



# KYAMBOGO UNIVERSITY NEWSLETTER

ISSUE 9, JANUARY 2020



## Archbishop Ntagali bids farewell to Kyambogo



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## Word from the Chief Editor



Ever since we started a column about our Alumni: “The Long-Lasting Footmarks of Our Own”, we always put a lot of effort in finding our Alumni who are serving the nation in different ways. It’s always exhilarating to find one but also listen to what they are saying- they always appreciate their Alma Mata for this or the other and the value they attach to Kyambogo is priceless. I remember some of them showing me the WhatsApp groups they belong to that are talking about Kyambogo in a positive way almost on a daily basis. They are many, they are willing to be

counted in the growth and development of Kyambogo University and they have the means so to do. They’re a great army of Ambassadors, willing to defend and stand for Kyambogo at all times. Unfortunately, they’re demobilized; they are everywhere. They lack a unifying body beyond their WhatsApp groups, which are divided between years, programmes done, or associations they belonged to.

However, this is soon stopping. Efforts are on to have Alumni registered and mobilized for a strong Alumni force. In this respect, soon and very soon a link will be created on our website [www.kyu.ac.ug](http://www.kyu.ac.ug) as one of the ways to capture Alumni data. On this link, Alumni will fill a registration form and have their information captured. This is a call to you all: Be involved in this process. Invite an Alumnus or alumna, check the website, fill the form, and support the process in all ways possible. At the end of the endeavor, we will all score because we are all scoring in on goal.

**Reuben Twinomujuni**  
**Senior Public Relations Officer**  
**(Chief Editor)**

## Editorial Team



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**(Editor)**

# KYAMBOGO SMILES



**Name:** Kemigisha Claire

**Year:** two

**Course:** Bachelor of Science in Accounting and Finance

**What do you like about Kyambogo?**

There is freedom of expression and the atmosphere is accommodative for everyone.

**Where do you want to be in the next five years?**

She will be pursuing a career in entrepreneurship and management. She also hopes to be doing charity.

**Hobbies:** Singing, dancing, writing and reading inspirational books and the bible.

# Archbishop Ntagali bids farewell to Kyambogo



On Saturday, January 25, 2020, His Grace, Stanley Ntagali, the retiring Archbishop of the Anglican Church of Uganda bid farewell to the Kyambogo Community. During his farewell sermon at Kakumba Chapel, Kyambogo University, the Archbishop gave a moving testimony of his journey that displays God's faithfulness and power. He revealed how his ministry journey started in the remote village of Wambabya in greater Hoima as a catechist – the lowest rank in the Anglican Church. From that level, he served as a missionary in Amudat, Karamoja for many years before taking on the roles of Cathedral Vicar, Diocesan Secretary and later Provincial Secretary. He was then elected first bishop of Masindi Kirata Diocese, the position he served for eight years before rising to the helm as Archbishop. He has served as Archbishop for seven years and will retire on 01st March 2020.

The colorful Holy Communion Service was attended by Prof.

Eli Katunguka Rwakishaya, the Vice Chancellor and many other University officials. In his remarks, the Vice Chancellor applauded the outgoing Archbishop for spearheading the completion of Church House and the great progress on the All Saints Cathedral Building Project. He further appreciated the Archbishop's leadership at the global level especially standing firm against growing liberalism. Katunguka also pointed out that the University was running peacefully, producing innovative and disciplined graduates that are much sought after in the job market.

He, however, decried the poor writing and English skills of these graduates – a problem that, unfortunately, affecting graduates of all other Ugandan universities. He also assured Ntagali that the University will welcome and work well with the incoming Archbishop, Dr. Stephen Kazimba-Mugalu. The Archbishop also confirmed 73 Christians in the Anglican faith, many of whom were

University students.

