.

(1) There shall be a Secretary to the Public Service Tribunal who shall be a person qualified to be appointed to the office of director in the public service.

(2) The appointment of the Secretary to the Tribunal shall be on terms and conditions applicable to a director in the public service.

(3) The Secretary to the Tribunal shall be responsible for—

- (a) receiving and registering any labour disputes referred to the Tribunal;
- (b) making arrangements for meetings of the Tribunal;
- (c) the recording and keeping of the minutes of the decisions and proceedings of the Tribunal;
- (d) performing such other functions as the Chairperson of the Tribunal shall assign to him or her from time to time.

PART V—ESSENTIAL SERVICES.

7. Essential services.

(1) Essential services are as specified in the Sixth Schedule to this Act.

(2) Where collective withdrawal of labour from any essential services is contemplated in furtherance of a labour dispute, notice of a strike shall not be valid unless it is accompanied by a certificate signed by the Chairperson of the Council stating that—

(a) ninety days have elapsed since the date of the report of the labour dispute to the Council; and

(b) the disputes settlement machinery has been exhausted.

(3) Labour disputes in essential services shall be dealt with expeditiously.

PART VI—STRIKES IN THE PUBLIC SERVICE.

8. Strikes in the public service.

(1) Workers in the public service shall have a right to withdraw labour or call a strike in furtherance of a labour dispute, provided the negotiating machinery is exhausted, according to section 7 (2) (b).

(2) Subsection (1) shall not apply to a lockout or a strike arising out of a labour dispute where—

(a) any machinery or arrangement under this Act or otherwise for the settlement, by conciliation or arbitration, of the dispute has been resorted to and exhausted;

(b) withdrawal of labour is due to unsafe and dangerous working environment.

(3) Prior to a strike—

- (a) advance notice shall be given in accordance with section 7 (2), or any other written law;
- (b) the parties shall exhaust all avenues for conciliation, arbitration or dispute settlement provided for under this Act.

PART VII—MISCELLANEOUS.

9. Offence and penalty.

A person who contravenes any provision of this Act commits an offence and is liable, on conviction, to a fine not exceeding fifty currency points or imprisonment not exceeding six months.

10. Amendment to Schedules.

The Minister may, by statutory instrument and with the approval of the Cabinet, amend the Schedules to this Act.

11. Repeal of Cap. 289.

The Public Service Negotiating Machinery Act is repealed.

12. Regulations.

The Minister may by statutory instrument, make regulations on matters of negotiations and dispute settlement under this Act.

SCHEDULES

FIRST SCHEDULE

Sections 2, 9, and 10

CURRENCY POINT.

One currency point shall be equivalent to twenty thousand Uganda shillings.

SECOND SCHEDULE

Section 3(4)

CONSULTATIVE COMMITTEE RULES AND PROCEDURES.

1. Where a public officer or other employee of the public service has a grievance or a complaint against any other public officer or other employee of the public service—

- (a) the aggrieved party shall first report the grievance or complaint to his or her immediate supervisor or manager; and failing any action by the supervisor or manager, report the grievance to his or her Union Representative who will prepare a memorandum setting out the grievance or complaint and submit it to the Secretary of the relevant Consultative Committee with a copy to the other party affected by the grievance or complaint; and
- (b) the Secretary to the Committee shall—
 - (i) register the grievance or complaint;
 - (ii) notify the other party to the grievance, the Chairperson and other members of the Committee about the grievance by furnishing each of them with a copy of the grievance or complaint;
 - (iii) in consultation with the Chairperson, set a date for the hearing of the grievance or complaint, which shall not be earlier than fourteen working days after the notification in subparagraph (ii), and circulate the hearing date to the other party to the grievance and other members of the Committee; and
 - (iv) call upon the other party to the grievance or complaint to prepare and submit the reply to the Secretary not later than four working days before the hearing date, a reply to grievance or complaint.

2. A Consultative Committee shall meet at least once in every three months.
3. A Consultative Committee shall be chaired by the head of the relevant autonomous body, ministry, department, local government, division or unit of the public service.
4. The Secretary to a Consultative Committee shall be a personnel officer of the relevant autonomous body, ministry, department, local government, division or unit of the public service and in his or her absence, the Committee shall choose from among its members someone to act as Secretary.
5. Subject to these Rules, a Consultative Committee may regulate its own procedure.
6. Two-thirds of the members of a Consultative Committee shall constitute a quorum.

THIRD SCHEDULE

Sections 2, 4(6)(b)

RECOGNITION AGREEMENT

This AGREEMENT is made this day of
BETWEEN the Government of the Republic of Uganda (in this Agreement referred to as “the Government”) of the one part and the Public Service Labour Unions (in this Agreement referred to as “the Union”) of the other part, meeting together voluntarily to determine and regulate the relationship between them in the interests of mutual understanding and co-operation.

