

PPDA MBARARA REGIONAL OFFICE GETS OWN HOME

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The newly commissioned PPDA Western Regional Office Building Located on Kamukuzi Hill, in Mbarara City.

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PPDA Mbarara Regional Office Gets Own Home



Staff of PPDA and other stakeholders march through Mbarara City before the commissioning of PPDA Western Regional Office in Mbarara.

In a significant milestone for Uganda's Public Procurement and Disposal of Public Assets Authority (PPDA), the Mbarara Regional Office was officially commissioned on 11th October, 2024. This newly inaugurated office represents more than just a state-of-the-art facility for the western region; it stands as a symbol of efficiency, and the authority's commitment to delivering value for money in public procurement.



PPDA Executive Director Benson Turamye speaks during the commissioning of the PPDA Western Regional Office.



Minister of State for Finance (General Duties), Henry Musasizi signs the visitors' book after commissioning the PPDA Western Regional Office Building.



Minister of State for Finance (General Duties), Henry Musasizi cuts the ribbon to officially commission the PPDA Western Regional Office Building on Friday, 11th October 2024.

A Journey Rooted in Collaboration

The construction of the Mbarara office is the culmination of years of collaboration between various stakeholders. A key figure in this achievement is John Baptist Bamuturaki Tumusiime, the former Chairman of Mbarara District Local Government (DLG), under whose leadership, the district council donated 25 decimals of land for the construction of the office. This was followed by the handover of the land to PPDA's Board of Directors on May 26th, 2022, and construction commenced on June 23rd, 2023. In just over a year, the office was completed and now

features modern amenities, including a fitness center, baby care center, and a state-of-the-art training room open to other government entities.

During the commissioning ceremony of the new office block, Benson Turamye, the Executive Director of PPDA, expressed his gratitude to the stakeholders who played instrumental roles in the success of the project, including President Yoweri Museveni, the Ministry of Finance, Planning and Economic Development, and Mbarara City, which provided engineers for supervision of the project at no cost.

Enhancing Service Delivery Across Uganda

The establishment of the Mbarara regional office is part of PPDA's larger strategy to bring its services closer to the people. Public procurement in Uganda accounts for an estimated 60% of the government's national budget (excluding wages). As the regulatory body for public procurement, PPDA's role in ensuring that these funds are used efficiently is crucial to the country's socio-economic transformation.

PPDA has implemented several initiatives to enhance efficiency and effectiveness in public procurement. Among these is the electronic government procurement system (E-GP), which now has over 8,930 registered providers and 15,186 awarded contracts. The system is designed to minimize human interface and reduce delays, ultimately curbing corruption and promoting transparency.

In addition to technological advancements, PPDA has focused on empowering local providers by requiring foreign contractors to subcontract at least 30% of road works valued above UGX 45 billion and other public works exceeding UGX 15 billion. This promotes local capacity and ensures knowledge transfer through mandatory employment of graduate trainees on large-scale projects.

Building for a Sustainable Future

PPDA's efforts are also focused on sustainability. Government entities are now required to procure goods, services, and works with due regard to environment protection, promoting social inclusion, and stimulation of innovation.

The authority is also working closely with civil society organizations (CSOs) to monitor contract implementation, ensuring that government projects are executed effectively and with minimal malpractices.

Furthermore, PPDA has introduced guidelines to promote participation of special interest groups in public procurement, reserving 15% of the procurement budget for groups such as women, youth, and persons with disabilities. The authority has also issued a new guideline for grain

and grain products to ensure compliance with quality standards, ultimately protecting human and animal health while boosting the grain market.

A Bright Future Ahead

The commissioning of the Mbarara office signals a new chapter in PPDA's efforts to promote efficient and effective procurement across Uganda. With a permanent presence in the western region, PPDA is poised to boost staff productivity and service delivery from Kisoro to Bundibugyo. The authority's focus on transparency, accountability, and inclusiveness will continue to drive its mission of contributing to Uganda's socio-economic transformation.

As PPDA looks ahead to the future, its leadership remains committed to contributing to the 10-fold growth of the economy over the next 15 years.



Highlights of Guidelines on the Reservation Schemes to Promote the Participation of Local Providers & the Reservation Schemes to promote the participation of Registered Associations of Women, Youth, and Persons with Disabilities

WHAT THEY SAY ABOUT THE EFFICIENT PROCUREMENT PROCESS OF THE RECENTLY COMMISSIONED PPDA OFFICE BUILDING IN MBARARA CITY.



Henry Musasizi - State Minister of Finance (General duties)

"I want to commend PPDA for setting a commendable example"



Julius K. Ishungisa - PPDA Board Chairman

"I thank H.E the President of Uganda for his good leadership and providing an enabling environment for growth and economic transformation through the various Government programs aimed at improving the livelihood of the citizens. I also thank the Parliament of Uganda for allocating us the required resources to enable us put up the structure.. On behalf of the Board, I thank the contractor Seyani Brothers Ltd for the commendable work done and specifically the timely delivery of the project."



Benson Turamye - Executive Director (PPDA)

"What a journey! Of course, all this would not have been possible without the support of all our stakeholders. Our gratitude goes to Hon. John Baptist Bamuturaki Tumusiime the former Chairman of the Council Mbarara DLG and your team for not only generously donating the 25 decimals of land where we have built this magnificent building but also hosting us for the past eight years when we opened our regional office on 25th April 2016 in the district building. Without this good will and gesture we probably would not be here today."