The Chaplain, Rev. Emmanuel Mwesigwa, who led the service also accompanied praise songs with a tenor saxophone that mesmerized the Archbishop and other clergy; before moving on to accompany hymns on the piano keyboard with truly virtuoso skill. The service was spiritually enriching. After the service, guests were hosted to a farewell luncheon at the posh Central Teaching Facility. Here, the Kakumba Joyous Dancers and Cultural Troupe gave all their energy to the dance slots created. The Archbishop's farewell visit was a great blessing to Kyambogo University.



# Kyambogo Guild **batters** MUK Guild



*Kyambogo and Makerere Guild teams in readiness for the game*

The guild leadership of Kyambogo University overwhelmed the Makerere University guild leadership in a friendly match that was organized by Kyambogo University guild leadership on January 25, 2020 at the Kyambogo University west end pitch. This

match was aimed at bringing unity among the student leaders in the two public institutions. The match ended with Kyambogo guild taking a 4-0 and 5-0 lead for girls and boys respectively. The event was graced by Mr. Lugalave Lawrence from the Office of Dean of students, Kyambogo

University. This was proceeded by an interaction between the two guild councils while having a meal together at the student's center. Great thanks to the Dean of Students for the effort towards this noble cause and the entire university for the facilitation.



## Tunduru forgiven, breathes a sigh of relief

On Friday, January 24, 2020 the Kyambogo University guild leadership buried a hatchet and agreed to forgive their embattled Guild President, Jonathan Tunduru. This was reached through a reconciliation session that was witnessed by the Dean of Students, Ms. Mildred Tibananuka who is a judge and other University officials.

On September 26, 2019, a vote of no confidence was moved by the Guild Representative Councilors against Guild President Jonathan Tunduru, which later on October 2, 2019 led to an impeachment. The

impeachment stemmed from a number of reasons they advanced against Tunduru.



**Guild representative Councilors pose with Tunduru after reconciliation.**

After giving him an opportunity

to defend himself, voting took place and the motion was upheld with 79 votes, 4 votes against, 2 votes invalid, while 6 members abstained from the voting process.

The impeachment resulted into unrest, harassment, arrests and detentions and a series of meetings aimed at restoring normalcy at the university. As part of the solution, a line of reconciliation was towed between the impeached Guild President and his impeachers, which finally yielded fruit.

After reconciliation, Tunduru is now back to office and officially accepted by the house as Guild President.

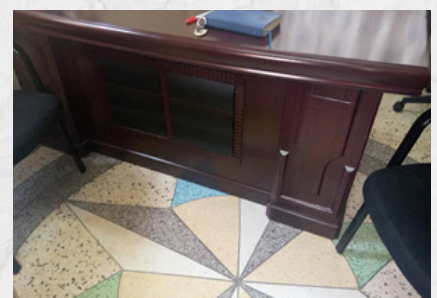
## Alumni give back to Kyambogo



Dr. Excellence Favour is the Head of Department of Electrical Engineering at Kyambogo University. For her, giving back is the way to go. To see this happen, together with a former classmate, she solicited funding from her former classmates, Bachelors of Electrical Engineering graduating class of 2006 to renovate the Head of Department's office where she currently sits. According

to her, the office was in a bad state, the roof was leaking and the floor was very bad. The alumni donated over 3.6m UGX, which was used to renovate the ceiling and treat the floor with terrazzo. The office was renovated over the Christmas holiday and it took them over a week and half to complete the job. She says some people pledged but didn't fulfill their pledges, which resulted into shortage of funds to complete the job. To keep the work going, she also made a financial contribution to settle the remaining expenses. Dr. Favour hopes to do even bigger things. She advised fellow workmates to make the environment with in which they work conducive because they spend more time

in office than at home. "These offices have given us life, we need to give back to maintain them". She added.



# Kyambogo's Hellen ascends to top UNSA leadership



**H**ellen Ninsiima, a fourth year student of Engineering at Kyambogo is the Vice President in the Tunduru government. She contested and won the Vice President slot of UNSA. Our newsletter correspondent met with Hellen to understand what transpired during the UNSA elections that were held in December 2019.

