



Mentorship Guidelines



Graduate Training: more training space needed.



The readiness of Local players to take on engineering projects

UIPE NEWSLETTER



Graduate Trainees during an induction session at Secretariat Offices in Kyambogo

Graduate Training Program: More Training Space Needed.

The Uganda Institution of Professional Engineers with funding from the European Union is carrying out a Graduate Training Program (GTP) for 12 months in the Construction sector. The GTP implementation is through some modest remuneration, graduate and structured training and mentorship to the recruited university and technical college aimed at increasing the uptake of graduates into the Engineering Profession. This will equip unemployed graduates with practical skills necessary to succeed at the work place.

The program also aims at benefiting both employers and unemployed graduate Engineers, Technicians and Technologists from universities and Training Colleges.

A total of 466 applications were received of which 108 are female and 358 are male and a total of 300 trainees have been selected. 117 trainees have so far been placed with companies to undertake training for 12 months. The first trainees were placed to their respective companies on the 6th September 2021.

However, it has not been all flushed as the training placements are still limited. The Professional Development Manager, Mr. Kintu Julius in charge of the program says that there is a lot that needs to be done especially in acquiring placements for trainees.

“I am still facing a challenge of placing all 300 applicants as companies are not willing to give us placements citing effects of COVID-19.

And also the training placements are competed for in the host organizations between Education institutions and industrial associations.” He says.

Although securing placements is still a challenge, the institution appreciates companies that have honored to its call to provide a training ground for unemployed graduates to equip them with the necessarily skills for the job market. These include; Afro Build, Promote Consultants, Proess Consulting, Trio Consultants Ltd, Abubaker Technical Services & General Supplies Ltd, TecLab Ltd, Kasese Nail & Wood Industry Ltd, UNRA, Mukono DLG, Uganda Railways Corporation, Kagga & Partners Ltd, Global Link Associates Ltd, Spidr Contractors limited, Prisma Construction Ltd, GAT Consult Ltd, NIPE Construction Technical services Ltd, Ambitious Construction Company Ltd, Roko Construction Ltd, Sandbolt Ltd, Air Water Earth Ltd, Kiru General Services Ltd, ICS Ltd Gulu, Techno Three U Ltd, Meister Investment Ltd, Kira Municipality, Oasis Construction Company Limited, Kiwanuka & Partners Ltd, Dot Services Ltd, SASA E Consults Ltd, Technology Consults Ltd, Enmarg Group INC. Limited and IBB International Limited.

The institution calls upon more companies to come on board and support this program.

Ask me about Internal auditing...



Keneth Muhumuza Technical Auditor Umeme Ltd

Each year Universities and Colleges graduate hundreds of engineering professionals to join the engineering world. Congratulatory messages upon attaining the Bachelor of Science in Engineering (BSc.Eng.) Programme fly around, and graduates look forward to implementation of the fascinating ‘capstone projects’ adopted by the respective organizations.

It’s time to find that first job and get our niche in the engineering space! There are lots of opportunities within engineering than we often look out for. One of those is Internal Auditing. Internal Auditing in engineering? Yes! With all the passion for engineering, one needs to be curious what this is all about since on the face of it, auditing is traditionally known to be practiced by Accountants.

Internal Auditing (IA) is an internationally recognized profession under leadership of The Institute of Internal Auditors (IIA) in Florida, USA. The IIA is an international professional association of over 200,000 members providing standards, technical guidance, research, and certification for internal auditors throughout the world.

Unlike external auditing which serves third parties e.g., banks and tax authorities that require reliable financial information based on supporting records, IA seeks to improve and add value to governance, risk management and control procedures within an organization so that objectives and goals can be achieved.

Typically, the Board of Directors oversees an organization to plan for the short- and long-term good of the company and puts mechanisms in place to monitor progress against the set objectives

Since the Board is not involved in day-to-day operations, it needs reasonable assurance that the set objectives are achieved through the existing policy, organization structure and process design. Internal auditors are thus charged by the board to provide this assurance. IA supports governance by assessing strategic decision-making, ethics and values, organizational performance management and accountability, and recommending improvement. It improves risk management by providing insight and foresight on risk events identified by its findings, and availing consulting services during the design of processes/procedures. Internal auditors also support internal control by assessing whether the design of processes has proper controls embedded to be likely to achieve organizational goals/objectives.

These processes include finance, ICT, procurement, engineering projects, etc. This facilitates improvement in performance, product quality, and profitability, cost-effectiveness in construction and operation & maintenance of equipment.