**Didas Tabaro - Mbarara District
Chairperson**

*"We are thrilled to see a beautiful new office block in our area that will genuinely enhance service delivery for the community. **I urge the PPDA to implement training programs for local government leaders on procurement issues. Such training will empower leaders and ensure that procurement processes are understood and utilized efficiently, ultimately benefiting the community as a whole.**"*



Caroline Niwagaba - Head PDU (PPDA)

"As the PDU, when a task is brought to us, we do everything possible within the statutory confines to make sure the entity achieves its desired goal because despite being a support function, every output on such a project rotates around our role. This was the case with the Mbarara construction which we diligently delivered effectively and efficiently and we are proud as a team. We congratulate the Authority on such a beautiful achievement and we are happy the staff in the western region now have a home."



NEW MBARARA OFFICE BUILDING: A GAME CHANGER - REGIONAL MANAGER INTERVIEW



On 11th October 2024, PPDA unveiled a state-of-the-art office building on Kamukuuzi Hill, Mbarara City. We spoke with Lydia Kweisga, the Regional Manager for PPDA's Western Regional Office, who coordinated the project from conception to completion. Here's what she had to say about this transformative achievement.

Lydia Kweisga

Manager PPDA Western Regional Office - Mbarara

Q: It must be a proud moment for you to finally deliver this new office building. How do you feel?

Lydia Kweisga:

I'm incredibly grateful. First, I thank God and PPDA Management for their support with financing and time. The Board's visit during implementation also kept the contractor focused and motivated, as the regular oversight helped ensure accountability. My role was mostly coordination, facilitating frequent meetings with the Contract Management Team. We didn't limit ourselves to monthly meetings as per the contract but often met three times a week, even on Zoom. This frequent engagement made it possible to deliver the project on time.

Q: How has the new office space impacted your team's work environment?

Lydia Kweisga:

The improvement is remarkable. We now have ample space, including a dining area, a proper boardroom, and separate washrooms on each floor. Previously, we had just one toilet for both men and women, which was very challenging. The extra space means our team can focus better, and we can finally engage in sports and wellness activities. Additionally, we now have a dedicated training room, and we're already set to host a training session for 30 people next month.

Q: Would you say this office space has been a game changer?

Lydia Kweisga:

Absolutely, and in a big way. This facility better represents PPDA's importance in the region. Our former location didn't give a clear picture of our role in service delivery. Here, everything aligns—when accounting officers visit, they see an organization that is professional and dedicated. The building also embodies our values, and our contractor's experience played a big part in making this possible without delays. It truly makes a difference in our daily operations and interactions with stakeholders.

Q: Were there any unique challenges you faced during the project?**Lydia Kweisga:**

Yes, there were a few. Initially, we struggled to secure a suitable space until the district offered us land after rejecting an old building they had provided, which needed costly renovations. Working with an experienced contractor helped minimize typical challenges, but we also had to manage time and communication with the team very closely. Our solution was to meet frequently, adjusting and resolving issues as soon as they arose. This proactive approach helped us stay on track.

Q: What advice would you give to others working on public infrastructure projects?**Lydia Kweisga:**

I'd say pay attention to detail and go the extra mile. You can't just rely on KPIs; you need to invest extra effort to ensure quality and timeliness. Communication is crucial—don't hesitate to meet more often than required if it helps move things along. Also, understanding and responding to the team's needs early on can make a huge difference in project outcomes. Flexibility, teamwork, and a willingness to push beyond the basics are key to successful public projects.

Q: What does this project mean for your legacy as you approach the end of your career?**Lydia Kweisga:**

Legacy is a big word, and while many are calling this my legacy, I see it simply as doing my job. Even when I worked at New Vision, my work ethic was the same: go above and beyond, pay attention to detail, and achieve results. When I noticed the team's need for a better workspace, I personally approached the district for land, initially hoping for more space. They ended up granting us a plot, which we built on. I attribute this success to God's guidance and my willingness to push beyond expectations. For me, this is about dedication and the commitment to make a difference.

PICTORIAL - OPENING OF PPDA WESTERN REGIONAL OFFICE.



Minister of State for Finance (General Duties), Henry Musasizi addresses stakeholders during the commissioning of the PPDA Western Regional Office Building.



PPDA Manager Administration - Richard Francis Luzira (grey shirt) poses for a photo with the Board Chairman of PPDA (L) Julius K. Ishungisa, State Minister of Finance, Henry Musasizi (second left) and Executive Director of PPDA, Benson Turamye (R). Luzira was awarded in recognition of his contribution as a member of the Contracts Committee.



Leaders from Mbarara District Local Government and other stakeholders join the State Minister for Finance, Henry Musasizi (C) to cut cake during the commissioning of the PPDA Western Regional Office Building.



Stakeholders and Leaders from Mbarara District Local Government and PPDA join the State Minister for Finance, Henry Musasizi (7th from right) to take a commemorative photo in front of the commissioned PPDA Western Regional Office Building.

“MAKE THE PPDA AMENDMENTS WORK FOR BETTER PROCUREMENT RESULTS” - FINANCE MINISTER TELLS PRACTITIONERS AT ANNUAL DINNER



Minister of State for Finance, Amos Lugolobi (4th from left) poses with the Chairman of the IPPU Council and PPDA Board Member, Dr. Levi Kabagambe(R), PPDA Executive Director, Benson Turamye, Commissioner Isaac Kyaligonza, and sponsors from Uganda Airline (standing besides the minister) during the IPPU Summit.

At the 8th Annual Procurement Summit held on 6th September, 2024 in Kampala, Amos Lugolobi, the Minister of State for Finance, Planning, and Economic Development (General Duties), called upon procurement professionals to embrace the recent amendments to the Public Procurement and Disposal of Public Assets Act (PPDA) to drive better public procurement results. Speaking at the event hosted by the Institute of Procurement Professionals Uganda (IPPU) under the theme “Leveraging the Procurement and Supply Chain Ecosystem for Socio-Economic Transformation,” Lugolobi stressed that the updated legislation holds the key to unlocking the full potential of public procurement in Uganda.