1. Interpretation.

In this Agreement, unless the context otherwise requires, the following terms and expressions shall have the following meanings—

“Act” means the Public Service (Negotiating, Consultative and Disputes Settlement Machinery) Act, 2008;

“autonomous body” has the meaning assigned to it by the Act;

“employment unit” means the place of work of a union member;

“essential services” means the services specified in the Fifth Schedule to the Act;

“Government” includes a local government and an autonomous body;

“public officer” has the meaning assigned to it by the Act;

“public service labour union” has the meaning assigned to it by the Act;

“responsible officer” includes the Permanent Secretary of a Ministry or a public officer of equivalent rank, head of a department, a Chief Administrative Officer and Town Clerk of a local government council;

“terms and conditions of service” includes the subjects for negotiation and consultation set out in Appendix 2 to this agreement;

“Tribunal” has the meaning assigned to it by the Act;

“union member” means a member of the public service Labour union;

“union official” means an elected or appointed officer of the union whose name has been placed on the Authorised Visitors’ list in accordance with rule 1 (a) of Appendix 1 to this Agreement;

“union representative” has the meaning assigned to it by the Act;

2. Recognition by Government.

The Government accords full recognition to—

(a) the union as the properly constituted and representative body representing the interests of union members in matters concerning their terms and conditions of service;

(b) all properly constituted branches of the unions as may be set up.

3. Union officials’ right of access.

(1) To enable officials of the union to contact union members in any employing unit of Government in an orderly manner, the Government agrees, subject to subparagraph (2) of this paragraph, to permit the Union officials to visit places of work; however, Union representatives shall have a right of access to employees in Ministries, Departments, autonomous bodies or Local Governments only where the union representatives are listed on the Authorised Visitors’ list as representing the Union.

(2) Visits may be made and conducted under subparagraph (1) only in accordance with the code of rules set out Appendix 1 to this Agreement.

4. Union Officials

(a) The Union undertakes to inform the Government without delay of the names of Union Officials and Union Representatives following their election in accordance with the Union’s Constitution.

(b) The Government agrees not to enter into negotiations with persons purporting to represent the Union other than its accredited representatives.

- (c) Union Officials and Representatives shall have the right of access mentioned in paragraph 3 subject only to the Code of Rules set out in Appendix 1 to this Agreement.

5. General principles

(1) The Government and the Union recognise the country's interest in—

- (a) attaining and maintaining the highest level of efficiency and effectiveness in the Public Service within the constraints of the limited resources of the country;
- (b) attaining and maintaining good and harmonious labour relations; and
- (c) achieving the highest possible standard of safe and conducive working conditions, consistent with the economic reforms of the Government; and agree to co-operate towards attaining these ends.

(2) To achieve the aims referred to in subparagraph (1), the Government and the Union agree—

- (a) to follow the procedures laid down in the Act; and
- (b) not to cause, countenance or support any lockout or strike, until those procedures have been exhausted.

6. Right of access to superior officers

The Union is aware that it is a constitutional duty of the Government to employ any person whether he or she is a member of the Union or not; and nothing in this Agreement shall prevent an employee from having direct access to his or her superior officers in the Public Service or to discuss any matter which may affect him or her in connection with his or her employment.

7. Discrimination

(1) The objective of establishing this relationship is to achieve industrial peace through collective bargaining or negotiations and free association; and in this spirit, both Government and the Union undertake not to discriminate against an employee in matters connected with his or her conditions of employment on account of his or her not being a member of the Union.

(2) The Government shall not interfere with the rights of employees to join or continue as Union members or discriminate, restrain, victimize or coerce an employee because of his or her recognised activity in a Union.

8. Intimidation

The Government and the Union agree to take all reasonable and practicable steps to ensure that neither party practises intimidation or uses abusive or intemperate language in their dealings with each other.

9. Negotiating Machinery and Disputes Settlement Procedure

(1) The machinery for negotiating terms and conditions of service of Union members and for consultation on matters concerning the interests, well-being and efficiency of Union members shall be such machinery as is laid down in the Act.

(2) The subjects for negotiation and consultation shall be as laid down in Appendix 2 of this Agreement.

(3) Any matter that contravenes any written law shall not be the subject of negotiation.

10. Compliance with the provisions of Agreement

(1) The Government and the union undertake to ensure that both parties and all their officials and representatives shall accept responsibility for compliance with the procedures laid down in the Act.

(2) The Government and the Union shall take every possible step to prevent or bring to an end any action by any of its members which is at variance with the provisions of the Act and the spirit of this Agreement.

(3) Any controversy relating to or arising out of the interpretation or breach of this Agreement shall, as far as possible, be settled in accordance with the disputes settlement machineries provided for in sections 3 and 4 and 5 of the Act.

11. Strikes and lock-outs

(1) The Union agrees not to resort to strike action over any subject for negotiation and consultation specified in Appendix 2, unless and until the machinery for negotiation and consultation provided for under the Act has been resorted to and exhausted.

(2) It is agreed that in the event of a strike or lockout or disturbance in essential services the Union shall ensure continuation of those services with minimum disruption.

12. Check-off System

(1) All unionised employees covered by this Recognition Agreement shall be required to contribute union dues by means of a check-off System under which Ministries, autonomous bodies, and Districts of Local Governments undertake to deduct from all unionised employees union dues as will be advised by the Union General Secretary from time to time in accordance with the relevant laws.

(2) The acceptance of the check-off system by each individual shall be entirely voluntary and shall be authorised by a form signed by the employee.

(3) The amount to be deducted under the check-off system shall be the monthly rate of subscription fixed by the Union in accordance with the Union Constitution.

(4) The Government shall not be responsible for issuing receipts to Union Members.

(5) The Government shall make no deductions on behalf of the Union other than the monthly subscription.

13. General

(1) It is agreed that no information during any discussions, negotiations or consultations between the Government and the Union shall be released to the press, radio, television or any information service bureau by either party except by mutual consent.