IA is fast growing with many entities seeking its services, including Small & Medium Enterprises. In the Ugandan electricity sector, Umeme Limited, REA and UEGCL are some of the sector players with Internal Audit services. IA practitioners garner a wide range of skills and competences including knowledge of how organizations run, risk management, problem-solving, project management, product knowledge, communication skills, data analytics and stakeholder engagement.

For more information, kindly visit <https://global.theiia.org/about/about-internal-auditing/Pages/About-Internal-Auditing.aspx>

The Readiness of Local Players to take on Engineering Projects in Uganda



Eng. Andrew Ambazimana, MUIPE

The main goal of the National Development Plan (NDP III) is: “To Increase Household Incomes and Improve Quality of Life of Ugandans”. This goal cannot be achieved without a vibrant private sector including the local construction industry. The Construction Industry contributes 12.7% of Uganda’s Gross Domestic Product (GDP). This contribution increased to 2270.87 UGX Billion in the first quarter of 2021 from 2173.04 UGX Billion in the fourth quarter of 2020.

The "Buy Uganda Build Uganda (BUBU) Policy arising from Sections 50 (2) of the PPDA Act, 2003, Regulation 53 of the Local Governments (PPDA) Regulations, 2006 and the National Development Plan II (NDP II) 2015/16 - 2019/2020 seeks to increase consumption and utilization of local products and increasing participation of the locally established firms in domestic trade has not been fully operationalized due to lack of an enabling law, nonexistence of implementation modalities and lack of sanctions for non-compliance.

The media has also been awash with local content stories regarding the minimal participation of local construction companies in major engineering projects in Uganda.

Cognizant of the objectives and purposes of the Uganda Institution of Professional Engineers which are to promote the general advancement of the science and practice of engineering and its applications, and to facilitate the exchange of information and ideas on those subjects amongst the members of the Institution, Uganda Institution of Professional Engineers-Kampala Branch organized a social evening on 30th September 2021 to discuss the readiness of the local players to take on Engineering Projects in Uganda.

The main facilitators of the event were Ms. Allen C. Kagina, the Executive Director, Uganda National Roads Authority and Mr. Jamesone Olonya, the President, Uganda National Association of Building and Civil Engineering Contractors (UNABCEC).

It was noted from Mr. Olonya’s presentation that UNABCEC lists 356 Members of about 1,250 Contractors, most of which are owned by non-engineers and Uganda Association of Consulting Engineers lists 34 Members of about 120 Consulting firms.

From his presentation, it was also noted that a number of Contractors have heavily invested in the Construction Business by buying equipment to reduce the cost of doing work and UNABCEC, through her Member Discount Program, has partnered with Manufacturers and Suppliers of Construction Materials and Equipment, and Financial Institutions to provide Contractors with access to Affordable Construction Materials, Equipment and Financial

In his conclusion, It was highlighted that Uganda was on a positive trajectory of local content promotion. The initiative is however, faced with a number of challenges including Ineptitude Public Procurement Processes as stated in the recent Presidential Directives, Absence and/or incoherent Sector Regulations (especially, in the construction industry and Delayed Payment, and unfavorable Government Policies in terms of taxation, and no Credible Affirmative Action towards the Local Industry.

The President further noted that; a concerted Private Sector and Government effort need to be crystalized, to alleviate regulatory changes that favours Local Players to take on Engineering Projects in Uganda.

Mrs. Allen C. Kagina’s presentation was made from an employer’s perspective, whose fiduciary responsibility is to ensure service is delivered with Value for Money. She highlighted that UNRA is designing over 2,000km at any given time, constructing over 1,800km of road projects and over 40 bridges at a given time. This requires 100s of skilled staff at any time. Question is, can the local industry handle the bulk of work as a sector today?

Reservation for local content under UNRA has increased from 12% in 2017/18 to 39% in 2020/21 indicating a positive trajectory in local content promotion. However, current uptake by local is still too low mainly through Road Maintenance and Bridge construction Contracts, Design & Supervision is predominantly done by foreign firms and this needs to change. For International Competitive Bidding (ICB), majority if not all, proposals are from foreign firms. The Local companies come in to provide peripheral services or auxiliary works

In conclusion, Mrs. Allen C.Kagina noted that there was evidence of growing interest and increased commitment to participate in the road construction projects but there was limited access to cheap financing , slow uptake of existing opportunities and there is urgent need to accelerate local content promotion through partnerships

Members applauded UNRA’s ED for the efforts the organization has put in to build capacity of its staff to handle engineering projects. This would go a long way in ensuring that any opportunities that promote local content are tapped in. They however emphasized the need to change dominance of foreign companies buy implementing the BUBU policy and the reservation schemes under PPDA Regulations.