With public procurement accounting for nearly 60% of government spending, covering critical sectors such as health, security, and infrastructure, Lugolobi stressed the need for practitioners to fully utilize the amended PPDA Act to support national development. The amendments, which align with environmental, economic, and social goals, introduce preference and reservation schemes designed to benefit small and medium enterprises (SMEs) and to boost local industries.

“These amendments are not just legislative changes; they are tools to foster job creation, wealth generation, and improved household incomes,” Lugolobi remarked.

He highlighted the Act's provisions to support marginalized groups, including women, youth, and persons with disabilities, and its potential to enhance the private sector's role in public procurement.

"Government initiatives such as the Parish Development Model (PDM), Emyooga, and the Agricultural Credit Facility are strategically aligned with these amendments to drive local economic empowerment," he added.

During the summit's panel discussion on "Unlocking sustainable development through inclusive procurement and supply chain practices," Benson Turamye, the Executive Director of PPDA, underscored the vital role of sustainable procurement in shaping Uganda's socio-economic transformation. He noted that public procurement is more than just a financial tool, saying that "it's a powerful instrument for achieving national development goals, as it contributes significantly to the country's GDP."

Turamye encouraged procurement professionals to prioritize sustainability by considering the entire lifecycle of procurement activities from planning to disposal.

"We need to ensure that our procurement decisions today do not compromise the well-being of future generations," he said, stressing the environmental,

social, and economic dimensions of sustainable procurement.

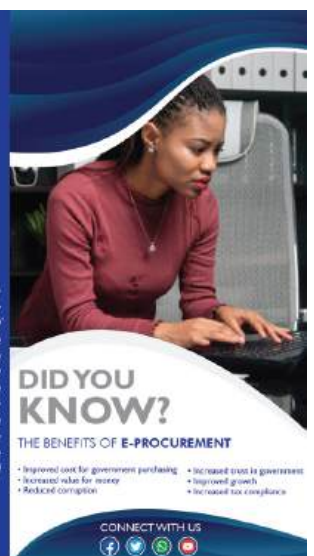
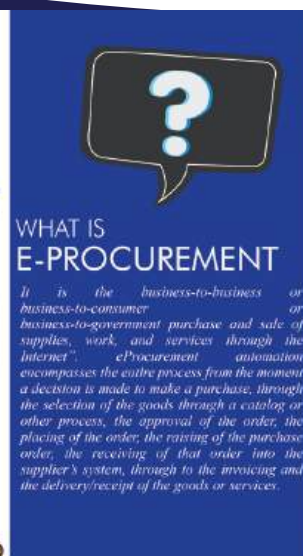
The summit, which brought together over 300 procurement professionals, was a critical platform for discussing ways to integrate sustainability, inclusivity, and innovation into procurement processes. The participants explored how responsible procurement could help reduce carbon footprints, foster economic growth, and improve the livelihoods of communities through sustainable sectors.

The discussions also highlighted the role of procurement in empowering local suppliers and improving transparency in the public sector. Many speakers concurred that adopting the amendments to the PPDA Act, will create the opportunities to strengthen local industries, promote social inclusion, and drive Uganda's socio-economic transformation forward.

Lugoloobi's concluding message to practitioners was clear: "The success of Uganda's public procurement system now depends on how well we can implement the PPDA amendments. These reforms are designed to address inefficiencies, combat corruption, and ensure value for money. They are our pathway to sustainable development."



ELECTRONIC GOVERNMENT PROCUREMENT
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JOINT FIGHT AGAINST CORRUPTION CONTINUES - NO ROOM FOR RELENTING!



Executive Director, PPDA, Benson Turamye (seated in-front) addresses a Head of Agency meeting at the PPDA Head Office in Kampala. Present were heads of Anti corruption Agencies and/or their representatives from; the Inspectorate of Government (IG), Office of the Auditor General (OAG), Directorate of Ethics and Integrity (DEI), State House Anti-Corruption Unit (SHACU), Financial Intelligence Authority (FIA), Office of the Director of Public Prosecution (DPP's Office), and the State House Health Monitoring Unit, among others.

On 17th October, 2024, the Public Procurement and Disposal of Public Assets Authority (PPDA) convened a pivotal Stakeholder Engagement meeting at its headquarters, bringing together heads of various anti-corruption agencies, including the Inspectorate of Government, the Office of the Auditor General, State House Anti-Corruption Unit, and the Directorate of Ethics and Integrity among others. This collaboration aims to bolster efforts in the ongoing fight against corruption.

International Anti-Corruption Day (IACD) provides a platform to raise awareness about the insidious nature of corruption, promote transparency, and foster collective action against this pervasive issue. Recognizing that corruption erodes public trust and stymies socio-economic development, this timely engagement reinforces the commitment of these agencies to uphold principles of transparency and accountability.

During the discussions, Benson Turamye, Executive Director of PPDA, reiterated the Authority's unwavering dedication to ensuring that public resources allocated through procurement are utilized effectively to deliver quality services to citizens. He emphasized the necessity for anti-corruption agencies to unify their efforts, stating that "Collaborative action can lead to more significant impacts in combating corruption." He called for the development of practical solutions to address the root causes of corruption, underscoring that the fight against corruption requires concerted and cohesive strategies.

Echoing this sentiment, Permanent Secretary at the Directorate for Ethics and Integrity, Alex Okello, stressed the need for tangible results in the anti-corruption agenda. He called for the re-evaluation of current strategies, suggesting that certain processes might need modification or even temporary suspension to enhance effectiveness.

"We must remain flexible and innovative in our approaches to ensure meaningful outcomes," he asserted, emphasizing the need for adaptive strategies in the face of evolving challenges.

