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 **Local Government**

P.O. Box 61

Soroti Uganda

**THE Republic of Uganda**

*Our Ref:* ***CR/252/1***

*Your Ref***:*...*** Date: 14th, September 2020,

The Chief Administrative Officer Soroti

P.O Box 61

Soroti

**ANNUAL REPORT ON GRIEVANCES HANDLED IN THE DISTRICT DURING THE FY 2020/2021.**

**Introduction**

The District Grievance redress committee is mandated to handle complaints arising from employees and project affected persons in the district. The committee in its sittings of 20th August, 2020 managed to handled 17 cases under Education department and majorly from teachers on transfers and replacement.

Composition of the District Grievance Committee.

1. Akiror Jane, Committee Chairperson.
2. Ekwaru Abraham- Member.
3. Esatu Moses- Secretary.
4. Oede James- Member.
5. Okanya Simon - Member.

**Role of the Committee.**

To receive, process, guide and resolving matters/complaints that arise from employees, communities and project affected persons.

**Particulars Of Grievances registered and settled.**

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| --- | --- | --- | --- | --- | --- | --- | --- |
| Sn | **Name Of Complainant**  | **Date Of Reporting**  | **Gender**  | **Institution**  | **Nature Of Grievance**  | **Observation Of The Committee**  | **Action Taken By The Committee.**  |
| 1 | ESANGU STEPHEN  | 12/03/2020 | MALES | ANGOPET P/S | Cracked and damaged house  | * Condition of the house was assessed and it’s confirmed by the team that inspected.
* The dialogue with the school did administrators was held.
* The school not did not rectify the teachers concern to renovate the house.
 | * The teacher was transferred to a school with at least fair accommodation so as to perform his duties effectively.
 |
| 02  | ASANGO JOYCE | 22/01/2020 | FEMALE | OLONG P/S | APPEAL FOR TRANSFER | * Husband work in another district.
* Takes care of the sick grandmother
 | * The teacher was transferred to a school of her preference.
 |
| 03 | ASIBO AGNES | 03/02/2020 | FEMALE | AGORA P/S | APPEAL FOR THE TRANSFER TO AMINIT PS | * Overstayed in one station
* Family wrangles.
* Distance for her children schooling in day schools.
 | * Her appeal was honored and she was transferred to school of her choice.
 |
| 04 | ETIMU FRANCIS  | 20/01/2020 | MALE | OLOBAI- KAMUDA  | REQUEST FOR MORE TEACHERS | * A school was under staffed.
* Transfers effected but no replacement.
 | * Replacement done has the school has at least seven (7) teachers.
 |
| 05 | ATAI MARGARET | 12/02/2020 | FEMALE | MUKURA P/S | NOT honouring the transfer  | * Teacher received his transfer letter and should report to his new station immediately.
 | * The education office made a follow up of the teacher.
 |
| 06 | ONGOROK CHARLES | 20/01/2020 | MALE | AJONYI P/S | Complaint on a transfer | * There was no grievance reason for the refusal of the transfer
 | * The committee agreed to retain him in the school being transferred to. i.e. Obule-Angorom
 |
| 07 | ACHUNU PATRICK (PTA Representative) | 03/02/2020 | MALE | OGWOLO P/S | Objection of head teacher transferred in.  | * Head teacher willingness/positively welcome the transfer
 | * The head teacher was maintained in the school being transferred in
 |
| 08 | EILU JOHN PETER | 21/01/2020 | MALE | LALLE P/S | In adequate teachers  | * The gaps were identified
 | * Teachers were posted and transferred in to fill the gap.
 |
| 09 | ANWITO IMMACULATE | 04/02/2020 | FEMALE | OBYARAI P/S | Objection of transfer  | * Language barrier as a means of instruction for lower Ateso language yet she is a kumam
 | * The committee agreed to re-transfer her to a kuman speaking community i.e Aminit P/S.
 |
| 10 | OLUKA SAMUEL | 24/02/2020 | MALE | Obule-Angorom PS | Appeal for transfer  | * The reason for turning the transfer was not satisfactory to the committee
 | * The teacher was advised to move to the new station .ie Awoja P/S
 |
| 11 | IKONYE CHARITY CHRISTINE | 05/02/2020 | FEMALE | OCOKICAN  | Objection of transfer | * The committee scrutinized her justification and honoured her request.
* There was no female teacher in Olobai P/S
 | * She was transferred to the school of her choice Olobai- Kamuda
 |
| 10 | ATUBO LYDIA | 07/02/2020 | FEMALE | OMUGENYA P/S | Appeal for Transfer | * The teacher had overstayed in the school.
* Reasons for object was not very genuine.
 | * The teacher was advised and he honoured the transfer
 |
| 13 | OBELA NAPHALI  | 04/02/2020 | MALE | OCOKICAN | Appeal for transfer  | * The reasons for his justification had concrete evidence
 | * The teacher was transferred to Omodoi P/S
 |
| 14 | IMEDE ESTHER RUTH | 12/02/2020 | FEMALE | AGRIGIROI P/S | Request for teachers No- replacement for teacher on transfer | * It was noted that 02 teacher were replaced.
 | * The replacement done.
 |
| 15 | OLUPOT JOHN STEPHEN | 20/01/2020 | MALE  | ABEKO P/S | Objection of transfer  | * Teacher had to attend to sick mother
* He requested to be allowed one year
 | * The committee honoured his request and he was retained.
 |
| 16 | ATIM AGNES OGUTI | 05/02/2020 | FEMALE | OMULALA P/S | To join her husband in Obule-Angorom | * Her justification was genuine.
* She needed to be with her family
 | * The committee to join her with her husband who was transferred in the same school.
 |
| 17 | ODEKE MOSES | 12/02/2020 | MALE | OBYARAI  | Appeal for retention of the teacher Agudo Grace | * She was the only P.2 teacher.
* No replacement was done
 | * She was retained in the school.
 |

**Recommendations**

The committee made the following recommendations;

* Teachers must adhere to transfers since it is a normal process in Public Service.
* The district should plan for the construction of teacher’s staff house in Angopet P/S.
* The district should deploy more teachers to Olobai-Kamuda P/S.
* The district should consider replacing teachers whenever there are transfers in the affected schools.
* The committee recommended that transfers be effected at the end of the calendar year.

**Conclusion**

The committee encouraged that, all Civil Servants should be aware that whenever the occasion demands, they will be required to service in any part of the district by normal posting instructions as stated in all appointment letters.

Complied by

Moses Esatu.

**Secretary Grievance Redress Committee -GRC**