(2) The Union undertakes to take appropriate measures to educate and improve awareness of its Representatives and Members of the contents of this Agreement.

(3) In their dealings, the Government and the Union agree to adhere to and comply with the provisions of the Constitution, the Act, and any other applicable written law.

(4) The Government undertakes to take appropriate measures to educate and improve the awareness of managers of the provisions or contents of this Agreement.

14. Notices

All notices between the parties shall be addressed as follows—

- (a) FOR THE GOVERNMENT
HEAD OF PUBLIC SERVICE/SECRETARY TO CABINET
OFFICE OF THE PRESIDENT
P.O. BOX 7168, KAMPALA.
- (b) FOR THE UNION
GENERAL SECRETARY OF THE UNION
UNION HEADQUARTERS
UGANDA

15. Commencement and duration of Agreement

(1) While this Agreement remains in force, its observance by both parties is a condition of the continuous recognition of the Union by Government and vice versa.

(2) This Agreement shall—

- (a) come into force and take effect from (the date of the Agreement);
- (b) remain unaltered for a period of twelve months from that date of its coming into force;
- (c) be renewed automatically every year unless either party wishes to modify or alter any of its terms and conditions.

(3) Any modifications or alterations to this Agreement will be mutually agreed upon by either party giving at least three months' notice in writing of that fact to the other party together with the proposed amendments which shall be in writing.

(4) This agreement shall come into force and take effect upon signature by both parties.

WHEREFORE the parties have on the day and year as mentioned above affixed their signatures.

FOR THE GOVERNMENT
HEAD OF THE PUBLIC SERVICE
AND SECRETARY TO CABINET.

.....

IN THE PRESENCE OF

.....

FOR THE PUBLIC SERVICE
LABOUR UNIONS
(GENERAL SECRETARIES
OF THE UNIONS)

.....

IN THE PRESENCE OF:

.....

APPENDIX 1

RULES GOVERNING ACCESS OF UNION OFFICIALS AND
REPRESENTATIVES TO EMPLOYING UNITS

1. (1) The Union shall furnish to each department, ministry, autonomous body or district local government, a list of all those Union Officials and Union Representatives (hereinafter referred to as "Officials") who are authorised by the Union to visit the department, ministry, autonomous body, or district for the purpose of conducting Union affairs; and the list shall be known as the "Authorised Visitors' list".

(2) Five copies of the "Authorised Visitors' list" shall be certified by both the responsible officer and the responsible Union Official and—

- (a) a copy as so certified shall be given to the Registrar of Labour Unions;
- (b) two copies as so certified shall be retained by each Department, autonomous body, District or a Local Government; and
- (c) two copies as so certified shall be retained by the Union.

(3) An Authorised Visitors' list shall be prepared in the manner prescribed in Rule (1) after the expiry of each twelve months.

(4) Where during the twelve months the Union desires to substitute one person for another person on the authorised Visitors' list, or to remove or to add a name, as the case may be, the Union shall inform the responsible officer, and the substitution or addition shall be effected accordingly and confirmed in writing by the union.

(5) Four copies of the Authorised Visitors' list as modified under sub-rule (3) shall be prepared and distributed in accordance with sub-rule (2).

2. Only officials whose names are on the Authorised Visitors' list of a ministry, department, autonomous body or local government shall be granted access to employing units for the purpose of conducting Union business.

3. Every official whose name is on an Authorised Visitors' list shall be provided by the Union with an identity card bearing a photograph of the official, which shall enable the official to be easily identified as the person he or she purports to be.
4. An official on visiting an employing unit shall—
 - (a) arrive at the employing unit only during the employing unit's normal working hours, unless special prior authority has been granted from the officer-in-charge of the employing unit for the visit to begin at some other time;
 - (b) report to the employing unit's office immediately upon arrival and inform the officer-in-charge of the employing unit about the nature of the business he or she wishes to conduct and the persons with whom he or she wishes to conduct such business;
 - (c) confine his or her attention to Union affairs.
5. (1) An official shall not hold any general meeting, whether of Union members or of other persons, except—
 - (a) in accordance with any applicable written law for the time being in force;
 - (b) with the consent of the officer-in-charge of the relevant employing unit, and in a manner that is mutually agreed upon;
 - (c) subject to such conditions as may be imposed by the officer-in-charge in accordance with the provisions of rule 6.(2) Unions shall regulate their own procedure.
6. The conditions which may be imposed by the officer-in-charge of an employing unit with respect to the holding of a general meeting may include specifications of—

- (a) the date and the time at which the meeting may be held;
- (b) the place or building in which the meeting may be held;
- (c) the maximum duration of the meeting.

7. The Government reserves the right to withdraw or cancel any of the facilities or privileges granted to the Union under these Rules—

- (a) in the event of flagrant or persistent contravention of these Rules by the Union;
- (b) in the event of the Union conducting or carrying out its duties in a manner that is directly and manifestly contrary to the spirit of these Rules.

8. In the event of any disagreement or controversy between the officer-in-charge of an employing unit or his or her duly nominated representative and an official of the Union relating to contravention or alleged contravention of any of these Rules, the matter shall be reported in writing by either the officer-in-charge of the employing unit or his or her duly nominated representative or representative of the Union to the relevant responsible officer who shall inquire into the matter and either adjudicate or settle it or negotiate it with the Union.