The collaborative framework established among these agencies is supported by various existing measures aimed at tackling corruption within the procurement process. These measures include rigorous oversight, regular audits, and the implementation of transparency initiatives designed to uphold integrity in public spending. By pooling knowledge and resources, these agencies aim to strengthen their impact and ensure that public procurement serves its intended purpose—delivering real value to the citizens of Uganda.

Their joint efforts are not only critical in addressing current challenges but also essential in laying the foundation for a more transparent and trustworthy public service system that benefits all Ugandans. In this ongoing fight, there is no room for relenting. The path forward requires continuous vigilance, collaboration, and a steadfast commitment to integrity in public procurement.

Call for Registration

Empowering **Women, Youth, and Persons with Disability** Entrepreneurs in Government Procurements and Contracts

The Public Procurement and Disposal of Public Assets (PPDA) Authority is the regulator of the public procurement and disposal system in Uganda as established by the PPDA Act, Cap 205. The Act was amended in 2021 to, among other things, provide for the participation of Registered Associations of Women, Youth and PWDs in public procurement so as to implement the Country's commitment to gender equality and Inclusiveness in government programmes.

In March 2024, PPDA issued reservation scheme guidelines on the promotion of the participation of Registered Associations of Women, Youth and Persons with Disabilities in public procurement. These were launched and are being implemented by all government Procuring and Disposing Entities (PDEs) with the aim of Improving livelihoods and increasing incomes of the youth, women and persons with disabilities in Uganda. This guideline can be found on the PPDA website at this link <https://shorturl.at/VZKTu>.

Who Should Register?

All registered companies, partnerships, associations and other forms of registered business associations that have 51% or more ownership being either women, youth or persons with disabilities that are involved in supply of goods and services; are invited to register with PPDA on our Register of providers to benefit from these reservation schemes.

Why Should I Register?

Registration under this scheme will come with a number of benefits that include the following:

1. Boosting incomes and job opportunities for target groups;
2. Promoting fair access to business opportunities in government and skills development;
3. Driving local economic growth and community impact; and
4. Timely receipt of existing and matching bidding opportunities.

Registration requirements include:

1. Business registration certificate from URSB or Association's certificate of registration or its equivalent
2. Memorandum/Articles of Association or other document showing shareholders of the enterprise
3. Valid trading licence or permit of operation
4. Tax Identification Number (TIN)
5. Company email address
6. Payment receipt (UGX 50,000 per category of Supplies, Works & Services through URA)
7. National IDs of owners or members

How to register?

1. Go to this link (https://bit.ly/ppda_reserve) in a web browser.
2. Register and attach the necessary documents.
3. Submit your response.

Need help?

For more info Contact us on Tel: 0414 311 168 or email: framirembe@ppda.go.ug or asenyonjo@ppda.go.ug

The deadline for applications is **20th December 2024**



OUR GRADUATE TRAINEE EXPERIENCE AT PPDA

Last year, the Executive Director of PPDA, Mr. Benson Turamye, reiterated the commitment of the PPDA to the graduate trainee program prioritizing 10 outstanding graduates every year. This initiative is designed to usher these graduates into the professional world, nurturing them into skilled professionals and dynamic employees. We bring you the accounts of beneficiaries of this program as they share their experiences as graduate trainees at PPDA.

Marion Lucy Nansamba

As a graduate trainee in the Human Resources and Administration Department, I have gained valuable insights into recruitment, employee relations, talent management, and organizational development, all thanks to the unwavering support of my supervisors. Leading fellow trainees has honed my skills in guiding and motivating teams. This experience has been enriching, and I am immensely grateful to the management and staff for their instrumental role in my development at the Authority.



Ivan Nyago

As a graduate trainee in the Procurement and Disposal Unit (PDU) within the Finance Department, I am thankful for the welcoming and resourceful environment at PPDA. This atmosphere has equipped me with practical experience in executing and auditing procurement processes in accordance with the PPDA Act. I initiated the File Directory at PDU and contributed to the development of the Appraisal Tool and the first user experience report for the Contract Management Tool. As a participant in the PPDA Mentor-Mentee program, I am committed to enhancing my professional confidence and ethical judgment to inform strategic decision-making for sustainable national development.



Arnold Illango

I began my journey at PPDA on March 6, 2023, as a graduate trainee in the Performance Monitoring Department. After four insightful months, my contract was extended, leading to a short-term position. PPDA has not only fostered my professional growth but also ignited my passion for fitness, culminating in my recognition as the best Wellness and Fitness Staff of the Year. In August 2023, I successfully transitioned to the role of e-GP Support Officer in the Compliance Unit under the Ministry of Finance. My journey from trainee to officer has made PPDA a launchpad for my personal and professional development.



OPENING REMARKS BY THE EXECUTIVE DIRECTOR, PPDA UGANDA, BENSON TURAMYE, AT THE NATIONAL COMMEMORATION OF INTERNATIONAL ANTI-CORRUPTION DAY 2024



Benson Turamye, Executive Director of PPDA Uganda, delivering opening remarks at the National Commemoration of International Anti-Corruption Day 2024

On Tuesday 10th October 2024, Uganda joined the rest of the international community to observe the international anticorruption day, a day that falls on 9th December every year. The day serves as a call to action to combat corruption, promote transparency, and uphold ethical values in both public and private sectors.

The national event that was held at Speak Resort Munyonyo brought together different stakeholders including state anticorruption agencies, civil society and students. PPDA Executive Director Benson Turamye gave opening remarks. This is the slightly edited version of the remarks.

I take this opportunity on behalf of the Anti-Corruption Agencies, (Inspectorate of Government, Office of the Auditor General, Directorate of Ethics and Integrity, State House Anti-Corruption Unit, Office of the Director of Public Prosecutions, Criminal Investigations Directorate of the Uganda Police, State House Health Monitoring Unit, Financial Intelligence Authority, and State House Investor Protection

Unit) to welcome you all to this year's commemoration of the International Anti-corruption day.