## Unfold for us what transpired during the UNSA elections?

At Uganda National students Association (UNSA), I contested against Nakutunda Evelyne from Kabale University and won her tremendously. Kyambogo University was represented by myself and

Kidega Brian, the Guild Speaker who also contested for speakership but did not go through.

## To whom do you attribute your Victory?

I attribute my victory to the Almighty God, my parents, Kyambogo University administration, GRC community and my friends who supported me during the election time. I felt super excited when I won this election. I also attribute my victory to my enthusiasm and devotion to politics.

## As the UNSA Vice President which plans to you have?

As the UNSA Vice President, I want to move a campaign dubbed "save the island girl " This campaign will be targeting girls from different islands in Uganda and we shall start with Kalangala and Buvuma islands and then we shall spread to other islands if time allows. During this campaign, very many activities will be conducted and these will not be limited to: Conducting sensitization programs about HIV/ AIDS to both young girls and fishermen; Sanitary towels donations to girls because these girls in these islands face a lot of menstrual health

challenges and Lobbying for scholarships for these girls to go back/ continue with school.

So we call upon all NGOs and Government institutions, individuals and different companies in Uganda to come and support UNSA in improving the girl child health conditions in this campaign.

## Any plans for Kyambogo University in your new role?

For Kyambogo University, I have already proposed to the 16th August house the idea of having Incinerators in all girls' halls of residence. These will be open to both residents and non-residents to improve health conditions of female students around campus and also conserving the environment at large. This is still pending approval from the GRC house and it's my prayer that the 16th August house approves the proposed project.

## What are some of your achievements as the vice Guild Present of Kyambogo University?

I'm happy with Vice Guild President initiative that I started earlier in this regime. This is platform where students contact me directly in case they have any challenge and I have so far handled a few of them like sexual harassment, academic challenges, health challenges among others and my office is still open for in case someone needs assistance in this line.

### Do you have any future political ambitions?

Yes, off Course. I'm looking forward to being part of the delegation in the forthcoming National Youth Council (NYC) in July this year and I'm optimistic that the Almighty God will see me through.

Also, in 2026, I see myself in Parliament deliberating on issues of national importance and representing the views of people from my home district Ibanda.

Lastly, I call upon all females to woman up and take up political spaces rather than waiting to be handed over by men because I believe that what men can do women can do better.



### Who is Hellen Ninsiima?

Hellen Ninsiima is a Chemical Engineering student (Fourth year) and a Vice Guild President of Kyambogo University, she doubles as Vice President of Uganda National students

Association (UNSA). Hellen is a seasonal politician and a leader who loves reading and watching people's biography about how they changed the world they live in.

## Msichana health camp opens students' eyes on protection against STIs

**M**sichana Uganda held a sexual and reproductive health camp at Kyambogo University from January 24th to 26th in which students got services like HIV/AIDS testing and counselling, breast cancer screening, cervical cancer screening, free condoms and information on contraception. Prior to the health camp, on January 23rd 2020, students were engaged in a dialogue with medical practitioners.

Msichana Uganda is a female youth-led organization whose mission is to facilitate sustainable empowerment of young women and girls through capacity development, advocacy and civic education.



The objectives of the campaign were, among others: To enable university girls to

talk about sexual and reproductive health more freely and comfortably; To demystify the myths about contraception amongst young women, and to reassure them of its safety and efficiency; To instill in university students the virtue of sexual responsibility and engaging in safe sex, as a sure way of preventing the spread of STIs and To enroll sexually active students on contraception, so as to avoid unintended pregnancies.

Mr. Saturday Enos, a medical





laboratory technologist with Kyambogo University Medical Centre talked to the students about HIV/AIDS and Hepatitis B viral load, how it is tested and why it's important to have it tested. He informed students that these services are free of charge at the University Medical Center.

