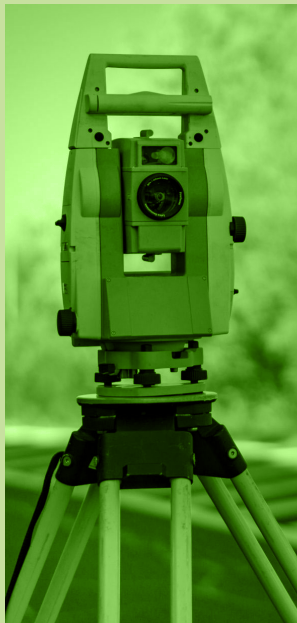




2021 ANNUAL REPORT

& FINANCIAL STATEMENTS



“Survey for development”





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LIST OF ACRONYMS

AAQS	-	African Association of Quantity Surveyors
AfRES	-	African Real Estate Society
AGM	-	Annual General Meeting
APC	-	Assessment of Professional Competence
CASLE	-	Commonwealth Association of Surveying and Land Economics
CGV	-	Chief Government Valuer
CIOB	-	Chartered Institute of Buildings
CPD	-	Continuing Professional Development
EO	-	Executive Officer
FIG	-	International Federation of Surveyors
FISU	-	Fellow of the Institution of Surveyors of Uganda
FUPSA	-	Federation of Uganda Professional Services Associations Ltd
FY	-	Fiscal Year
GNSS	-	Global Navigation Satellite System
ICMS	-	International Construction Measurement Standards
ILMS	-	International Land Measurement Standards
ISU	-	Institution of Surveyors of Uganda
IVS	-	International Valuation Standards.
LS	-	Land Surveying
MISU	-	Member of the Institution of Surveyors of Uganda
MOU	-	Memorandum of Understanding
PAISU	-	Professional Associate of the Institution of Surveyors of Uganda
PDO	-	Program Development Officer
PSFU	-	Private Sector Foundation of Uganda
QS	-	Quantity Surveying
RSU	-	Registered Surveyor of Uganda
SRB	-	Surveyors Registration Board
SSSU	-	Surveying Students Society of Uganda
UBA	-	Uganda Bankers Association
UBOS	-	Uganda Bureau of Statistics
VS	-	Valuation Surveying

ABOUT THE INSTITUTION OF SURVEYORS OF UGANDA (ISU)

The Institution of Surveyors of Uganda (ISU) is the professional association that brings together Land Surveying, Valuation Surveying, Quantity Surveying, Cost Engineering, and Hydrogeological Surveying professionals in Uganda.

The Objectives

1. To secure the advancement and facilitate the acquisition of that knowledge which constitutes the profession of a surveyor;
2. To promote the general interest of the profession and the institution, and to maintain and extend their usefulness for public advantage;
3. To consider and determine matters of professional practice and conduct;
4. To act as the voice of the profession in matters affecting its relation with government and public bodies and with the public generally, and particularly to advise government before the issue of work permits to foreign surveyors;
5. To nominate representatives of the profession to boards and committees on which representation of the profession is required and desirable;
6. To organize professional meetings and activities;
7. To establish and maintain scales of professional fees and charges for all members;
8. To advise on educational developments for the profession and to arrange for professional examinations;
9. To promote, maintain and protect the standards of the surveying profession in Uganda;
10. To provide a channel for the collection and dissemination of information relating to the profession, and
11. To act in liaison with other professional bodies in matters of common interest.

The Vision

To become the centre of advancement in Land and Built Environment Management and act as a prime mover for Sustainable Development in the region

The Mission

To secure the acquisition and facilitate the advancement of professional knowledge so as to become a respectable professional organization championing growth and ensuring adherence to ethics, enforcement of sector regulation, promoting research and innovation as we contribute to sustainable development.

The Values

- i) Act with integrity
- ii) Promote professionalism
- iii) Excellence at service delivery
- iv) Advancing innovation

The Values

Institution of Surveyors of Uganda
Karobwa Towers, Nkrumah Road
P.O. Box 2122, Kampala Uganda
Tel: 0414 - 251258
<http://www.surveyorsofuganda.org>

Contact

Ms. Rebecca Kasule
Executive Officer
Mob. +256772524952
+256702491092

30TH ISU GOVERNING COUNCIL (2021-2022)



Dr. Nathan Kibwami
President



RSU Alozius Gonza
Vice President



RSU Robert Wafula
Honorary Secretary



RSU Siras Nyonyintono
Vice Honorary Secretary



RSU Eliot Ankunda
Honorary Treasurer



Mr. Joel Mukisa Mawerere
Vice Honorary Treasurer



RSU Geoffrey Okeny
Land Surveying Chapter Chair



RSU Tom Ssenyondo
Quantity Surveying Chapter Chair



RSU Naome Kayondo
Valuation Surveying Chapter Chair



Mr. Noel Etimu
Technician Representative



Mr. Arnold Tugume
Student Representative



RSU Dr. Ronald Ssengendo
Immediate Past President

ISU PRESIDENT'S ANNUAL REPORT FOR 2021/22

Dr. Nathan Kibwami
ISU President
2021- 2023



On behalf of the 30th Governing Council, I take this opportunity to welcome you to the 31st AGM of ISU. Although the year 2021 was perhaps the climax of the Covid-19 scourge, we still feel the ripple effects of the devastation. Regardless, your continued participation and support to the Institution, in such circumstances, deserves immense appreciation. I congratulate the 30th Governing council for the half-term so far served, and wish for the best in the remaining term of service.

On behalf of the 30th Governing Council, it's my pleasure to present to you the report of activities for the year 2021/22. Despite the early-term challenges posed by Covid-related economic shocks, we have still managed to register some success in a number of areas.

Membership Analysis

As at 31st March 2022, ISU membership stood at 1641 members. This translates into an increase of 178 members since the last AGM. The biggest membership growth was registered under the Quantity Surveying (QS) Chapter (18%), followed by Land Surveying (LS) and Valuation Surveying (VS) Chapters, both at 11% (see detailed membership section for details). With this steady growth, we shall continue innovating ways of further making ISU membership valuable and admirable to both the existing, and to-be members, respectively.