This event is organised annually by the Anti-Corruption Agencies to increase public awareness about the evils of corruption and to rally the public to fight the vice. This is in line with the UN General Assembly Resolution which designated 9th December as the International

Anti-Corruption Day. Uganda ratified the Convention.

The theme this year; “Promoting effective participation of the youth in the war against corruption.” recognizes the critical role of involving the youth to actively take the lead in the national and community level anti-corruption efforts.

The Auditor General will in the joint statement of the Anti-Corruption Agencies inform you of the progress, milestones and ground work done by the Anti-Corruption Agencies towards eliminating corruption thereby promoting greater accountability and transparency.

As PPDA, we reiterate our commitment to the partnership with the Anti-Corruption Agencies and the citizens to ensure public resources are not lost to the corrupt. The ultimate goal is improving livelihoods through public procurement because approximately 60% of the national budget is spent through public procurement processes. Winning this war against corruption will contribute to the achievement of your agenda for the Ten-Fold National Growth Strategy in the next 15 years.

I take this opportunity to thank His excellency the president for the guidance towards the 2021 amendment of the PPDA Act. The amendments introduced new provisions and expounded on Local Content to include reservation of contracts for the registered associations owned by the youth. In March 2024, Government issued guidelines to operationalize these legal requirements through:

- Setting aside at least 15% of every government entity's procurement budget for the youth. An estimate of UGX 3 Trillion is expected to benefit the youth through government contracts;
- Setting aside all procurements whose estimated value is UGX. 10 million to UGX. 30 million in the government entities for the youth.

- Directing all contractors with works projects above UGX. 5Bn to employ Graduate Trainees to promote knowledge transfer and employment for the youth. This will enhance skills transfer and knowledge acquisition of this young team.

I call upon the youth as beneficiaries of these government initiatives to join the fight against corruption in order to optimize the benefits from the various government programs. You stand to lose if you do not join the war against corruption.

PPDA has a digital tool which provides a platform for the citizens to monitor and report real-time data on the implementation of government contracts. The Contract Monitoring System raises critical issues to be addressed such as; substandard work, stalled and abandoned projects, thereby providing a vital line of defence against misuse of public resources.

I invite the youth to partner with PPDA in monitoring and reporting on Government projects. It is your right to demand for accountability from Government officials implementing Government programmes and fight against the mishandling of the national expenditure.

As I conclude, the Anti-Corruption Agencies thank His Excellency the President for leading the war against corruption. He is not only leading but the Commander in Chief. Ugandans vividly know that since he has never failed any war, the war against corruption will also be won sooner or later.

For God and my Country

PPDA BOARD CHAIRMAN HAILS DIGITAL CONTRACT MONITORING SYSTEM



PPDA Board Chairman, Julius K. Ishungisa addresses attendees during the CMS meeting in Mbarara recently.

The Chairperson of the PPDA Board of Directors, Julius K. Ishungisa has hailed the partnership the Authority has had with Civil Society Organizations in rolling out the online contract monitoring system.

The PPDA Contract Monitoring System (CMS) is a web-based application and, with it, a monitor, using a smart phone, is able to relay in real time any identified contract issues to the PPDA for further management. The information can be relayed in all formats; pictures, videos and text.

It dates back to 2019, when GIZ, the German development agency supported a Collaborative Framework between PPDA, Procuring and Disposing Entities (PDEs) and Civil Society Organizations (CSOs) to enhance public procurement outcomes and service delivery.

PPDA later, signed memoranda with 28 regional CSOs who have been using the System for contract monitoring for close to three years now.

Speaking during one of the implementation review workshops in Mbarara recently, Ishungisa

underscored the importance of CSOs saying that “the Authority recognizes the fact that CSOs collectively have extensive grassroots networks across the country, to monitor public procurement processes”.

He added, the “tool is addressing crucial issues such as sub-standard work, stalled and abandoned projects and payment to ghost contractors or for non-existent works, providing a vital line of defence against misuse of public resources”

The workshop brought together participants from civil society

organizations based in western Uganda. They included Western Ankole Civil Society Organisation (WACSO), Kick Corruption Out of Uganda (KICK U), Mid-western Region Anti-Corruption Coalition (MIRAC) and Rwenzori Anti-Corruption Coalition (RAC).

The Authority has been meeting all the 28 partner CSOs across the country to assess the progress of the implementation of the PPDA-CMS and to introduce a new tool designed to improve the CMS implementation. Ishungisa told the participants that the Authority “is committed to expanding partnerships with other CSOs in different parts of the country with the objective of getting more foot soldiers for monitoring government procurements in a bit to improve service delivery”.

Martin Waiswa, from GIZ, told the participants that the support to CMS is part of the bigger programme towards good governance by the agency. He also noted that the workshop was called to reflect on the shared dedication to fostering transparency in public procurement.

Mbarara District Deputy RDC, Simon Peter Kaswabuli who addressed the same workshop said that the PPDA initiative was timely because, “we have so many problems we have been seeing in procurement.” He also urged the PPDA to enhance stakeholder sanitization so that more people are able to participate in public procurement.



GIZ- Uganda's Advisor Rule of Law, Democracy and Good Governance, Martin Waiswa addresses attendees during the CMS meeting in Mbarara.

THINKING FOR THE EMPLOYER TODAY



By:
Bridgette Teddy Opany
Senior Officer-Human Resources

My mind is spinning around so many things that I am having real trouble finding what to, and what not to, write about. But in my field of work there is quite a number of things that are happening, changing, and some of them even get a little disturbing especially when not well-addressed. I feel the need to have a conversation around a few of these.