The writer is the Honorary Secretary, UIPE Kampala Branch

→ PPDA
REGULATIONS FOR PROCUREMENT OF ENGINEERING WORKS

Virtual
 25th and 26th November 2021

| | |
|-------------|------|
| Non members | 300k |
| Members | 250k |

Share proof of payment on
info@uipe.co.ug or projects@uipe.co.ug.
 Make payment to Stanbic Bank 9030005841819
 Uganda Institution of Professional Engineers

Attendance is strictly to those who have paid.

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 info@uipe.co.ug
www.uipe.co.ug

LEARNING FROM FAILURE: NBRB FINDINGS OF INVESTIGATIONS INTO BUILDING RELATED ACCIDENTS



On the afternoon of 5 September 2021, a four storey building on Block 12 Plots 100&101 Kisenyi, Kampala came crumbling down leaving 6 fatalities and 5 injuries. The building is among the many that have been collapsing and either leaving people dead or seriously injured.

A number of times when such accidents happen, the public is left with so many questions on who is responsible and how do they account for the damage done. In this specific case, the National Building Review Board tried to answer some of these questions in an investigation that was carried. The investigation results were presented to UIPE members on 21st September 2021 to give them an insight on what happened and what should be done going forward.

The National Building Review Board (NBRB) was established to monitor all building developments, determine the fees to be charged by the urban and district building committees for approval of plans, issue building permits and occupation permits and hear and determine appeals from persons dissatisfied with the decisions of the Building Committee, among others.

In its findings, the Board found no evidence of use of professionals to design and supervise the construction, the building plan wasn't approved by Kampala Capital City Authority, and the Building Control Officer never carried out any inspections on the site as required by the Building Control Act 2013. In addition, poor quality construction materials, poor workmanship for formwork and concrete works and poor construction methods e.g. lack of backfilling foundations were used.



Eng. Flavia Bwire, Executive Secretary NBRB at the scene of the accident

The Board recommended that the Building Control Function at KCCA needs to be streamlined, there was need to follow the Building Control Act, 2013 and Continuous sensitization of the public on the benefits of complying with the Building Control Framework is also required.

**Source: Eng. Nicholas Omoding
Manager Investigation-NBRB**

UIPE MENTORSHIP GUIDELINES



Upon election to the class of Graduate membership, one is always allocated a mentor, a registered engineer in his/her field of Engineering. The purpose is for the mentor to help guide the mentee through their career to the road of professionalism.

However, this process lacked streamlined guidelines to help spell out the role of the mentor and that of the mentee. It's from this background that the Membership Education and Training (MET) Committee has come up with the Mentorship Guidelines as a tool to help shape the mentorship program.

The guidelines clearly define what mentorship is, who a mentor and a mentee are and the how the mentor and mentee should relate. They go ahead to cite benefits and skills that both the mentor and mentee will -develop during the mentorship programme i.e.; communication and interpersonal skills, leadership and management abilities to mention but a few.

The guidelines are here to provide guidance to all the three parties involved. These are the Mentor, Mentee and UIPE. They go ahead to outline the principles for all parties for example the mentor must have extensive experience in a related field, similar education background with the mentee. The mentee is expected to determine the goals of the process, schedule meetings and propose agendas based on objects among others. UIPE is to manage the mentorship guideline by allocating mentors to the Mentees and organizing activities to help ensure success of the relation and more.



One may ask why mentorship, well mentorship is a valuable tool for turning one's vision into reality. Mentors are expected to guide and advise their mentees, helping them build a successful career or gain a solid footing within the profession and their organisations.

Mentorship is very important in the professional Career growth because it maintains accountability. This is achieved when the mentor helps the mentee remain accountable to his/her goals. Mentors offer encouragement when the mentee finds himself or herself struggling to perform their job.

As a professional body, growth of the members is key that's why these guidelines have been put in place to help both the mentor and the mentee understand their obligations as they both navigate through the process.

REGISTRATION CLINICS

VIRTUAL 2021

FORTNIGHTLY 2 HOUR REGISTRATION CLINICS

+ Officiated by UIPE President Eng. Ben Kyemba
+ Moderated by VP-MET Eng. Andrew Muhwezi

TUESDAYS
6PM - 8PM

| | | | |
|---|---|---|---|
| NOV 2021 09 TH 23 RD | DEC 2021 07 TH 21 ST | JAN 2022 05 TH 25 TH | FEB 2022 08 TH 22 ND |
| MARCH 2022 15 TH 29 TH | APRIL 2022 12 TH 26 TH | MAY 2022 10 TH 24 TH | |

UGANDA INSTITUTION OF PROFESSIONAL ENGINEERS
PREPARE FOR THE FUTURE

Objectives*:

- Inspire confidence for change of class (e.g. move from “graduate member to corporate member” or “student member to graduate member”)
- Encourage those stuck with challenging comments on their reports by giving them ideas/pointers on how to progress.
- Encourage active mentor-mentee engagements
- Prompt reminders for those who have been elected corporate members but have not applied for ERB registration.
- Take feedback from those with delayed reports in the registration process

How* it *will* *work* :

- Questions in any of the above categories to be sent in advance to: info@uipe.co.ug and projects@uipe.co.ug . Minimum number of questions for a session to kick off is 10. (These will be answered during the 1st hour by select MET Committee members based on the field where the question is aligned)
- Any intending applicant with a draft career or technical report and willing to use as a Case Study for learning and demonstration during the session to send notification to info@uipe.co.ug and projects@uipe.co.ug

Elected members

Applicants considered by the **503rd Council Meeting on on 09th November, 2021** under the various categories

CORPORATE MEMBERS

1. Ms. Abenabo Alison Twine
2. Ms. Akwede Eunice
3. Mr. Sekajja Allan Gitta
4. Mr. Orwenyo Morris Gunya
5. Mr. Epeet Thomas
6. Mr. Agumisiriza Solomon
7. Mr. Kwesiga Emmy Kurigamba
8. Mr. Mukiibi Isaac
9. Mr. Tugume Moses King David
10. Ms. Kalembe Lydia
11. Mr. Mugambwa Robert
12. Ms. Nassiwa Agnes
13. Mr. Muheise Araali Dennys
14. Ms. Nakalanzi Esther
15. Mr. Komakech Henry
16. Dr. Byakatonda Jimmy
17. Ms. Nakamatte Olivia
18. Mr. Ayeni Ronald
19. Mr. Okoth Joseph Micheal
20. Mr. Atuhairwe Dammie Hillary
21. Mr. Mutegeki Henry
22. Mr. Butanda Yusuf
23. Ms. Ochola Jackie
24. Mr. Asiiimwe Fred Arali
25. Mr. Yiga Samwuel
26. Mr. Besigye Daniel

PROVISIONAL CORPORATE

1. Mr. Atukwasa Aggrey
2. Ms. Muhumuza Esther Carol
3. Mr. Friday Micah
4. Mr. Wandwasi Badru
5. Mr. Kakoto Denis
6. Mr. Baguma Andrew
7. Mr. Twinamatsiko Dicklus
8. Mr. Muhanguzi Peter
9. Ms. Kekijjo Merynah
10. Ms. Ayebare Hope Brenda
11. Mr. Mukalazi Vincent
12. Mr. Olinga Richard Oriono
13. Ms. Mawanda Nagaba Roselyne
14. Mr. Amanyire Wellington
15. Mr. Walimbwa Paul
16. Mr. Muhairwe Kenedy
17. Mr. Ampiiere Derrick
18. Mr. Odongkara Billy Brian
19. Mr. Nuwenyesiga Dean
20. Mr. Ouma Oris
21. Mr. Agaba Ivan
22. Mr. Byaruhanga Kiiza Donati
23. Mr. Tayebwa Julius Arnold
24. Ms. Kiganda Bennice
25. Mr. Mukwana Thomas
26. Mr. Basajjansolo Kabiito Patrick
27. Mr. Bingi Francis

GRADUATE MEMBERS

1. Mr. Awany Jeremiah
2. Ms. Namirembe Victoria
3. Mr. Tashobya Dean
4. Ms. Nshemereirwe Annitah
5. Ms. Namiiro Victoria Ssegane
6. Mr. Atwine Jonan
7. Mr. Suubi Joshua
8. Mr. Kiyimba Joel
9. Mr. Aliganyira Selevano
10. Mr. Ensegi Isaac
11. Mr. Tugume Clever
12. Mr. Kwesiga Ronald
13. Mr. Olwa Mark
14. Mr. Bwendero Robert
15. Mr. Tumuramyee Vallence
16. Mr. Tumushabe Robert
17. Ms. Kabughu Eunice
18. Mr. Manana Fred
19. Mr. Wamboza Richard
20. Mr. Japyem Eric
21. Mr. Ahimbisibwe Godwin Bannet
22. Mr. Oweka Joshua
23. Mr. Byansi Jude Zziwa
24. Mr. Wabwire Paul
25. Mr. Arinaitwe Keith
26. Mr. Mugarura Ambrose
27. Mr. Mumbere Collins
28. Mr. Ssekidde John

UPCOMING CPD TRAININGS

1. **PPDA Regulations for Procurement of Engineering works 25th -26th November 2021**
2. **Project Financing & Financial Management 9th-10th December 2021**