International and Regional representation plus engagement

The 30th Governing Council has continued to propagate one of our strategic plan objectives of aiming for total compliance to relevant international and regional cooperation and engagements. In 2021 we managed to fulfill our obligations to all international associations where ISU is a member on your behalf, such as AAQS, IVSC, FIG, ICEC and PSFU. Equally, we have

participated in a number of regional and international events, whilst council has nominated a number of senior members to represent the Institution to national and international bodies, as summarized below:

Key Events

- FIG e-Working Week 20-25 June 2021 Netherlands – Represented by Dr Nathan Kibwami, Dr Ronald Ssengendo, Prof. Moses Musunguzi, RSU David Mulindwa, and RSU Allan Mugisha.
- ICEC – ICMS 3rd edition development – Represented by RSU Philip Kaheru and Dr Nathan Kibwami.
- IQSK Annual Summit on 27th, 28th and 29th October 2021 – Represented by RSU Victor Odongo and Dr. Nathan Kibwami.
- The 6th ISK Africa Regional Conference on 11th and 12th November 2021 – Presentations by RSU Allan T. Mugisha and Dr. Ronald Ssengendo.
- International Land Measurement Standards (ILMS) setting committee (with Mr Thomas Jacubeit) held on 9th August, 2021 with Council and MLHUD officials.

Representation/presence on international bodies

- National Building Review Board – RSU Emmanuel Male
- National Physical Planning Board – RSU Florence Namboze
- ICMS Trustee Board – RSU Phillip Kaheru
- IVSC – RSU Richard Masereje
- IVSC Membership and Standards Recognition Board – RSU Allan T Mugisha
- FIG National Representative – RSU David Mulindwa

- Construction Industry Development Committee MoWT – RSU Victor Odongo
- Technical Committee for the Feasibility Study for Greater Kampala Tourism – National Planning Authority – RSU Anthony Gidudu
- Technical Committee for the Development of Guidelines for Land Banking – RSU Richard Masereje
- AAQS Vice President Eastern Region – RSU Victor Odongo
- International Land Measurement Standards set-up committee – RSU David Mulindwa
- ISU Liaison person to World bank – RSU Geoffrey Okeny

Special Committees

In its mandate, Council monitors surveying practice and takes action where emergent events manifest, that concern surveying practice.

Think Tank committees were appointed for each of the three Chapters, headed by RSU Paul Mungati (VS), RSU Humphrey Mitanda (LS) and RSU Victor Odongo (QS). Insightful recommendations have been made by these committees, including: Surveyors' terms of engagement with Banks, Surveying legal framework, Professional indemnity Insurance, among others. Initiatives to address these recommendations have already been undertaken by ISU, while others are underway.

Following the violent incidences faced by Surveyors, assistants and their workers – especially one which occurred in Gomba district in August 2021 - during opening boundaries of land parcels, SRB and ISU appointed a committee, headed by Dr Ronald Ssengendo, to develop boundary opening guidelines. The draft guideless are ready, awaiting the Board's approval.

The ISU Constitution has recently been criticized to have loopholes and is out of touch with developments in surveying practice. At its 5th sitting, Council appointed a committee (Headed by RSU David Mulindwa) to review the constitution or possible amendments. A number of consultative engagements have been conducted and the amendments are ready to be presented to the 31st AGM for adoption.

Working relationship with Ministries

Council has held strategic engagements with the Ministry of Lands Housing and Urban Development (MLHUD) and Ministry of Works and Transport (MoWT). On separate occasions, we met the Minister and State Minister MLHUD, The Chief Government

Valuer MLHUD, The Commissioner Surveys and Mapping MLHUD, The Minister MoWT, and The Chief Quantity Surveyor MoWT. Whilst we continue to engage these esteemed offices, discussions mainly concern improvement of surveying practice through provision of relevant regulatory frameworks.

Working relationship with Surveyors, Firms and Stakeholders

Council started periodic courtesy visits to its members, firms and other stakeholders. This initiative was premised on the need to understand membership concerns, bringing ISU leadership closer to members, and picking useful feedback to improve our service to the profession. As of 31st March 2022, Council had conducted successful visits to the following:

- YMR Partnership
- Quntametrics Consultancy Ltd
- Grid Surveyors and Associates
- CMT Realtors
- Private Sector Foundation Uganda
- Uganda Business and Technical Examinations Board
- East African Consulting Surveyors and Valuers
- WROK Valuation Consult
- ICM Consultants
- The Association of Real Estate Agents
- Uganda Electricity Transmission Company Ltd
- Turner & Townsend
- Uganda National Roads Authority - Surveying, Planning and Documentation
- Terrain Consults Ltd
- Stanfield Properties Ltd
- The Standard Gauge Railway

Financial Standing of the Institution

Our biggest source of funding is from annual subscription fees and this money caters for rent, staff salaries, payment to affiliated international and local bodies, stationery among others. However, of the total membership (as at 31st December 2021) of **1590**, only **750 (47%)** were paid up. Although Covid19 has had its toll on the situation, the Institution cannot survive with such statistics. Therefore, I encourage all the defaulting members to oblige for the betterment of growing the Institution. In the same vein, I thank those that have endeavored to keep their membership subscriptions UpToDate. Meanwhile, Council is exploring ways of devising other means of funding for the Institution, besides membership subscription.

Restructuring of ISU

As you all might be aware, there is still 'an elephant in the room' – the proposed breakaway of the three

Chapters into independent institutions/Institutes. The progress of this restructuring continues to be slower than earlier synergies. Besides the recent impacts from Covid-19, there has been delays in the progress on the Valuation Bill, which was earlier envisaged as the deciding factor. Whereas council continues to monitor progress of the Valuation Bill, it is equally in the background, following up on the recommendations by the Fit-For-Future committee which, among others, include lobbying for QS legislation by MoWT/MLHUD and the Survey & Mapping Bill through Commissioner Surveys and Mapping.