APPENDIX 2

SUBJECTS FOR NEGOTIATION AND CONSULTATION

1. Negotiable items

- (i) Salaries/Allowances
- (ii) Hours of work
- (iii) Health and Safety at work
- (iv) All types of leave
- (v) Principles and procedures of redundancy
- (vi) Medical expenses and sick pay
- (vii) Funeral expenses
- (viii) Retirement and other terminal benefits
- (ix) Any other matter by mutual agreement.

2. Items for consultation.

- (i) Disciplinary procedures
- (ii) Welfare
- (iii) Training
- (iv) Promotion
- (v) Methods of salary payment
- (vi) Technological changes
- (vii) Policy aspects that affect employment e.g. employment policy, Structural Adjustment Programmes (SAP), incomes policy, schemes of service etc.
- (viii) Any other matters that may be deemed necessary.

FOURTH SCHEDULE

Section 4 (12)

**RULES FOR NEGOTIATING TERMS AND CONDITIONS OF
SERVICE.**

1. Negotiations on remunerative items shall be made by a Collective Bargaining Agreement (CBA) which shall form part of the terms and conditions of service in the public service.
2. The centralised Collective Bargaining Agreement on salaries in the public service shall apply to local governments.
3. The provisions relating to negotiable items in a Collective Bargaining Agreement (CBA) shall only be varied by agreement of both parties; and any proposal by a party to vary any such provision shall be notified to the other party in writing within three (3) months after formulating the proposal.
4. In negotiating matters that have implications on monetary expenditure, parties shall conclude their negotiations during the budgetary phase in each financial year.

FIFTH SCHEDULE

Section 4 (13)

RULES AND PROCEDURES RELATING TO THE HEARING OF
GRIEVANCES BY THE COUNCIL.

1. The party with a grievance shall submit a written memorandum of the grievance to the Secretary to the Council with a copy to the other party.
2. The Secretary to the Council shall—
 - (a) register the grievance;
 - (b) notify the other party to the grievance, the Chairperson and all other members of the Council about the grievance by furnishing a copy of the memorandum of the grievance to each of them; and
 - (c) in consultation with the Chairperson, set a date for the hearing of the grievance, which shall not be earlier than fourteen working days after the date on which copies of the memorandum of the grievance are circulated to the other party to the grievance and the other members of the Council under subparagraph (b).
3. The Secretary shall request the other party to the grievance to prepare and submit to the Secretary, a reply to the grievance not later than four (4) working days before the date for hearing the grievance.
4. The hearing of a grievance shall be completed within sixty working days from the date of registration of the grievance.
5. During the hearing of a grievance, the parties to the grievance shall—
 - (a) negotiate in good faith;
 - (b) not victimise or intimidate one another;
 - (c) avoid taking to the press matters in dispute;

(d) exercise patience and restraint; and

(e) show mutual respect and trust.

6. A memorandum of agreement shall be signed after both parties have reached a consensus.

7. In case of a dead-lock, a report of the dispute which forms the basis of the grievance shall be sent by the Chairperson of the Council to the Minister within two (2) working days, requesting the Minister to refer the matter to the Tribunal.

8. The Minister may, within five (5) working days, refer the matter back to the Council with guidelines regarding how, and a time frame within which, the grievance may be resolved, or refer the matter to the Tribunal.

SIXTH SCHEDULE

Section 7(1)

ESSENTIAL SERVICES IN THE PUBLIC SERVICE.

- (a) Fire services;
- (b) Meteorological services;
- (c) Education services;
- (d) Uganda computer services;
- (e) Health, sanitary facilities and hospitals;
- (f) Transport services necessary for the operation of the services set out in this Schedule;
- (g) Water and electricity;
- (h) Air traffic services;
- (i) Telecommunications.

Cross References

Labour Unions Act, Act No.7 of 2006

Local Governments Act, Cap. 243.

SIXTH SCHEDULE

Section 7(1)

ESSENTIAL SERVICES IN THE PUBLIC SERVICE.

- (a) Fire services;
- (b) Meteorological services;
- (c) Education services;
- (d) Uganda computer services;
- (e) Health, sanitary facilities and hospitals;
- (f) Transport services necessary for the operation of the services set out in this Schedule;
- (g) Water and electricity;
- (h) Air traffic services;
- (i) Telecommunications.

Cross References

Labour Unions Act, Act No.7 of 2006

Local Governments Act, Cap. 243.

ACTS SUPPLEMENT

to The Uganda Gazette No. 36 Volume CI dated 11th July, 2008.

Printed by UPPC, Entebbe, by Order of the Government.

Act 11 *Public Service Commission Act* **2008**

THE PUBLIC SERVICE COMMISSION ACT, 2008.

Section. **ARRANGEMENT OF SECTIONS**

PART I—PRELIMINARY.

1. Commencement.
2. Interpretation.

PART II—THE PUBLIC SERVICE COMMISSION.

3. Composition and appointment of members of the Commission.
4. Removal or vocation of office of member of the Commission.
5. Oath of members of the Commission.
6. Seal of the Commission.
7. Remuneration

PART III—FUNCTIONS OF THE COMMISSION.

8. Functions of the Commission.
9. Independence of the Commission.
10. Reports of the Commission.
11. Functions of Chairperson.
12. Secretariat of the Commission.
13. Functions of Secretary to the Commission.
14. Other staff of the Commission.
15. Oath of Secretary to the Commission.
16. Immunity of members and staff of the Commission.
17. Funds and expenses of the Commission.