Managing Human Resources has evolved over the years as laws, societies and technology, and social movements continue to influence the way professionals work. The past few years have been different though; the COVID-19 pandemic and the supposed justice movements in Kenya and a few here in Uganda, have fuelled conversations and topics in HR departments, topics that will shape the way workplaces function in 2025 and beyond.

In many organizations today, staff are highly disengaged at work. It's imperative that organizations figure out what's keeping their employees disengaged and uninterested. Each HR department will have its own answer as to why, but it's important for every organization (Private, Public or NGO) to take a real hard look at what needs tweaking.

One of the best ways to analyze the complexities of our workforce is to conduct employee engagement surveys, which PPDA, for example has been doing for the last few years. Sure, we can give you a list of

the most burning issues at hand, but it's significant to go beyond this list. And as I think further on some of the things that keep coming up, here's a good place to start:

1. Mental Health

Mental Health Awareness



I know for a fact we have all seen or heard of extreme cases where individuals have simply failed to cope. In casual terms, we have learned to refer to the pressures of life and work as 'Adulthood'. Staff in every organization are dealing with more pressure today than it was in the earlier years; from dealing with a global health crisis to juggling parenting and care-giving with work, to dealing with the high rise of Artificial Intelligence, to navigating a virtual work environment. Even to the HR Practitioners, it is a whole phenomenal transition to deal with and the pressure is real.

Anyhow, as a result of all this and more, the conversation around mental health has come to the foreground. Employers must now commit to giving workers the mental health resources they need—from access to affordable care to understanding and empathy from management. It might even be wise to have some training done for staff. Of course, the billion-shilling question for any Employer right now is; Are you creating a flexible working environment for employees to take time off to receive mental health help if needed? Most times it is hard to find the balance but right there is something to think about.

2. Working Remotely



Although many organizations had already begun to shift to more remote work in recent years, the COVID-19 pandemic made flexible work a necessity. Many people enjoy the flexibility that remote work affords them. This means that they are able to start work earlier and with better concentration.

However, remote work can introduce challenges that organizations may need to overcome, such as presenteeism and disturbed team cohesion.

But moving forward, HR departments that have relied on face-to-face recruiting and onboarding will need to find solutions to work effectively as more organizations embrace remote work after the pandemic. Of course, in most public offices in Uganda right now, for example, the idea of remote working is a complete “no, no”. But you see, currently some workplaces are a blend of full-time employees, part-timers, contingent workers, and digital workers. (This is a conversation we will get into some other time, because we must.) It is time

for any organization that would like to be considered as an employer of choice to look into the possibility of going this direction because the benefits are visible.



3. Wellness of Staff

People are increasingly expecting employers to be concerned about their overall physical wellness. Organizations can create wellness programs to support employees' physical health, which can positively impact employees' job satisfaction and engagement. Recruiters can also use their dedication to employee wellness as a selling point when looking for new hires. For example, I know several people who would love to work with PPDA for just this reason: the fact that wellness is up-held and catered for, complete with a fully-equipped fitness center within the office premises.

Another way to help the overall wellness of your employees is to create an Employee Assistance Program (EAP), which is more or less just a voluntary, work-based program offering free and confidential assessments, short-term counseling, referrals, and follow-up services to employees who have personal and/or work-related problems." Of course, this also has its down-side as in cases I know, confidentiality can be breached. But I'm really just saying it's another way of catering for this need.



particular area, although sadly, many (especially) public institutions, are still left behind. Embracing technology in workplaces means using digital tools to improve productivity and efficiency, and to create a more dynamic work environment.

Now, the future of work is undoubtedly intertwined with technology, though its trajectory is ultimately shaped by our commitment to preserving humanity within the workplace.

The relationship between technology and humanity is poised to shape the future of work in ways more profound than you can imagine. While technology brings several opportunities for optimisation and growth, it also presents challenges that can erode the human touch within organisations. This one right here is a real HR crisis, if you ask me. And so, as we navigate this transformative era, it's very important that we explore how we can harness the power of technology while upholding human-centric values.



It's essential to approach new technology with an open mind and a willingness to learn, and to accept that there will always be somethings that technology will not be able to do. Especially if, like me, you are familiar with the reminders from Meta AI that emphasize its inability to bear feelings or any form of empathy. (I actually find it very funny that it admits incapability in this area.)

In general, I would say the progression of time will naturally require us to periodically look at new ways to better the work environs for staff in the different sectors of employment and it would be wrong and detrimental for an employer not to see the need to rethink anything that has been done the same way for too long. How long is too long? That's up to you. If it is not working anymore, then it's been too long.

LET'S TALK GEN-ZS IN UGANDA'S PUBLIC PROCUREMENT

As Generation Z enters Uganda's workforce, they bring with them a wave of change poised to reshape public procurement. Born between the mid-1990s and early 2010s, Gen-Zs are digital natives and thus socially conscious. Their unique traits and perspectives are set to revolutionize public procurement in Uganda, driving innovation and ethical practices associated with information technology.



By: David Matovu

Senior Officer Corporate and Public Affairs.

Embracing Digital Transformation

Generation Z's proficiency with technology is one of their most defining characteristics. Having grown up in the digital age, they are adept at utilizing advanced digital tools and platforms. In

Uganda, this means a more seamless adoption of e-procurement systems and data analytics in public procurement processes. Gen-Z professionals will likely champion the integration of blockchain technology to enhance transparency, artificial

intelligence to optimize procurement processes, and big data analytics to inform decision-making.

For instance, the ongoing reengineering of Uganda's Electronic Government Procurement (eGP) system could greatly benefit from Gen-Z's technological skills. Their input can lead to a more efficient and user-friendly system, reducing procurement cycle times and increasing transparency.

Transparency and Ethical Standards

While skepticism persists regarding the integrity of Generation Z compared to previous generations, it's important to recognize that each cohort brings its own strengths and challenges. This generation is not only tech-savvy but also socially aware, and should thus advocate for accountability in public procurement.