Practice under the Surveyors Registration Act Cap 275
As you might all be aware, the 18th Surveyors Registration Board (SRB), on 11th October 2021, issued a public notice informing all its registered members under the three chapters, the general public and consumers of our Services that it was illegal for registered members to partner in firms with entrepreneurs who are not Surveyors. It also clarified that the Surveying profession is only open to registered surveyors as sole practitioners or partnerships. This was in emphasis of items (a) and (b) of the 2nd schedule to the Act. The board, in accordance with section 12(d) of the Act issued further guidance and requirements prior to issue of Practicing certificates. Council has facilitated a number of engagements between the Board and membership about these requirements. We also appreciate that members had a number of concerns with regards to enforcement of these provisions of the 1974 Law, in view of recent advances in surveying practice. Unfortunately, at the time of publishing this report, the term for the 18th SRB had expired (on 30th October 2021) and we had not yet got a new board and as such, active engagements on this issue had stalled. Council looks forward to further engagements with the 19th Board when it comes to existence. Allow me to update that since September 2021, Council has been following up closely on the appointment of the new board. We learnt that procedures of appointment of the Board, which are vested in the Minister, were changed, thus the delay.

Work under progress

Allow me to also update you on a number of issues and challenges we are grappling with and /or working on:

- This year, our 5-year strategic plan (2016/17-2021/2022) comes to an end, and the process of reviewing this, so as to come up with a new one.
- In this Covid recovery period, we continue to grapple with enhancing welfare of our members. The benevolent fund has not yet been well operationalized, whereas there has been dismal participation in the Surveyors SACCO. We have strategized ways and alternatives on improving on these two issues in the next part of our term.
- We are also exploring the option of having ISU health insurance for our members, similar to our colleagues of the Uganda Law Society.
- The awareness of the Surveying professional is still a challenge and we continue to have masqueraders. We improved our presence in media and reach outs and hope to do more so as to mitigate on the vices.

Appreciation

I appreciate you all for the continued support to the Council and the Institution, especially to our Secretariat, Sponsors, Partners, and various council committees for ensuring we successfully hold a Pre-AGM and AGM every year. May the Lord bless you in all your endeavors as we all continue to serve the Surveying profession to infinity success.

Best wishes for the remaining part of 2022.

OBITUARY



RSU Edward Mukasa
Died on 03/11/2021



RSU Mubiru Elisha
Died on 20/02/2022



Ms. Ndagire Tracey Ameria
(Student Member)
Died on 20/09/2021

TREASURER'S ANNUAL REPORT FOR THE FY ENDED 31ST DECEMBER 2021

RSU. Eliot Ankunda
Hon. Treasurer 2021- 2023



Introduction

Over the past few years ISU has become an association that is a role model for other professional associations within the country and the region. Today ISU is on its pathway to adopt the process of diversifying its sources of income and financial growth approaches. *However, there is a stumbling block arising from the Fit for Future resolutions which has led the Institution in state of confusion as regards its future businesses.*

Management of ISU Finances

Management of the Institution's financial system is overseen by the Hon. Treasurer, President and Hon Secretary on behalf of the governing council, along with the institution's Executive Officer working in consultations with the internal auditor.

Treasurer's Role

The Treasurer, along with assistance from the President and Hon. Secretary, is responsible for ensuring the timely payment of all staff and operational expenses, disbursement of ISU funds and the prudent management of all ISU's banking and financial procedures.

As the chair of the Financial Committee, the Treasurer is responsible for overseeing the financial obligations of the Institution, providing leadership around financial strategy, ensuring the timely production and submission of related reports to the Council for consideration.

Over View of ISU Financial Performance in 2021:

There has been continued significant improvements in the implementation of internal finance controls in regards to incomes and expenditure. As result ISU showed encouraging growth in its financial position in relative comparison with the previous financial year of 2020 with an increase in specific revenue to

Ugx. 505,523,000= from Ugx 495,000,000= which is a percentage increase of 2.1% and this is reflected in the total assets as of 31st December 2021 better than that in 2020. However the 2.1% increase is very low compared to the worrying and increasing trend of arrears standing at 14.3%.

Some of the finance controls that have continued to be employed and improved for the financial performance and health of the institution include;

- i. Monthly statements & quarterly review of bank reconciliation reports of ISU.
- ii. Strict adherence to the no spending of cash at source guidelines.
- iii. Thorough paper trail filing of all expenditure records.
- iv. All expenditure records to have authorization both from the source and at approval.
- v. Competitive bidding at all levels for service providers.
- vi. An independent auditor Izimba & Co. (CPA) was appointed by Governing Council to audit the Institution and is due for election by AGM 2022 at Imperial Royale Hotel. By the mandate of council these auditors have already started their work beginning with FY21. It's a pleasure to note that the audit for FY 2021 was unqualified and the Institution met all the compliance obligations for that year. The details of the report are to be presented at this AGM for review and discussion.

General Financial Position of ISU:

The financial statements show that the Institution is solvent and exhibits liquidity. The total assets increased from Ugx 495,000,000= to Ugx 505,523,000=, which is a growth by Ugx. 10,523,000= (approximately 102%), most of which is due to the revenue generated

from paid up subscriptions, arrears paid, APC Clinics and new memberships. As at 31st December, 2021, the institution's books showed a net working capital of Ugx. 501,646,000=, which indicated high liquidity of the institution.

Summary of Statements

	Notes	31-Dec-21 Shs' 000	31-Dec-20 Shs' 000
Receipts (Incomes)			
There was a decrease of an Amount of Ugx. 147,279,000			
Representing a decrease of 31% from the previous accounting year.			
Total Receipts		326,964,	474,243,
Expenditures			
There was an increase of an Amount of Ugx. 126,116,000= representing an addition of 66% from the previous accounting year.			
Payments		316,441	190,325
Total expenses		316,441	190,325
Surplus		10,523	283,918

Financial standing as of 31st December 2021

The bank account indicates that Ugx 140,614,000= was unspent by the first quarter ending of the financial year 2022. This excludes upfront expenditures planned and which will be accounted for in this ongoing financial year of 2022.