**PART IV—GENERAL PROVISIONS RELATING TO THE
FUNCTION OF THE COMMISSION.**

18. Application of rules of natural justice.
19. Privilege of communication.
20. Failure to appear or produce documents.
21. Immunity of witnesses.

PART V—MISCELLANEOUS.

22. Improper influence.
23. Improper disclosure of information.
24. Consent of Director of Public Prosecutions.
25. Legal proceedings.
26. Recommendations to Government.
27. Regulations.
28. Amendment of First Schedule.
29. Transitional provisions.

SCHEDULES.

First Schedule —Currency point.

Second Schedule —Oaths.

THE PUBLIC SERVICE COMMISSION ACT, 2008.

An Act to make provision in relation to the Public Service Commission, in line with articles 165 and 166 and other relevant provisions of the Constitution; and to provide for other matters related to the Public Service Commission.

DATE OF ASSENT: 20th May, 2008.

Date of Commencement: See section 1.

BE IT ENACTED by Parliament as follows:

PART I—PRELIMINARY.**1. Commencement.**

This Act shall come into force on such day as the Minister may, by statutory instrument, appoint.

2. Interpretation.

In this Act, unless the context otherwise requires—

“Chairperson” means the Chairperson of the Commission;

“Commission” means the Public Service Commission established by Article 165 of the Constitution;

“currency point” means the value specified in the First Schedule in relation to a currency point;

“Deputy Chairperson” means a Deputy Chairperson of the Commission;

“District Service Commission” means a Commission established for each district by article 198 of the Constitution;

“Minister” means the Minister responsible for the public service;

“public officer” shall have the meaning assigned to it by article 175 (a) and 257(1)(x) of the Constitution;

“public service” shall have the meaning assigned to it by article 175 (b) and 257(1)(y) of the Constitution;

“Secretary” means the Secretary to the Commission appointed under section 12.

PART II—THE PUBLIC SERVICE COMMISSION.

3. Composition and appointment of members of the Commission.

(1) In accordance with the provisions of the Constitution, the Commission shall consist of a Chairperson, a Deputy Chairperson and seven other members appointed by the President with the approval of Parliament.

(2) A person is not qualified to be appointed a member of the Commission unless he or she is of high moral character and proven integrity.

(3) A person holding any of the following offices shall relinquish his or her position in that office on appointment as a member of the Commission—

(a) a member of Parliament;

(b) a member of a local government council;

- (c) a member of the executive of a political party or political organization; or
- (d) a public officer.

(4) A member of the Commission shall hold office for a term of four years but is eligible for reappointment; except that of the first members appointed to the Commission under the Constitution, four shall be appointed to hold office for three years, which shall be specified in their instruments of appointment.

(5) In accordance with the provisions of the Constitution, the emoluments of members of the Commission shall be charged on the Consolidated Fund.

(6) In the absence of both the Chairperson and the Deputy Chairperson, the President may designate one of the members to act as Chairperson.

4. Removal or vacation of office of member of the Commission.

(1) A member of the Commission shall vacate his or her office if that member is under a sentence of death or a sentence of imprisonment exceeding nine months without the option of a fine imposed by a competent court.

(2) A member of the Commission may be removed from office by the President only for—

- (a) inability to perform the functions of his or her office arising from infirmity of body or mind;
- (b) misbehaviour or misconduct; or
- (c) incompetence.

(3) Any question as to the removal of a member of the Commission shall be referred to a tribunal appointed by the President, which shall submit its findings to the President; and the President may remove the member if the tribunal recommends that the member should be removed on any ground specified in subsection (2).

(4) Where a tribunal is appointed by the President under subsection (3) in respect of any member of the Commission, the President shall suspend that member from performing the functions of his or her office.

(5) A suspension under subsection (5) shall cease to have effect if the tribunal advises the President that the member should not be removed.

(6) Where the question as to the removal of a member of the Commission involves an allegation that the member is incapable of performing his or her office, arising from infirmity of body or mind, the President shall, on the advice of the head of the Health Services Commission, appoint a medical board which shall investigate the matter and report its findings to the President, with a copy to the tribunal.

5. Oath of members of the Commission.

(1) Every member of the Commission shall, before assuming the functions of his or her office, take and subscribe—

(a) the Official Oath set out in the Second Schedule to the Oaths Act; Cap. 19;

(b) the Oath specified in Part I of the Second Schedule to this Act.

(2) Where at the commencement of this Act, any member of the Commission had taken and subscribed an Oath under the Official Oaths Act, he or she shall not be required to take and subscribe the equivalent oath under this section.

(3) A person appointed by the Commission shall subscribe to the Oaths prescribed under subsection (1)(a) and (b) of this section, as soon as possible, after the commencement of this Act.

6. Seal of the Commission.

The Commission shall have a seal which—

- (a) shall be in such a form as the Commission may determine; and
- (b) subject to the provisions of any written law, shall be applied or affixed to a document or otherwise used in such circumstances as the Commission may determine.

7. Remuneration.

The Chairperson, Deputy Chairperson and members of the Commission shall be paid salaries and allowances at such rates as are from time to time prescribed by the Salaries and Allowances (Specified Officers) Act, or any other applicable legislation.