Their inherent distrust of opaque processes may actually drive them to uphold higher standards and challenge the status quo. By embracing technology, Gen-Z can foster a culture of integrity in Uganda's public procurement, encouraging improvements that may mitigate the very corruption their predecessors faced.





Addressing Challenges and Seizing Opportunities

The integration of Gen-Z into Uganda's public procurement landscape presents both opportunities and challenges. Traditional procurement systems and practices may struggle to adapt to the innovative approaches and technological advancements championed by Gen-Z. Resistance to change from older generations within the sector could also pose a challenge.

To fully harness the potential of Gen-Z, Uganda must create an environment that encourages innovation and embraces new ideas. This can be achieved through several strategies:

1. Training and Development:

Providing comprehensive training programs to enhance the digital skills of all procurement professionals, fostering an understanding of new technologies and methodologies.

2. Mentorship Programs:

Establishing mentorship initiatives where experienced procurement officers can guide Gen-Z professionals while also learning from their technological expertise.

3. Policy Reforms:

Implementing policy reforms that support the integration of sustainable and ethical procurement practices.

4. Collaborative Platforms:

Creating platforms for cross-generational collaboration and knowledge sharing, bridging the gap between traditional practices and innovative approaches.

The entry of Gen-Z into Uganda's public procurement sector is a promising development that could lead to significant improvements in efficiency, transparency, and sustainability. By leveraging their technological prowess, and social consciousness, Gen-Z procurement professionals have the potential to drive meaningful change. Embracing this generational shift and fostering an enabling environment for their growth and contributions will be key to the future success of public procurement in Uganda.

Social Responsibility and Sustainable Procurement

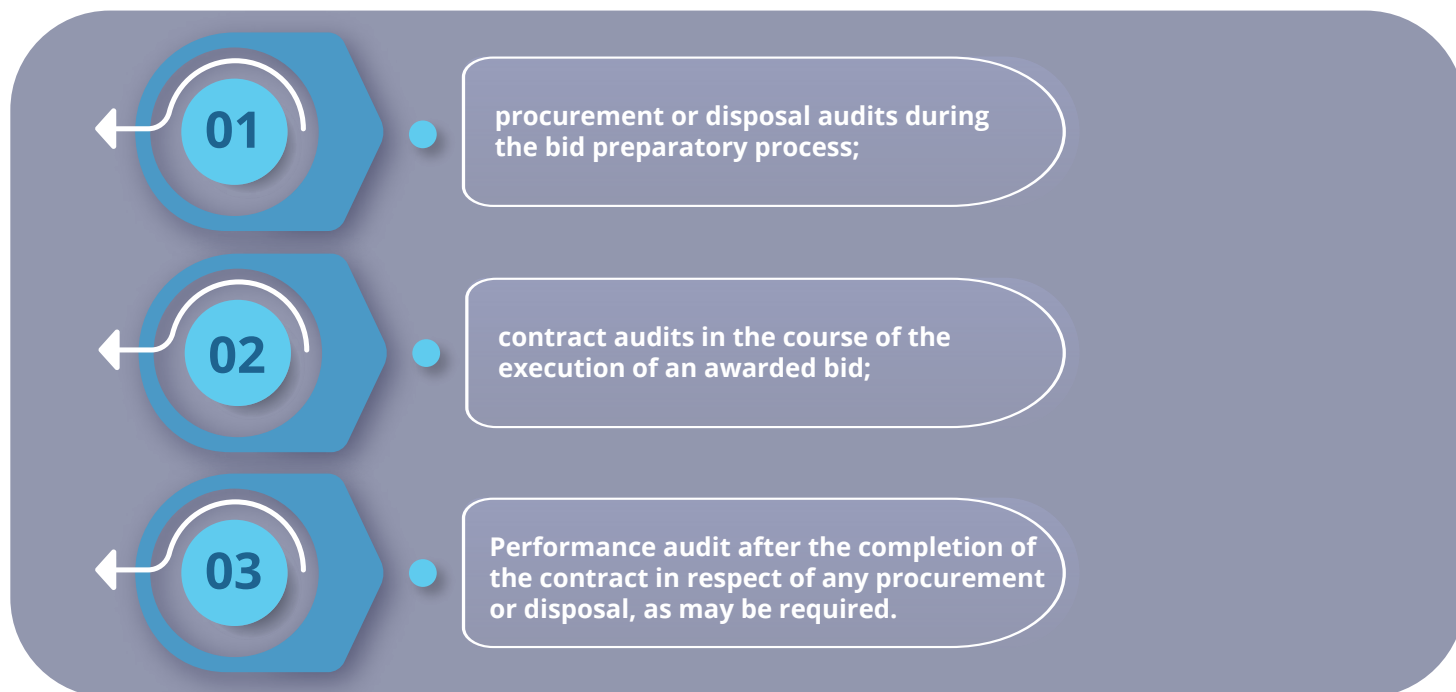
Gen-Z is known for its social consciousness, with a strong focus on issues like climate change, social justice, and equality. In Uganda, this means that Gen-Z procurement professionals will prioritize sustainable and socially responsible procurement practices. They will advocate for suppliers who follow ethical labor practices, employ environmentally friendly production methods, and engage in corporate social responsibility.

This focus on sustainability can drive Uganda's public procurement towards more eco-friendly and socially responsible practices. Policies that prioritize local and sustainable procurement can lead to significant positive impacts on the economy and environment.