Overall the budget and the financial position of the organization is relatively good and Council has been spending the Institution's funds with at most prudence in accordance within the panned budget outline as per the calendar year planned activities.

Subscriptions and membership fees:

It was observed that the membership of the institution has a Cumulative total of arrears from 2020 and earlier amounting up to Ugx. 315,419,000. These arrears have grown in 2021 by Ugx 45,069,000, this brings a total of arrears to Ugx 360,488,000 as of 2021 December. This is worrying trend and Council is therefore tasked to put up measures to seek recovery of these monies to avoid the possibility of passing on liabilities to the new

Council in 2023.

Financial Management:

During the period of FY 2021, Council has continued to apply best finance practice policies so as to aid in sustainability and growth of the institution as below:

Petty Cash management:

For purposes of liquidity to allow minor impromptu expenditures, a monthly amount of Ugx 300,000 was always advanced within the office premises. However this would formally withdrawn from the bank and accountability is provided by the Programs Development Officer on a monthly basis before more was topped up and any unspent balances of the same is deposited back to the institutions account.

Asset Register:

There is an asset register in place which consists of all the assets owned by ISU and are within in the ISU's office. This has helped in the audit process & keeping track.

Asset disposal:

Previously there has been no clear procedure of asset replacements. Today ISU has started drafting the procedure of asset disposal to manage handling of depreciation in assets of the institution to avoid wear and tear to zero value before new purchases.

Investment policy:

The previous Council, had planned to work on an investment policy with the aim to diversifying ISU's investments, due to Fit For Future Purpose resolutions the policy was halted, however with continued non conclusive position, council decided to invest part of the finances to the SURVEYORS SAACO with hope to accumulate profit and dividends. ISU is now a fully paid up member of SURVEYORS SAACO

Procedures:

Council has established a strict protocol of documenting the procedures that are required to carry out several of the tasks by the Treasurer and the Financial Controller at the secretariat who is the Executive Officer. This includes processes related to tracking and analyzing budgets, fees collections, and expenditures on activities. This has not only helped the council in the financial auditing process but shall also boost institutional memory of ISU in future references even when dissolved.

Procurement Policy:

The procurement policy is in place and has partly been implemented. The full implementation has stagnated due to the pending dissolution as by Fit For Future Purpose.

Staff contracts have been renewed to include PAYE, NSSF, and ALLOWANCES ETC.

A tax consultant has been appointed by council for guidance on ISU tax related matters.

Finance committee:

This committee comprises of the President, Hon. Secretary and Hon. Treasurer to promote better financial practices and accountability.

Written Approval of Invoices: Keeping up with the idea of ethical business practices and ensuring the implementation of anti-fraud and risk reduction, the written approval of invoices has been adhered. These invoices & receipts must be stamped and fully signed at every stage of authorisation.

Conclusions

ISU Revenues 2021

- The institution received Ugx. 185,261,000 from membership fee collections, Ugx. 101,920,000= from Pre-AGM collections, Ugx. 8,490,000= from CPDS, Ugx. 21,881,000= collection of arrears, Ugx. 3,840,000= from PA applications, Ugx. 500,000= from new membership and Ugx. 5,072,000= from APC Clinics.

The total annual income in 2021 was Ugx. 326,964,000= comparing this with the total annual income received in 2020 of Ugx. 474,243,000=, there is a decrease in annual income received of about Ugx. 147,279,000= approximately 31.1% decrease.

ISU Expenses 2021

The institution's expenditure was briefly categorized as follows Pre-AGM & AGM (Ugx. 127,762,000), ISU end of year Luncheon (Ugx.22,000,000), office expenses, deliveries, cleaning, repair & maintenance, electricity (Ugx. 13,567,000), Rent Ugx. (22,000,000), telephone, postage and internet (Ugx. 5,470,000), Printing and stationery (Ugx. 6,061,000). Salary and wages to staff (Ugx. 45,700,000), CPD workshops and seminars (Ugx. 17,454,000), Institutions Magazine (Ugx. 9,500,000). Advertising expenses (Ugx. 1,200,000), professional fees (Ugx. 3,400,000), USSD Code design, maintenance, website redesign & upgrade (Ugx. 8,000,000), ISU subscriptions to other organizations (Ugx. 13,097,000) other expenses (Ugx. 17,631,000) Institution's asset portfolio has depreciated by Ugx. 1,093,000 - This is not money actually spent, but a representation of our IT equipment and furniture loss in value as per the GAAP. Discount allowed on arrears (Ugx.2,506,000), this is not an actual expenditure but a loss to the institution.

The total annual expenses for FY ended 2021 were Ugx 316,441,000=.

As established from above, the Institution realized a surplus of 10,523,000 as per the Audited books Accounts for FY 2021. Comparing this with 2020, the expenditure has gone high and this is mainly attributed to a number of physical activities conducted a reflection of about 66.2%.

ISU ASSETS 2021

Our current assets - that's money either in our bank account or due to be received, have increased by Ugx. 10,523,000 (to Ugx. 505,523,000 from Ugx. 495,000,000) over the course of 2021 from 2020. This is mainly attributed to growing membership of the

institution and compliance by some of the members.

Finally

FY ended 2021 was definitely a slow one and challenging for the institution and members. However, in line return of normalcy in business operations, the above working capital money in the bank is still below expectations and having limited funds is critical for any organisation like ours, hence must aim to grow larger cash reserves to buffer against any unexpected events and also cater to the new operating methodologies brought about by the Pandemic.

It's a great honour to serve ISU and all of you members and indeed it's been steady progress to date. I implore the members of the Institution's to continue supporting Council in the efforts to maintain and increase the income through effective collections of membership fees, participation in all activities and strengthened

strategic partnerships with other stakeholders so as to diversify its sources of revenue.