ANNUAL SUBSCRIPTION

| | |
|-------------------------------|---------|
| Honorary members | 250,000 |
| Fellow Members | 250,000 |
| Corporate members | 200,000 |
| Provisional Corporate members | 200,000 |
| Graduate members | 150,000 |
| Technologists Members | 150,000 |
| Technician Members | 100,000 |

GRADUATE MEMBERS

29. Ms. Hadudu Allen Faith
30. Mr. Ayebazibwe Francis
31. Mr. Ojok Martin
32. Mr. Namutete Pius
33. Mr. Atube Herbert
34. Ms. Nabbanja Saudah
35. Mr. Okello Denis Nyeko
36. Mr. Ssemambo Mathias
37. Ms. Patience Gender
38. Mr. Katuramu Usaamah Bagonza
39. Mr. Lubanga Nicholas
40. Ms. Akampurira Macklean
41. Mr. Ochieng Francis Xavier
42. Ms. Kisakye Deborah
43. Mr. Masaba Emmison Eric
44. Mr. Kobere Henry
45. Mr. Kakooza Abudkarim Kaweesi

TECHNICIANS

1. Mr. Zawadi George
2. Mr. Omoit Timothy
3. Mr. Ategeka Brian
4. Ms. Kwikiiriza Rabecca
5. Mr. Nduwayo Trust Mugisha
6. Mr. Omach Denis

STUDENT MEMBERS

1. Mr. Lubega Mark
2. Ms. Naluwoza Dianah
3. Mr. Ojulong Moses
4. Ms. Akello Moureen
5. Mr. Kasule Daniel
6. Mr. Gumoshabe Mathias
7. Mr. Luete Emmanuel
8. Mr. Kayanja Julian Evans
9. Mr. Natwijuka Odomaro
10. Mr. Mukonyezi Leonard
11. Mr. Ayella Denish
12. Mr. Nyesiga Privato
13. Mr. Mworozzi Daniel
14. Mr. Angotua Dan Woodman
15. Mr. Witaka Julius
16. Mr. Nshabaruhanga Ezekiel
17. Mr. Negohe Ivan
18. Mr. Tumwesigye Rodgers
19. Mr. Ekipu Samuel
20. Mr. Nizeye Keneth
21. Mr. Ainembabazi Onesmus
22. Mr. Gumisiriza Isaac
23. Mr. Mawejje Abdul Latif
24. Mr. Mboonye Micheal
25. Mr. Ssenoga Vincent
26. Mr. Niyirora Didas
27. Mr. Leno Denis Osborn Joshua
28. Mr. Kubariho Venture
29. Mr. Onekgiu Michael

STUDENT MEMBERS

30. Mr. Kisitu Denis
31. Mr. Sayuni Ivan
32. Mr. Kakande Isaac
33. Mr. Behangana Abert
34. Mr. Lejoruku David Desire
35. Mr. Bamweyana Alphonse
36. Ms. Namuli Gift Evelyn
37. Mr. Mbubi Sam
38. Mr. Wamani Samuel
39. Mr. Bwambale James
40. Mr. Atwijuka Victor
41. Mr. Mugole Timothy
42. Mr. Tumusiime Innocent
43. Mr. Byakika Heziron Juma
44. Mr. Musasizi Matthew
45. Mr. Kasozi Samuel
46. Mr. Kiggundu Cranimer Benon
47. Ms. Birungi Esther
48. Mr. Kankiriho Rogers
49. Ms. Kitiibwa Geraldine
50. Mr. Arikod Emmanuel
51. Mr. Kyarimpa Ben
52. Mr. Lule Jonathan
53. Mr. Bamwine Fred
54. Mr. Kawooya Geoffrey
55. Mr. Kabi Samuel Denis
56. Ms. Namutebi Stellamaris
57. Mr. Wafula Rogers
58. Mr. Okalebo Saul Philip
59. Mr. Ssenyange Zuwa John
60. Mr. Owino Norbert Japheth
61. Mr. Wodero Dennis
62. Mr. Bogere Robert
63. Mr. Bwambale Samson
64. Ms. Kansime Johnson
65. Mr. Tumusiime Allan
66. Mr. Tukamuhebwa Movad
67. Mr. Ocan Godfrey Oyet
68. Mr. Mubangizi Gilbert
69. Mr. Naturinda Gilbert
70. Mr. Tilulaga Stanley
71. Mr. Ahabyoona Ronald Twine
72. Ms. Nabukonde Maria B
73. Mr. Nabeeta Chrispus
74. Ms. Nabyole Brenda

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