DIGITAL TRANSFORMATION AT PPDA: THE AUDIT TRACKER TOOL

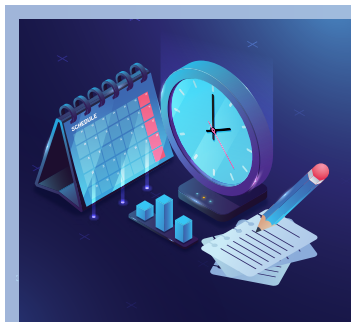
Under Section 8 (j) of the PPDA Act Cap 205, the Authority is enjoined to institute:-



Furthermore, as part of the PPDA Strategic Plan (2020 to 2025), a number of digital transformation interventions have been implemented through the automation of internal processes. This is a way of leveraging technology to improve the efficiency and effectiveness with which the Authority regulates Uganda's public procurement system.

It is against this background that the board and management of the Authority identified the audit process as a critical area where technology can, and should, be leveraged to improve the Authority's regulatory impact. Thus, the ICT unit has worked with the performance monitoring teams to roll out an audit tracker tool to track and report on all audit activities. The overarching objective of this tool is to ensure that the Authority is able to improve the efficiency and effectiveness with which to monitor and track the compliance by the procuring and disposing entities (PDEs) that Authority regulates.

The tool has been conceptualised and designed with the capabilities outlined below:



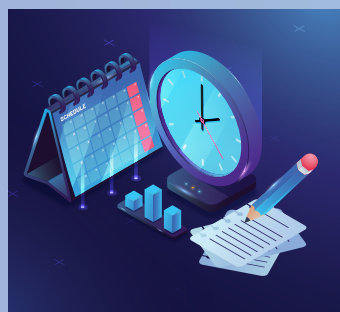
a). Audit Schedule and Task Management:

The tracker allows performance monitoring staff to plan, schedule, assign and document their audit activities within their teams. Given the scope and frequency of the Authority's audit activities, the tracker will make it easier for the audit teams to collaborate and to monitor their own implementation progress. Notifications and reminders have been automated to keep team members up to speed with their planned milestones and pending deadlines and this will improve their work and task management.



b). Audit Documentation:

The tracker stores all official documents including, launch letters, management letters, entity response and final reports that are issued during the audit process so that they can be easily verified and referenced in the future. This will provide an easy reference central repository for all documents that are issued by the Authority within the context of the audit process.



c). Reports and Dashboards:

The tracker generates reports in the form of a weekly management dashboard and live departmental reports that track the performance of the Authority's audit activities in terms of planned milestones, timelines, number of entities audited, and number/value of contracts reviewed during the audit process.

THE FUTURE

The tool is expected to provide the benefits outlined below:

a) Improved Audit Efficiency:

By automating planning, scheduling, milestones and documentation of the audit process, the audit tracker will improve the accuracy and efficiency with which the audit teams manage and implement their audit activities.

b) Improved Audit Visibility:

Since the audit tracker provides a centralised repository for all planned audits, planned/completed milestones, audit documents and historical audit findings, there will be improved visibility of the Authority's audit process so that management, managers and audit teams always have quick access to all audit related data and entity performance information.

c) Audit History and Entity Trend Analysis:

Since the tracker builds a history of all completed audits, and entity performance, this historical data will make it easy for different players within the Authority's data value chain to identify and track entity performance trends, identify areas that require improvement, and mark recurring issues.

Conclusion - Data Driven Audit Impact

At a strategic level, the board and management have always asked questions around the Authority's impact and how best to measure this impact. Although the authority has made strides in the strategic plan to address these questions, there is still some work to be done. Given the scope of the audit activities, and the strategic importance of the audit process as a key tool in the Authority's regulatory toolbox, the audit tracker is going to be pivotal in improving the efficiency and effectiveness. By improving audit schedule management, audit task management, audit documentation, audit visibility and audit activity reporting, the tracker is going to take the audit process to new heights. Most importantly it will provide the ability to generate accurate data driven insights from centralised audit data which in turn will allow the Authority to start measuring the impact of audits from these insights.

Different Data Analytics Tools

01 Data preparation tools ➤ *Alteryx, Informatica, Talend*

02 Data analysis tools ➤ *SQL, SAS, R, Python*

• Text mining tools: *IBM Watson, RapidMiner*

• Machine learning tools: *AWS Sagemaker, Databricks, Dataiku*

• Predictive analytics tools: *SAS, SPSS*

03 Data visualisation tools ➤ *PowerBI, Tableau, QlikView*



COFFEE BREAK

Only three things happen naturally in organizations: friction, confusion, and underperformance. Everything else requires leadership. *Peter F. Drucker, (1909 –2005) Austrian-American management consultant, educator, and author.*

If you want to improve how you manage time – stop doing what doesn't need to be done! *Peter F. Drucker*

A man should never be appointed into a managerial position if his vision focuses on people's weaknesses rather than on their strengths. *Peter F. Drucker*

I no longer listen to what people say, I just watch what they do. Behavior never lies. *Winston Churchill 1874 –1965) British military officer, politician and writer*

A ship in harbour is safe, but that is not what ships are built for. *John Augustus Shedd (1859 – 1928) American author and professor*



LEISURE PAGE



This is no Laughing Matter



Don't bother walking a mile in my shoes. That would be boring. Spend 30 seconds in my head. That'll freak you right out.



When you ask me what I am doing today, and I say "nothing," it does not mean I am free. It means I am doing nothing.



Be wise. In Kampala, the more dangerous an area is, the cheaper the beer.



What drives the rat into fire must be hotter than the fire.



Chicken is eaten the day the loan is REPAID; not the day the loan is RECEIVED



When you see a rat Laughing at a cat, then know there's a hole nearby.



Those people who think they know everything are a great annoyance to those of us who do.

Isaac Asimov (1920 –1992) American writer and professor of biochemistry.



The saddest aspect of life right now is that science gathers knowledge faster than society gathers wisdom.

Isaac Asimov



**PUBLIC PROCUREMENT AND DISPOSAL
OF PUBLIC ASSETS AUTHORITY**

“Procurement That Delivers”

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