



PRESS RELEASE

CLARIFICATION ON REPORTS ON THE ABSORPTION OF RURAL ELECTRIFICATION AGENCY (REA) STAFF INTO THE MINISTRY OF ENERGY AND MINERAL DEVELOPMENT

KAMPALA, THURSDAY 8TH SEPTEMBER 2022; The Ministry of Energy and Mineral Development has noted with concern wrong media reports on the on-going mainstreaming of staff of the former Rural Electrification Agency (REA) into the Ministry as part of the Government-wide Rationalisation of Agencies and Government Expenditures (RAPEX).

The Ministry would like to correct the impression created by the misleading media reports as follows:-

1. Reference is made to the Electricity (Establishment and Management of the Rural Electrification Fund) Instrument 2021, Statutory Instrument No .29 of 2021, and the Cabinet decision to mainstream Rural Electrification Agency (REA) to the Ministry of Energy and Mineral Development. The Ministry developed a road map for the mainstreaming process that has been effected to ensure a smooth transition.
 2. Clause 12(2) of the Instrument provides that all employees of REA shall be transferred to the Ministry of Energy and Mineral Development, and their terms and conditions including salary shall, **subject to the duration of the instrument**, be in accordance with the employee's contract of employment. The duration of the Instrument is specified in Clause 13 as two years, from the date of **commencement of 19th October 2020**, it shall therefore expire on 18th October 2022. All staff of REA who were transferred to the Ministry of Energy and Mineral Development on the same terms and conditions, have been receiving all their employment benefits, and shall continue to do so until 18th October 2022.
 3. Additionally, Ministry of Public Service provided guidelines for the rationalisation process which have detailed roles of various stakeholders. The rationalisation process involves several stages that implementing ministries in partnership with the Ministry of Public Service are undertaking. According to the guidelines and mandate; Ministry of Public Service led the restructuring and development of the structure of the Rural Electrification Department and realigned its functions to that of the Ministry of Energy and Mineral Development.
 4. As opposed to the impression created that job descriptions and person specifications were created to favour staff already at the Ministry of Energy and Mineral Development, it ought to be noted that the Ministry of Public Service, in line with its mandate led the development of job descriptions and person specifications for each position in the structure.
 5. On the issue of recommendation of a section of REA staff for suitability of appointment, we draw your attention to the rationalisation guidelines that spell out the following;
 - a. The terms and conditions of service of employees who shall be mainstreamed into the Public Service under a Parent Ministry shall be aligned to the Public Service Standing Orders, 2021;
 - b. The appointment of the employees shall be regularized by the respective Service Commission after a validation exercise;
 - c. Only those Public Officers who possess the required qualifications at the time of mainstreaming will be considered for regularization.
- The above guidelines have been followed with the guidance of the Ministry of Public Service and the Public Service Commission.
6. The Ministry will continue to engage the staff as part of the existing Change Management Strategy to ensure a smooth transition. Government continues to prioritise rural electrification to ensure achievement of the targets set in the National Development Plan III for ensuring universal access to electricity.

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