Ms. Winifred Nakandi, the Executive Director of Msichana Uganda urged the students to lead a responsible lifestyle while at campus to prevent disease, as this is simply the beginning of their adult life. She encouraged the boys/gentlemen to take keen interest in reproductive health as their decisions greatly affect the life of the girls and

Ms. Nabukeera Winnie took the students through the different family planning options available to them, including contraceptive pills, condoms, and implants, among others.



Akol Grace, a second year student and Vice Chairperson of the University Peer Educators Club said that the dialogue was so resourceful and timely, and they appreciated the fact that they (students) had been given chance to ask all the questions they had on reproductive health. She acknowledged that they had been answered exhaustively.



young women with whom they engage.

In a discussion that ensued, a student asked if taking Paracetamol or Aspirin before having unprotected sex with an HIV infected person reduces the chances of contracting the virus. Sheena Amumpaire, a family planning specialist with Mengo Hospital cleared this misconception and guided students on proper use of protection. Students were also informed that in case of an emergency like rape, they could access Post Exposure Prophylaxis (PEP) from the University Medical Centre or any public health facility free of charge, to reduce chances of contracting HIV.



The LCV Woman Councilor Kyambogo Institutions, Hon. Namazzi Olive (in dress) is one of the people who turned up for the camp. She appreciated Msichana for such an initiative.

# MY STORY

## Making a livelihood in Agriculture

Born in 1987, Dan Abomugisha went to Kigezi High School Primary School, joined Kigezi High School for O 'level and St. Mary's Rushoroza for A 'level. He joined Kyambogo University in 2011 where he graduated with a Bachelor's Degree of Vocational Studies in Agriculture with Education. From September 2015 to October 2018, he went with a team of graduates for an apprenticeship program in Israel. The program involved a lot of hands-on training in Agriculture. On return, having done a vocational course and determined to put the skills acquired to practice for a livelihood, the team agreed to start a project in that regard.



This group of six requested management to give them space. Management accepted, and on this land they started a company known as Agriville Enterprises Ltd dealing in poultry farming with Dan Abomugisha as the Managing Director. The six include: Thembo Godfrey, Mawadi Gilbert, Wagoli Philemon, Nantabi Babra and Wabusa Derick. Agriville has over 900 birds, which produce over 20 trays of eggs on a daily basis and manure, which they sell

cheaply to farmers. The farm has paved way for networking where many people come to see the project, it has acted as proof to colleagues that it is possible to excel in agriculture, it has availed students with the necessary development and management skills and it has also acted as a source of income among other benefits. The farm brings in income and supports colleagues who are on internship through training and management practices. These students are able to get hands on skills. According to Dan, a number of students have benefited from the project. Some have kept in touch and have opened similar enterprises.

Dan says they have faced a number of challenges which include; Fluctuation in prices for both feeds and the egg, lack of capital and high interest rates of financial institutions among others. However, he is grateful to the administration for supporting their business ideas and the head of department Dr. Robert Mulebeke and the farm management under whose direct supervision they are.

In the next five years, Dan intends to be a successful director, to have more than 10,000 birds on the farm, to improve the brand to relate to any egg market around and to be settled with his family. In addition, they plan to establish an Agriville training center.

He advises students to set goals and pursue them and to identify the right colleagues to work with. "Sometimes it is not easy walking alone. We are walking strides because of teamwork" He added.

He also advised graduates not to look down on jobs. "There is need for change of mentality because many who practice vocational courses don't want to relate with them. What they call dirty, some of us are getting a livelihood out of it". He concluded.



# Health

# F<sup>+</sup>ocus

With Anita

## INSOMNIA: A grave health condition

**J**ust like nutrition and physical activity, sleep is incredibly critical to our health. When we don't get enough, we sacrifice more than just a refreshing good night's sleep. Sleep is as essential to survival as food and water. Without it, one can't form the pathways in the brain that allows for learning and creating new memories. It gets difficult to concentrate and respond quickly.

For some people, unfortunately, it is bed time; they're worn out and tired after a long day's hassle but sleep is elusive- they have a hard time initiating sleep. Once sleep come, it's a struggle to maintain sleep; characterized by frequent wakes during the night, waking up too early and inability to find sleep again. These and many more are the symptoms of insomnia.