PART III—FUNCTIONS OF THE COMMISSION**8. Functions of the Commission.**

Except as otherwise provided in the Constitution, the functions of the Commission include—

- (a) to advise the President in the performance of his or her functions relating to the establishment of offices in the public service, as provided for under Article 171 of the Constitution;
- (b) to appoint, promote and exercise disciplinary control over persons holding office in the public service of Uganda as provided for under Article 172 of the Constitution;
- (c) to review the terms and conditions of service, standing orders, training and qualifications of public officers and matters connected with personnel management and development of the public service and make recommendations on them to the Government;
- (d) to guide and coordinate District Service Commissions;
- (e) to hear and determine grievances from persons appointed by District Service Commissions;

- (f) to make regulations for the effective and efficient performance of its functions under the Constitution, this Act, or any other law; and
- (g) to perform such other functions prescribed by the Constitution or any other law.

9. Independence of the Commission.

In accordance with the provisions of the Constitution, the Commission shall, in the exercise of its functions, be independent and shall not be subject to the direction or control of any person or authority; except that it shall take into account government policy relating to the public service.

10. Reports of the Commission.

(1) The Commission shall make a report to Parliament in respect of each year, on the performance of its functions.

(2) The annual report referred to in subsection (1) shall be—

- (a) signed by the Chairperson and addressed to the Speaker of Parliament with a copy to the President; and
- (b) submitted within three months after the commencement of the subsequent financial year.

11. Functions of Chairperson.

(1) The Chairperson shall—

- (a) be the head of the Commission;
- (b) preside at all meetings of the Commission attended by him or her;
- (c) be responsible for the direction of the affairs and for the administration of the Commission; and

- (d) monitor and supervise the work of the Secretary of the Commission.

(2) In the absence of the Chairperson, the Deputy Chairperson shall perform the functions of the Chairperson and perform such other duties as the Chairperson shall assign to him or her from time to time.

12. Secretariat of the Commission.

(1) There shall be a Secretary to the Commission who shall be appointed by the President acting in accordance with the advice of the Commission.

(2) The Secretary shall be a person qualified to be appointed to the office of Permanent Secretary in the Public Service.

(3) The appointment of the Secretary shall be on terms and conditions applicable to a Permanent Secretary.

13. Functions of Secretary to the Commission.

(1) The Secretary shall, subject to the general control of the Commission, be responsible for—

- (a) the execution or carrying out of the policy decisions of the Commission and the day-to-day administration and management of affairs of the Commission;
- (b) the control of the staff of the secretariat;
- (c) management and control of the staff of the secretariat;
- (d) general administration and management of the financial and other resources of the Commission; and
- (e) implementation of the policies of the Government.

(2) The Secretary is, unless in any particular case the Commission otherwise directs in writing, entitled to attend all meetings of the Commission, but shall have no vote on any matter falling to be decided by the Commission at any such meeting.

14. Other staff of the Commission.

The Commission shall have such other officers and employees as may be necessary for the discharge of its functions.

15. Oath of Secretary to the Commission.

(1) The Secretary shall, before assuming the performance of his or her functions under this Act, take and subscribe the oath specified in Part II of the Second Schedule to this Act.

(2) Any other officer or employee of the Commission shall be directed by the Commission to take and subscribe the oath specified in Part II of the Second Schedule to this Act.

(3) Where, at the commencement of this Act, the Secretary or any other officer or employee of the Commission had taken and subscribed the oath under the Official Oaths Act, he or she shall not be required to take and subscribe the equivalent oath under this section.

(4) A person who has become the Secretary or other officer or employee of the Commission without having taken and subscribed the relevant oath prescribed by this section shall, subject to subsection (3), take and subscribe that oath as soon as possible after the commencement of this Act.

16. Immunity of members and staff of the Commission.

(1) A member of the Commission shall have similar protection and privilege in the case of any action or suit brought against him or her for any act or omission done or suffered in good faith in the execution of his or her duties, as is accorded by law to any act or omission done or suffered by a Judge of the High Court in the exercise of his or her judicial functions.

(2) An employee or other person performing any function of the Commission under the authority of the Commission shall not be personally liable to any civil proceedings for any act or omission done in good faith in the performance of those functions.

17. Funds and expenses of the Commission.

(1) The emoluments of the members of the Commission and other administrative expenses shall be prescribed by Parliament and shall be charged on the Consolidated Fund.

(2) The Commission may, with the prior approval of the Minister responsible for finance, receive grants from the Government or any other source for the discharge of any of its functions.

(3) All funds provided to the Commission under this section shall be administered and controlled by the Secretary to the Commission who shall be the Accounting Officer in accordance with the Public Finance and Accountability Act.

PART IV—GENERAL PROVISIONS RELATING TO THE FUNCTIONS OF THE COMMISSION.

18. Application of rules of natural justice.

In dealing with matters of discipline, whether or not requiring severe punishment, including removal from the public service, the Commission shall, in the spirit of article 173 of the Constitution, observe the rules of natural justice and in particular, the Commission shall ensure that an officer against whom disciplinary proceedings are being taken is—

- (a) informed about the particulars of the case against him or her;
- (b) given the right to defend himself or herself and present his or her defence in writing within a specified time, and where necessary, appear before a properly constituted meeting of the Commission or at any inquiry set up by the Commission for the purpose.