On my behalf, on behalf of the finance committee and on behalf of the governing council, allow me to once again thank you all for your effort, dedication to support the growth of the institution and your cooperation for the year 2021 and look forward for more strengthened financial position, growth and support of this office for the best of the institution's future.

For God and My Country

RSU Eliot Ankunda
Hon. Treasurer 2021-23

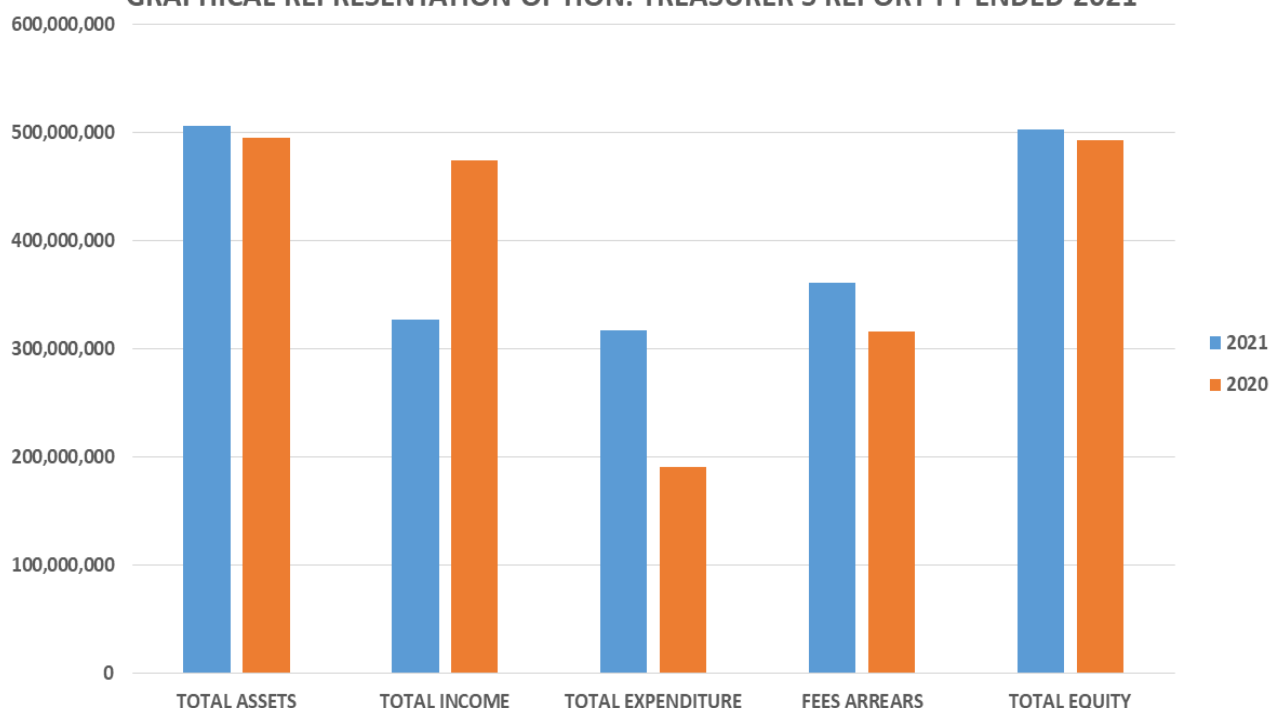
Accompanying documents:

Audit Report of 2021 financial year by M/S Izimba & Co. Certified Public Accountants