Insomnia can occur at any age. However, older adults are more likely to have insomnia than younger people. Almost everyone experiences insomnia from time to time, sometimes the problem lasts for a night or two, but in other cases it's an ongoing issue. Women are more likely than men to develop insomnia. People who have a medical or psychiatric illness, including depression and people who use medications may experience insomnia as a side effect.

According to a National Sleep Foundation's 1998 poll, almost 80 percent of women reported more disturbed sleep during pregnancy than

at any other time. For women experiencing menopause, when hormone levels are erratic, sleep problems are a common complaint. But along with hormone changes, insomnia has also been linked with conditions such as anxiety, depression, problems breathing while asleep and restless legs syndrome. Most cases of insomnia are related to poor sleeping habits, depression, anxiety, and lack of exercise, chronic illness, certain medication, eating heavy meals before bedtime among others.



Insomnia not only makes an individual lose out on the key benefits of sleep, but also poses serious risks and side effects to an individual. If you've ever spent a night tossing and turning in your bed, you already know how you'll feel the next day -tired, irritable, and not yourself. Insomnia leads to; decreased performance at work or school, increased risk of accidents due to drowsy driving, depression and other mental health conditions, heart disease, difficulty concentrating, forgetfulness, obesity, upset stomach, tension, headache, moodiness, fatigue and poor quality of life among others. Insomnia can shorten your life expectancy. According to the National Health Service (NHS), research carried out by Dr. Francesco Cappuccio and colleagues from the University of Warwick and University of Naples Medical School found out that six or less hours of sleep a night is associated with an increased risk of early death.

You can treat insomnia by improving sleep habits, behavior therapy and identifying and treating underlying causes. Sleeping pills may also be used however; they should be monitored for side effects.

You can also: Adopt bedtime habits that make it easier to fall asleep and stay asleep for example listening to soothing music; Exercise regularly; don't eat heavy meals or drink a lot before bedtime; Make your bedroom sleep-friendly by limiting possible distractions; Maintain a

consistent sleep schedule; Avoid Caffeine; tobacco; alcohol and other stimulants close to bedtime. Their effects can last up to 8 hours. For cases where one has tried a variety of self-help remedies in vain, seek medical attention to avoid problems related to the disorder. Also, poor sleep may be a sign of other health problems. Finding and treating those problems could improve overall health and sleep. Insomnia is a serious health condition that can increase the risk for other health concerns, affect overall health and longevity.

## Ugandans advised to avoid crowded areas, handshakes over Coronavirus



*A file photo showing Ugandans gathered at a rally recently. Ugandans have been advised to avoid crowded areas, handshakes and maintain high hygienic standards in attempt to prevent the spread of coronavirus which is believed to have originated in a market trading in wild animals in the central Chinese city of Wuhan.*

Ugandans have been advised to avoid crowded areas, handshakes and maintain high hygienic standards in attempt to prevent the spread of coronavirus which is believed to have originated in a market trading in wild animals in the central Chinese city of Wuhan.

The deadly virus has so far infected nearly 6,000 people in China and killed more than 130.

Currently, there is no confirmed or suspected case of the virus in Uganda.

"However, it is important to note that there are substantial number of passengers who travel between Uganda and China as well as other affected countries for various reasons.

Therefore, it is important that health workers and general public are kin and more vigilant in quickly identifying suspected cases of coronavirus by enhancing the surveillance and reporting. This is aimed at early detection, isolation and containment in case of an outbreak into the country," said Dr Charles Olaro, the acting director general health services.

In a statement issued on January 29, Dr Olaro, said a task force has been activated to coordinate preparedness and response activities in addition to intensifying surveillance of suspected cases at the points of entry into Uganda especially Entebbe International Airport.

"The teams at Entebbe International Airport are conducting screening for 2019-nCoV (novel corona virus)," he said before adding that the ministry has designated Entebbe and Naguru regional referral hospitals as centres for case management.