19. Privilege of communication.

Subject to the Constitution, but notwithstanding any applicable written law, unless the Chairperson, or in his or her absence the Deputy Chairperson, consents in writing, no person shall, in any legal proceedings, be permitted or compelled to produce or disclose any communication, written or oral, between—

- (a) the Commission or any member or officer of the Commission and the President, the Vice-President, a Minister, any Commission established by the Constitution or any member or officer of any such Commission or any other Government institution or a public officer; or
- (b) any member or officer of the Commission and the Chairperson; or
- (c) a member or officer of the Commission and another member or officer of the Commission,

in the exercise of or in connection with the exercise of the functions of the Commission.

20. Failure to appear or produce documents.

A person, other than a person who is notified to appear before the Commission solely in connection with his or her application for appointment to, or employment in, the public service who—

- (a) without reasonable cause or excuse, fails to appear before the Commission when notified to do so; or
- (b) who willfully fails to produce any documents in his or her possession when requested to do so by the Commission,

commits an offence and is liable, on conviction, to a fine not exceeding one hundred currency points or imprisonment for a term not exceeding six months, or both.

21. Immunities of witnesses.

A witness before the Commission shall have the same immunities and privileges enjoyed by or applicable to a witness before the High Court.

PART V—MISCELLANEOUS.

22. Improper influence.

(1) Any person who, otherwise than in the course of his or her official duty, directly or indirectly and whether by himself or herself or by any other person, in any manner whatsoever influences or attempts to influence any decision of the Commission, commits an offence and is liable, on conviction, to a fine not exceeding two hundred currency points or imprisonment for a term not exceeding twelve months, or both.

(2) Nothing in subsection (1) shall be construed as making it unlawful for a person to give or provide a reference or testimonial to an applicant or a candidate for any public office, or provide or supply any information or assistance requested by the Commission.

(3) Any person who, in connection with the performance by the Commission of its functions, willfully gives to the Commission any false information or information that he or she does not believe to be true, or which he or she knows to be false by reason of the omission of any material particular, commits an offence and is liable on conviction to a fine not exceeding two hundred currency points or to imprisonment for a term not exceeding twelve months, or both.

(4) For the purposes of this section, “Commission” means the Public Service Commission, and includes any member of the Commission, any officer of the Commission or any person or body of persons appointed to assist the Commission in the performance of its functions and duties.

23. Improper disclosure of information.

(1) Any member or officer of the Commission or any other person who, without the written permission of the Chairperson, knowingly publishes or discloses to any person otherwise than in the exercise of his or her official functions or duties, the contents of any document, communication or information which has come to his or

her notice in the course of his or her functions or duties in relation to the Commission, commits an offence and is liable on conviction to a fine not exceeding one hundred currency points or imprisonment for a period not exceeding six months, or both.

(2) Any person who knows of any information that to his or her knowledge has been disclosed in contravention of the provisions of sub-section (1) of this section and who publishes or communicates that information to any other person otherwise than for the purpose of any prosecution under this Act, or in the course of his or her official duty, commits an offence and is liable, on conviction, to a fine not exceeding two hundred currency points or to imprisonment for a term not exceeding twelve months, or both.

24. Consent of Director of Public Prosecutions.

A prosecution for an offence against any provision of this Act shall not be instituted except with the consent of the Director of Public Prosecutions.

25. Legal proceedings.

(1) Subject to subsection (2), no proceedings shall be brought in any court on the ground that any provision of this Act has not been complied with.

(2) Subsection (1) does not apply to—

- (a) criminal proceedings for an offence against this Act;
- (b) proceedings for judicial review by the High Court on the ground of nullity or any proceedings or decision by the Commission or any person or authority under this Act.

26. Recommendations to Government.

Any recommendation the Commission makes to the Government in the exercise of its functions under the Constitution, this Act or any written law shall be channeled through the Minister.

27. Regulations.

In accordance with the provisions of the Constitution, the Commission may, by statutory instrument, make regulations for the better carrying into effect the purposes and principles of this Act and for its due administration.

28. Amendment of First Schedule.

The Minister may, by statutory instrument and with the approval of the Cabinet, amend the First Schedule to this Act.

29. Transitional provisions.

(1) A person holding or acting in any office or appointment as Chairperson, Deputy Chairperson or member of the Commission under article 165 of the Constitution, shall on the date of commencement of this Act, continue to hold or act in that office as if appointed under this Act.

(2) A person holding or acting in any office as Secretary to the Commission or an officer or other employee of the Commission, shall on the date of commencement of this Act, continue to hold or act in that office as if appointed under this Act.

(3) Any regulations made by the Commission and in force on the date of commencement of this Act shall, on the date of commencement of this Act, continue in force as if made under commencement of this Act, in so far as they are not inconsistent with the provisions of this Act.

SCHEDULES.

Act 11

Public Service Commission Act

2008

FIRST SCHEDULE

SECTION 2

CURRENCY POINT

A currency point is equivalent to twenty thousand shillings.

SECOND SCHEDULE

SECTIONS 5 AND 15

Oaths.

Part I

Oath of member of the Public Service Commission

I, being appointed Chairperson/member of the Public Service Commission, swear in the name of the Almighty God/solemnly affirm that I will well and truly exercise the functions of Chairperson/member of the Public Service Commission and do right to all manner of people in accordance with the Constitution and in accordance with the laws of the Republic of Uganda without fear or favour, affection or ill-will. (So help me God.)

Part II

Oath of Secretary/Deputy Secretary/Officer of the Commission.