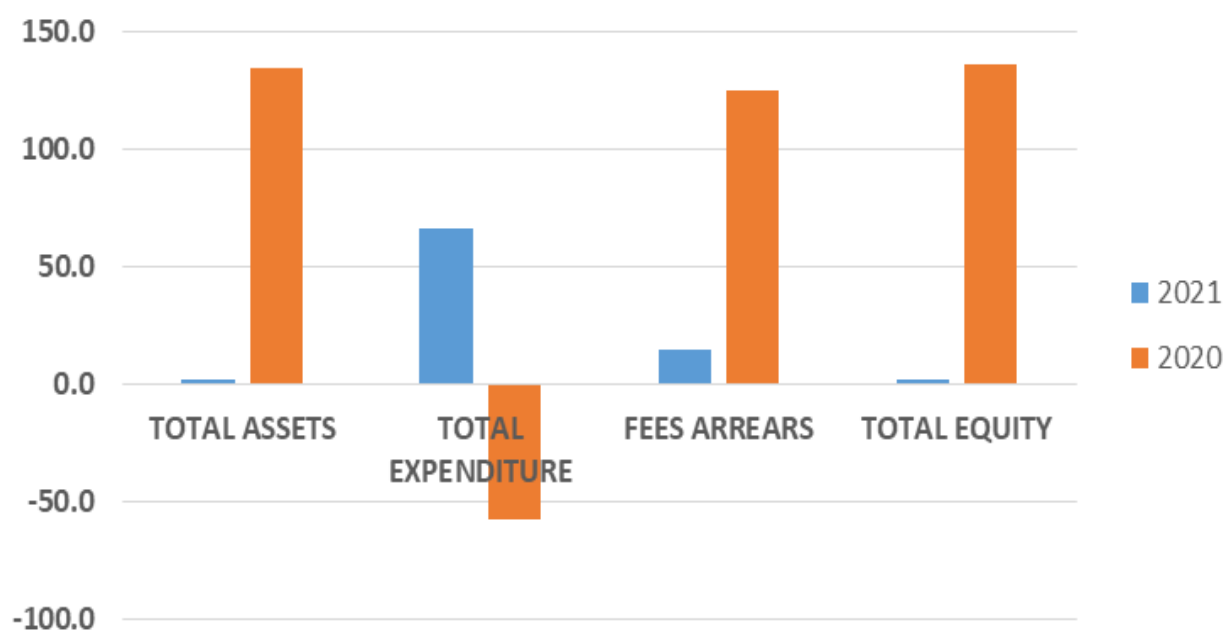
HIGHLIGHT SUMMARY OF THE HONORARY TREASURER'S REPORT FOR FY 2020

HIGHLIGHT SUMMARY OF THE HONORARY TREASURERS REPORT FOR FY 2021 AT THE 31 ST ISU ANNUAL GENERAL MEETING ON 2 ND APRIL 2022					
ITEM	DESCRIPTION	2021	2020	DIFFERENCE (2021 v. 2020)	% AGE
1	TOTAL ASSETS	505,523,000	495,000,000	10,523,000	2.1%
2	TOTAL INCOME	326,964,000	474,243,000	(147,279,000)	-31.1%
3	TOTAL EXPENDITURE	316,441,000	190,325,000	126,116,000	66.2%
4	FEES ARREARS	360,488,000	315,419,000	45,069,000	14.3%
5	TOTAL EQUITY	503,023,000	492,500,000	10,523,000	2.1%

GRAPHICAL REPRESENTATION OF HON. TREASURER'S REPORT FY ENDED 2021



PERCENTAGE PERFORMANCE OF ISU INTERMS OF INCOME & EXPENDITURE 2021 VS 2020



INSTITUTION OF SURVEYORS OF UGANDA



ANNUAL REPORT AND FINANCIAL STATEMENTS FOR YEAR ENDED 31 DECEMBER 2021

AUDITED BY:

M/S IZIMBA & CO.

CERTIFIED PUBLIC ACCOUNTANTS

MUKISA ARCADE, 3rd FLOOR,
WILLIAM STREET,
P.O.BOX 27243,
KAMPALA – UGANDA
EMAIL: info@izimba.com

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INSTITUTION INFORMATION

REGISTERED OFFICE: : Karobwa Towers 5th Floor Room 01
: Nkuruma Road,
: P. O.BOX 2122
: Tel. no. 0414-251258
: Kampala, Uganda

INDEPENDENT AUDITOR : Izimba & Co.
: Certified Public Accountants
: P.O. Box 27243
: William Street
: Mukisa Arcade
: Kampala, Uganda

PRINCIPAL BANKER : Stanbic Bank Uganda Ltd
: Kampala Road

STATEMENT OF THE COUNCIL MEMBERS

The Institution constitution requires the council members to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the organization as at the end of the financial year. It also requires the council members to ensure that the institution keeps proper accounting records that disclose with reasonable accuracy, the financial position of the organization. They are also responsible for safeguarding the assets of the institution.

The council members submit their report together with the audited financial statements for the period ended 31st December 2021, which disclose the state of affairs of the institution.

PRINCIPAL ACTIVITY

The principal activity of the Institution is that of carrying out professional enhancement of Surveyors in Uganda.

COUNCIL MEMBERS

The council members who held office during the period to the date of this report were:

NAME	POSITION
1. Dr. Nathan Kibwami	President
2. RSU Alozius Gonza	Vice President
3. RSU Robert Wafula	Hon. Secretary
4. RSU Siras Nyonyintono	Hon. Vice Secretary
5. RSU Eliot Ankunda	Hon. Treasurer
6. Mr. Joel Mukisa Mawerere	Hon. Vice Treasurer
7. RSU Tom Ssenyondo	Chapter Chair Quality Surveying
8. RSU Geoffrey Okeny	Chapter Chair Land Surveying
9. RSU Naome Kayondo	Chapter Chair Valuation Surveying
10. Mr. Noel Etimu	Technician Representative
11. Mr. Arnold Tugume	Student Representative
12. Dr. Ronald Ssengendo	Immediate Past President



IZIMBA & CO.

CERTIFIED PUBLIC ACCOUNTANT OF UGANDA

REG. NO.AF0270

CPA IZIMBA AARON-BCOM (MUK), CPA-U (ICPAU)

REG. NO.AF0270

Tel: 0414-666 934

Email:info@izimba.com

www.izimba.com

**PLOT 72/74, WILLIAM STREET
MUKISA ARCADE BUILDING,
LEVEL 3-04, P.O BOX 27243,
KAMPALA, UGANDA**

The Firm is Licensed and Regulated by ICPAU

INDEPENDENT AUDITOR

The entity's auditor, Izimba & Co. was appointed during the year, and has indicated its willingness to continue in office in accordance with the provisions of the business' registrations Act.

BY ORDER OF THE COUNCIL 45

Dr. Nathan Kibwami

President

..... 2022

Opinion

We have audited the Financial Statements of **INSTITUTION OF SURVEYORS OF UGANDA** which comprises the Statement of Financial Position for the Period Ended **31ST DECEMBER 2021** and the Statement of Comprehensive Income for the Period then ended and Notes to the Financial Statements, including a summary of Significant Accounting Policies.

In our opinion, the financial statements give a true and fair view of the state of Financial Position of the Entity as for the Period Ended **31ST DECEMBER 2021** and its financial performance and cash flows for the Period then ended in accordance with the International Financial Reporting Standards (IFRSs) and the Bye Laws of Uganda as well as the Uganda Company's Act 2012,

Basis of Opinion'

We conducted our audit in accordance with International Standards on Auditing (ISAs) and guidelines issued by the Institute of Certified Public Accountants Of Uganda. Our responsibility under those standards is further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report.

Independency

We are Independent of **INSTITUTION OF SURVEYORS OF UGANDA** in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements that are relevant to our audit of financial statements in Uganda, and we have fulfilled our other ethical responsibilities in accordance with those requirements and the IESBA Code. An Audit also includes evaluating the appropriateness of Accounting policies used and the reasonableness of Accounting estimates made by the Executive committee, as well as evaluating the overall presentation of the financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matter

Key Audit Matters are those Matters that, in our Professional judgment, were most significant in our audit of the Financial Statement of the current Period. These Matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide separate opinions on the Matter.