So far, the Chinese ambassador organised a meeting at the embassy where leadership groups were formed to monitor Chinese nationals in Uganda.

The ministry of health also met with Chinese medical team in Uganda who conveyed their plans to the ministry officials.

Source:

<https://www.monitor.co.ug/News/National/Ugandans-advised-avoid-crowded-areas-handshakes-coronavirus/688334-5436318-10weow1z/index.html>



# The long-lasting footmarks of our own

By Tibakuno George

## Tell us about yourself

I am Winifred Nakandi, a graduate of Economics and Statistics of Kyambogo University from 2014-2017. Before this, I had previously done a Diploma in Microfinance in 2011-2013. While here, I served as Vice Guild President 2016-17, from where I progressed to become President of UNSA in 2017/18. Since August 2019, I started on the role of the Executive Director of Msichana Uganda, an NGO that does sustainable empowerment of adolescent girls and young women through capacity building, advocacy and civic education. As the ED, I have come to a realization that there's a lot to do with adolescent girls and young women. They're exposed to a lot of destructive material e.g. propagated misinformation including early sex, child marriage, and drug abuse among others.

Through our several campaigns, we have educated girls; both school going and non-school going on sexual responsibility, dangers of teenage pregnancy and how to avoid them. To non-school going teenagers, we've partnered with other organizations to introduce to them contraceptives and demystifying to them the

misconceptions surrounding family planning. For the school going, we have mentorship and capacity building.



## What are your best memories about Kyambogo University?

I loved student politics a lot, I enjoyed guild campaigns and the hullabaloo that came with it. My greatest memory that will stay with me for the rest of my life was being a member of the University Council for the whole year. It exposed me to intellectual reasoning and networking with great minds. Many of these have remained

my friends and I still have active interaction with them.

## Do you think Kyambogo University shaped you into what you are today?

Absolutely Yes, KYU is where my story begins. I got a big network of people from students, lecturers, administrators - a great network that has helped me grow into the ED that I am today.

## We believe there are students at Kyambogo University who would like to be like you. What piece of advice do you have for them?

Everything falls in place at the right time. It is important to know that as a student, behave like a student and do the right things, after graduation, the driving, the job, the nice dresses and bags will fall in place. Good grades are extremely important. I advise them to use their time at university wisely. Study hard, build networks as much as possible because they might never again in their life have such a big community to get friends from. So be focused, patient, determined to work hard and wait for the right time to achieve all you need. While at campus in your free time, give a shot at enterprising.



**As a former student of Kyambogo University, do you think it has progressed in the recent years?**

I have been out of Kyambogo University for only two years but there's a lot to wow about

and to be proud of. Kyambogo has grown a lot especially infrastructure. A major stride has been achieved as Kyambogo graduated its first PhDs. As an alumni, I am proud that the university has maintained discipline among the students, which sets a good example for other institutions to learn from. It's an honor to associate with Kyambogo University.

**Any Future plans?**

Kyambogo University exposed me to leadership and I can't leave it along the way. I have bigger dreams as the future unfolds.

**Any last words?**

I appeal to students to utilize the university resources sustainably. Take advantage of the library, human beings, etc. but use them sustainably. Kyambogo University is our identity, love it and contribute to its growth and build it further for the future generations.



**The Senior Public Relations Officer, Reuben Twinomujuni (center) poses for a photo with the Kyambogo University Convocation Executive after a strategic meeting in the Council Room recently.**

# ***The role of the employer and employee in observing the terms and conditions of service – part 2***

***By Richard Keuber Manano,  
Director Human Resources***



**Human  
Resource  
Corner**

In Part 1 of this article which appeared in the 7<sup>th</sup> Issue of the Newsletter, I dwelt on the meaning of terms and conditions of service. I highlighted some aspects to facilitate a clear understanding of this critical matter that defines the employer-employee relationship. In so doing, I deliberately chose the aspects of employment relationship which have proved challenging to manage in spite of the elaborate policies and procedures developed to implement them. One of the critical challenges identified was the *lasses faire* attitude that has affected the performance of the University.