I,, being appointed Secretary/Deputy Secretary to /Officer of the Commission, being called upon to perform the functions of Secretary/Deputy Secretary to/Officer of the Commission, swear in the name of the Almighty God/solemnly affirm that I will not directly or indirectly reveal to any unauthorized person, or otherwise than in the course of duty, the contents or any part of the contents of any documents, communication or information which may come to my knowledge in the course of my duties as such, (So help me God.)

Cross References.

The Constitution of Uganda, 1995.

The Oaths Act, Cap. 19.

The Public Finance and Accountability Act, 2003, Act No. 6 of 2003.

The Salaries and Allowances (Specified Officers) Act, Cap. 291.

NEW DEVELOPMENT
REFERENCE
KARY
ENTEBBE

STATUTORY INSTRUMENTS
SUPPLEMENT No. 6

15th February, 2008

STATUTORY INSTRUMENTS SUPPLEMENT
to The Uganda Gazette No. 9 Volume CI dated 15th February, 2008
Printed by UPPC, Entebbe, by Order of the Government.

STATUTORY INSTRUMENTS

2008 No. 9.

The Traffic and Road Safety (Speed of Motor Vehicle) (Exemption)
(No. 2) Order, 2008.

(Under section 175 of the Traffic and Road Safety Act, Cap 361).

IN EXERCISE of the powers conferred upon the Minister responsible for transport by section 175 of the Traffic and Road Safety Act, Cap. 361 this Order is made this 8th day of February, 2008.

1. Title.

This Order may be cited as the Traffic and Road Safety (Speed of Motor Vehicle) (Exemption) (No. 2) Order, 2008.

2. Exemption.

A person who drives a motor vehicle and who competes in the Mbarara Tap Rally, organised by the Federation of Motor Sports Club of Uganda (FMSU), commencing on the 28th March, 2008 and ending on the 30th March, 2008 and going through the Districts of Mbarara and Bushenyi is exempted from the provisions of section 120 of the Traffic and Road Safety Act, Cap. 361 for the duration of that rally.

JOHN BYABAGANA

Minister of State for Works, holding the portfolio of

Minister of Works and Transport

STATUTORY INSTRUMENTS

2008 No. 10.

The Electoral Commission (Appointment of Date of Completion of Update of Voters' Register in Bukomansimbi County, Masaka District) Instrument, 2008.

Under Section 19(8)(b) of the Electoral Commission Act, Cap 140.

IN EXERCISE of the powers conferred upon the Minister under section 19(8)(b) of the Electoral Commission Act, Cap 140, this Instrument is made this 14th day of February, 2008.

1. Title.

This Instrument may be cited as the Electoral Commission (Appointment of Date of Completion of Update of Voters' Register in Bukomansimbi County, Masaka District) Instrument, 2008.

2. Appointment of date of completion.

The 18th day of February, 2008, is hereby appointed as the date upon which the Commission shall complete the exercise of updating the Voters' Register for purposes of the by-election in Bukomansimbi County, Masaka District.

3. No application accepted after appointed date.

For purposes of paragraph 2 of this Instrument, after the appointed date, no application form from Bukomansimbi County, Masaka District shall be accepted by the Electoral Commission, seeking—

- (a) to register as a voter; or
- (b) to transfer to a new voting location.

HON. (DR) EDWARD KHIDDU-MAKUBUYA. M.P.,
Minister of Justice and Constitutional Affairs.

STATUTORY INSTRUMENTS SUPPLEMENT

to The Uganda Gazette No. 11 Volume CI dated 22nd February, 2008

Printed by UPPC, Entebbe, by Order of the Government.

STATUTORY INSTRUMENTS

2008 No. 11.

The Local Governments (Declaration of Towns) Regulations, 2008.

(Under sections 7(3) and 175(1) of the Local Governments Act, Cap. 243)

IN EXERCISE of the powers conferred upon the Minister responsible for local governments by sections 7(3) and 175(1) of the Local Governments Act, in consultation with the districts and with the approval of Cabinet, these Regulations are made this 14th day of September, 2006.

1. Title.

These Regulations may be cited as the Local Governments (Declaration of Towns) Regulations, 2008.

2. Declaration of Towns.

The following areas are declared to be towns—

- (a) **Amolator** —comprising Etyel, Aburkot, Inomo and Apalepe Wards in Amolator District;
- (b) **Amuria** —comprising Northern, Eastern and Akisim Wards in Amuria District;
- (c) **Bukwo** —comprising Torasis, Kapkworosoi, and Kapkworesen Wards in Bukwo District;
- (d) **Busolwe** —comprising Busolwe Parish in Butaleja District;
- (e) **Butaleja** —comprising Nanyulu, Hisega, Butaleja, Lujehe, Sagenda and Bung haji Wards in Butaleja District;

- (f) Isingiro —comprising Kaharo, Kamuri, Mabona and Kyabishaho Wards in Isingiro District;
- (g) Kakiri —comprising Kakiri Parish in Wakiso District;
- (h) Kalongo —comprising Town Board Parish in Pader District;
- (i) Kiruhura —comprising Kiruhura, Nyakasharara and Kashwa Wards in Kiruhura District;
- (j) Manafwa —comprising Bubulo and Bubwanga Wards in Manafwa District; and
- (k) Nagongera —comprising Nagongera Parish in Tororo District.

MAJ. GEN. KAHINDA OTAFIIRE.
Minister of Local Government.