Responsibility of Management and those charged with Governance for the Financial Statements:

Management is responsible for preparation and fair presentation of financial statements in accordance with IFRS,s, GAAP, CAP 2012 the Bye Laws of the Sacco and the requirements of other relevant Laws and Regulations and for such internal control as management determines is necessary to enable preparation of financial statements that are free from material misstatements, whether due to fraud or error. In preparing the financial statements,

management is responsible for assessing the ability to continue as a going concern and using the going concern basis of accounting unless management either intends to liquidate **INSTITUTION OF SURVEYORS OF UGANDA** or to cease operations, or has no realistic alternative but to do so. Those charged with governance are responsible for overseeing **INSTITUTION OF SURVEYORS OF UGANDA** financial reporting process.

Auditors' Responsibilities of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatements, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with ISAs, we exercise professional judgment and mention professional skepticism throughout the audit. We also;

Identify and assess the risks of material misstatements of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness **INSTITUTION OF SURVEYORS OF UGANDA** Internal Control. Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on **INSTITUTION OF SURVEYORS OF UGANDA** to continue as a going concern.

If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusion is based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause **INSTITUTION OF SURVEYORS OF UGANDA** to cease to continue as a going concern.

Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underline transactions and events in a manner that achieves fair presentation. We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have compiled with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence and where applicable related safe guards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current Period and are therefore key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication Report on other legal and Regulatory Requirements:

As required by the Companies Act, 2012, we report to you based on our audit, that:

- i) We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purpose of our audit;
- ii) In our opinion, proper books of account have been kept by **INSTITUTION OF SURVEYORS OF UGANDA**, as far as appears from our examination of those books; and
- iii) Statements of Financial Position and Statement of Comprehensive Income are in agreement with the books of account.
- iv) The Engagement Partner on the audit resulting in this Independent Auditor's Report is CPA. **AARON IZIMBA (P0399)**

.....
FOR: IZIMBA& CO - CPAU
Kampala-Uganda

Date:

STATEMENT OF RECEIPTS AND PAYMENTS			
	NOTES	2021 Shs'000'	2020 Shs'000'
RECEIPTS			
Receipts	4	317,552	474,243
Other income	5	9,412	-
		326,964	474,243
PAYMENTS			
Administrative Expenses	7	(316,441)	(190,325)
Surplus for the year		10,523	283,918

The notes on pages 12 to 17 form an integral part of these financial statements

Report of the independent auditor - pages 5 and 9.

STATEMENT OF FINANCIAL POSITION			
		2021	2020
	Notes	Shs'000'	Shs'000'
EQUITY			
Equity and liabilities			
Accumulated fund	12	503,023	492,500
Current Liabilities			
Accounts payable	11	2,500	2,500
Total Equity and Liabilities		505,523	495,000
Non-current Assets			
Property, plant and equipment	8	4,421	4,900
Current Assets			
Accounts receivable	9.	360,488	315,419
Cash and cash equivalents	10.	140,614	174,682
		501,102	490,100
Total assets		505,523	495,000
The financial statements on pages 9 to 17 were approved and authorized for issue by the Council on..... 2022 and were signed on its behalf by :			
Dr. Nathan Kibwami		RSU. Eliot Ankunda	
President		Hon. Treasurer	
The notes on pages 12 to 17 form an integral part of these financial statements.			
Report of the independent auditor - pages 5 and 8			

STATEMENT OF CASHFLOWS			
		2021	2020
		Shs'000'	Shs'000'
Cash generated from operating activities	Notes		
Surplus for the year		10,523	283,918
Adjustments for:-			
Depreciation	8.	1,093	6,763
Operating profit/(loss) before working capital changes		11,616	290,681
Change in trade and other receivables		(45,069)	(171,221)
Change in trade and other payables			
		(33,453)	119,460
Tax paid			
Cash generated /(used in) by operations		(33,453)	119,460
Net cash from operating activities		(33,453)	119,460
Cash flows from investing activities			
Purchase of property, plant and equipment		(615)	(6,400)
Net cash used by investing activities		(34,068)	113,060
Net increase in cash and cash equivalents		(34,068)	113,060
Cash and cash equivalents at beginning of the year		174,682	61,622
Cash and cash equivalents at end of the year	10.	140,614	174,682
The notes on pages 12 to 17 form an integral part of the financial statements.			
Report of the independent auditor - pages 5 and 8			

NOTES: SIGNIFICANT ACCOUNTING POLICIES			
1. General Information			
The business is incorporated in Uganda and is domiciled in Uganda. The address of its registered office and principal place of business is Karobwa Towers 5th Floor Room 01, P.O Box 2122, Kampala, Uganda.			
2. Basis of preparation			
The financial statements are prepared in accordance with the generally accepted accounting principles which requires the use of estimates and assumption is that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amount s of revenues and expenses during the reporting period. Although these estimates are based on the council members' best knowledge of current events and actions, actual results ultimately may differ from these estimates.			
3. Summary of significant accounting policies			
a) Revenue recognition			
Revenue comprises the fair value of the consideration received or receivable le for the Subscriptions or other revenue sources in the ordinary course of business.			
b) Property, plant and equipment			
All property, plant and equipment is stated at the historical cost less depreciation.			
Depreciation is calculated on the straight line basis to write off the costs of the assets to their residual values over their estimated useful lives. The annual rates used are;			
Computer	35.00 %		
Office equipment	20.00 %		
Furniture & fittings	20.00 %		
c) Cash and cash equivalents			
Cash and cash equivalents comprise cash in hand and deposits held with banks.			
d) Comparatives			
Where necessary, comparative figures have been adjusted to conform to changes in the presentation in the current year.			