In Part 2, focus will be on the sources of terms and conditions of service, purpose of terms and conditions of service, and obligations of the employee. Due to inadequate space, the obligations of the employer as well as the challenges in observing the terms and conditions of service will be addressed in Part 3.

At this juncture, it is worth noting that terms and conditions of service are drawn from the laws such as the Constitution of the Republic of Uganda, 1995 (as amended), The Universities and Other Tertiary Institutions Act, 2001 (as amended), The Employment Act, 2006 and Employment Regulations, 2011, the Labour Unions Act, 2006, Workers Compensation Act, the Uganda Public Service Standing Orders, 2010. These have been adopted in the Human Resources Manual.

Terms and conditions of service serve a number of purposes. In the first place, it provides and defines the rights, obligations, roles and responsibilities of both the employer and employee. Secondly, they ensure continued efforts of attracting, rewarding, retaining and satisfying high quality staff, hence creating confidence in their employees. Thirdly, terms and conditions of service spell out the code of conduct and ethics of employees. This provides standards of behaviour and attitude expected of employees. Fourthly, it creates and promotes a good reputation for proper treatment of employees. Ultimately, the purpose of terms and conditions of service is to ensure effective utilization of the most important resource, the people in the organization.

In order to realize the above purposes, the employee and employer must satisfy a number of obligations. In case of the former, if any employee does not do the following, his retention could be at stake:

- a) Observing the code of conduct and ethics generally and for specific professions;
- b) Conforming to the values and principles of efficiency, effectiveness, accountability, transparency, decency, diligence, dedication, discipline, integrity, fairness, loyalty, financial credibility and professionalism;

- c) Being results-oriented and observing high standard of performance;
- d) Engaging faithfully in activities consistent with their official responsibilities and authority and to guard against damaging the interest of the university;
- e) Observe and commit official working hours and days to official duty, and being available for official duty 24/7;
- f) Not to engage in any gainful undertaking outside official duties; holding two full-time employment at any point.
- g) Acting in a reasonable and responsible manner at all times;
- h) Exercising restraint and fairness in the treatment of subordinates;
- i) Abiding by the rules and regulations governing the university service, safety and security regulations;
- j) Not to engage in any arrangement that would cause financial embarrassment and activities involving conflict of interest;
- k) Having zero tolerance to corruption, fraud, discrimination, sexual harassment, insubordination and abuse of office;
- l) Maintaining secrecy and confidentiality of official information;
- m) Safeguarding public property, assets and financial resources entrusted to him or her; and
- n) Respect of subordinates, colleagues and supervisors.
- The employee is duty bound to observe a number of conditions of service in the employment relationship. In the third part of this article, I will emphasize the obligations of the employer and conclude with the challenges in observing the terms and conditions of service.

## Vision, Mission and Core Values of the Directorate of Human Resources

### Vision

To be a Centre of Human Resources excellence in transforming Kyambogo University into a world-class university.

### Mission

To contribute to the advancement and promotion of knowledge and development of skills in science, technology and education through attraction and retention of well qualified and motivated Human Resources.

### Core Values

- Quality
- Equity
- Integrity
- Professionalism
- Selflessness
- Loyalty





## Upcoming Events

### **Website Launch & Sensitisation Workshop**

Creating awareness for the role of online presence  
(web and social media) for our university.

When: 10th February 2020 , NPT conference room

Time: 8:00am to 2:00pm.

### **Kyu counselling open day** together with the climax of **The International Psychological Week**

When: 19th February 2020 ,8:00am to 5:00pm.

Theme:

Embracing psychological support in our community.

Chief guest:

Min for youth and Children affairs, Hon Nakiwala Kiyingi.

### **Public Lecture**

Friday, 21th Febraury 2020

CTF Building

kyambogo University, Kampala, uganda



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