

**REMARKS BY THE VICE CHANCELLOR AT THE HANDOVER CEREMONY
OF THE OUT-GOING MAKERERE UNIVERSITY STAFF TRIBUNAL, ON
FRIDAY, APRIL 17, 2015, MAIN HALL, 3:00 PM**

- **The Chancellor of Makerere University, Prof. Mondo Kagonyera**
- **The Chairperson of University Council, Eng. Dr. Charles Wana-Etyem**
- **The Incoming Chairperson and Members, Makerere University Staff Tribunal**
- **The Outgoing Chairperson of the Tribunal and Your Team**
- **Colleagues in Management**
- **Invited Guests**
- **Ladies and Gentlemen:** Good afternoon.

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I welcome you all to this occasion of the handover of the Makerere University Staff Tribunal to a new team led by Mr. George Omunyokol as Incoming Chairperson. On behalf of University Management, I congratulate you upon being appointed to serve on the Tribunal and we thank you for accepting the responsibility.

As you may be aware, the Makerere University Staff Tribunal is one of the organs in the University that provides a forum for aggrieved members of staff to be heard by an independent team of persons, led by a qualified member of the Justice department of Uganda. Indeed, the existence of the Tribunal is provided for in the Universities and Other Tertiary Institutions Act, 2001.

Through the Tribunal, aggrieved members of staff get a right to a fair hearing and appropriate redress, without hindrances from the University system. It can also be said that the Tribunal serves as a system of checks and balances for the Appointments Board. On several occasions, members of staff who do not agree with the decisions made by the University's Appointments Board bring their issues to the Tribunal.

The Makerere University Tribunal therefore protects both the employees as well as the employer. While the employees get a readily available system of fair hearing, the University too benefits in terms of reduced court cases and legal costs. The Tribunal provides a mutually reinforcing system for all concerned parties, leading to agreement and understanding. As a University, we therefore greatly value the role of the Tribunal and acknowledge the level of integrity and professionalism of its members as they execute their duties.

Ladies and Gentlemen, at this juncture I wish to thank the out-going Chairperson, Mr. Didas Nkurunziza, and your team, for the tremendous job you have done during your term. You have ably served the members of staff who sought justice where they felt aggrieved and prevented friction between the staff on one hand and the employer on the other. We thank you for a job well done during your term.

To the Incoming Chairperson and Members of the Makerere University Staff Tribunal, we welcome you once again and pledge to cooperate with you as you dispense justice to aggrieved parties in Makerere University. We wish you a successful term of office.

I take this opportunity to thank the Office of the University Secretary and the Legal Unit for the support rendered to the Makerere University Staff Tribunal and for organising this handover ceremony.

Ladies and Gentlemen, once again, you are most welcome to this function.

We Build for the Future.

Prof. John Ddumba-Ssentamu