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)			
		2021	2020
		Shs'000'	Shs'000'
4.(I) Receipts			
Membership annual subscription	185,261	359,389	
Pre -AGM Conference	101,920	100,775	
Income from conferences & CPDS	8,490	-	
	295,671	460,164	
(ii) Subscription & registration arrears received in 2021			
Arrears received	21,881	14,079	
	21,881	14,079	
5. Other income			
P/A Application	3,840	-	
Entrance	500	-	
APC	5,072	-	
	9,412	-	
	326,964	474,243	
6. Operating surplus			
The following items have been charged in arriving at operating profit:			
Depreciation on property and equipment (Note 10)	1,093	6,763	
Audit fees			
- current year	2,500	2,500	

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)		
	2021	2020
	Shs'000'	Shs'000'
7. Administrative payments		
Workshop expenses	9,051	2,935
Salary and wages	45,700	40,700
Rent	22,000	15,000
Fit for future of surveyors	-	5,860
T-shirt printing & uniforms	2,150	850
Office expenses	4,515	11,268
Condolences	1,150	5,700
Electricity	920	939
Audit fees	2,500	2,500
Bank charges	1,581	1,428
ICEC Membership	1,250	
Recruitment costs	-	1,652
Training costs (APC clinics)	4,113	958
UNRA training costs	-	7,600
Surveyors APP	-	5,969
Printing & stationery	6,061	10,474
Advertising expenses	1,200	1,100
ISU End of Year Luncheon	22,000	-
Telephone, postage & internet	5,470	12,869
USSD Code Maintenance	3,500	
Repair & Computer maintenance	2,086	3,592
Virtual registration & Zoom subscription	1,300	-
Surveyor registration board	-	5,000
ISU Sacco Savings & Membership	450	-
Contribution to other associations	1,200	-
Council meeting allowances	9,800	8,425
Local travel expenses	-	1,176
Delivery services	4,411	-
Professional fees	900	1,000

Depreciation	1,093	6,763
Corporate social responsibility	-	12,550
Pre-AGM & AGM	127,762	14,162
Website Redesign & Online system upgrade	4,500	-
Private Sector Foundation Uganda	500	500
ICMS CPD	4,290	-
Institution Magazine	9,500	4,550
International Valuation Standards Council	8,875	-
Cleaning expenses	1,635	-
FIG members fees	2,472	2,755
Discount allowed	2,506	-
Stamp duty	-	2,050
Total other administrative expenses	<u>316,441</u>	<u>190,325</u>

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED				
8. Property, Plant and Equipment				
	Computer & Equipment	Furniture & Fittings	Office Equipment	Total
	Shs'000'		Shs'000'	Shs'000'
	35%	20%	20 %	
Cost				
At 1 January 2021	11,881	8,087	4,937	24,905
Additions	-	-	615	615
At 31 December 2021	11,881	8,087	5,552	25,520
Depreciation				
At 1 January 2021	11,130	6,857	2,019	20,005
Charge for the year	263	246	584	1,093
At 31 December 2021	11,393	7,103	2,603	21,099
Net book value	488	984	2,949	4,421
Cost				
At 1 January 2020	8,181	8,087	2,237	18,505
Additions	3,700	-	2,700	6,400
At 31 December 2020	11,881	8,087	4,937	24,905
Depreciation				
At 1 January 2020	6,971	5,239	1,031	13,242
Charge for the year	4,158	1,617	987	6,763
At 31 December 2020	11,130	6,857	2,019	20,005
Net book value	751	1,230	2,918	4,900

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED		
	2021	2020
	Shs'000'	Shs'000'
9. Accounts receivable		
Fees arrears b/forward	315,419	144,198
Additional arrears in 2021	66,950	185,300
Amounts collected during the year	(21,881)	(14,079)
Net fees arrears due	360,488	315,419
Travelling cost recoverable		
	360,488	315,419
10. Cash and cash equivalents		
For the purpose of the statement of cash flows, the year-end cash and cash equivalents comprise of the following:-		
Stanbic Bank	140,614	174,682
Housing Finance Bank	-	-
Cash at hand	-	-
	140,614	174,682
11. Accounts payable		
Audit fees payable	2,500	2,500
	2,500	2,500
12. Accumulated fund		
Balance as at 1st January 2021	492,500	208,583
Surplus for the year	10,523	283,918
	503,023	492,500
13. Currency		
These financial statements are presented in Uganda shillings.		

LS CHAPTER REPORT



Mr Geoffrey Okeny, RSU (LS), FISU
Chairman, LS Chapter, Institution of Surveyors of Uganda

INTRODUCTION

1.1 Dear ISU members, as we take stock of yet another year, I am privileged to present to you the LS Chapter highlights, covering the period April, 2021 – March ,2022

1.2 Indeed, it has been an honour to serve you for the past one years during which time I have progressed in various aspects of my life both professionally and socially, which experience has shaped who I am today. I therefore thank you for granting me such an opportunity to serve you and look forward to further opportunities when they present themselves in the future. In the past year we had numerous engagements for which this report serves to bring summery of; -

ITEM/ KEY ISSUE	RESULTS/ ACTIONS/ TIMELINES
2. Training and Workshop	<p>2.1 Understanding the legality and concept of customary Land Registration. This was an online CPD conducted in conjunction with Landnet Uganda, an NGO. The training was major unpacking the legality of customary land tenure and the challenges associated with it.</p> <p>2.2 MicroSurvey STARNET- Least Squares Adjustments Demonstration software for GNSS, Total Station and Levelling Computation. This was also an online training where a new software for computation of GNSS.</p> <p>2.3 Drone workshops: In February 2022, We had the first of its kind 3 days' drone workshop at Silver spring. members were trained both the theory and practical of flying drones. Although we did not have adequate time for data processing.</p> <p>2.4 APC Clinic: Western APC clinic. This was conduct at Mbarara city Council hall in Mbarara city. The APC brought together surveyors from Kabale, Isingiro, Ntungamo, Kamwenge, Bushenyi and Mbarara city. They were taken through the competencies and how to identify key issues. RSU Denis Alema and RSU Robert</p>

Wafula facilitated the training. The meeting was organized by the Western Vice Chairperson Mr. Emmanuel Himbisa together with RSU Gerald Muringe.

2.5 APC Clinic: Eastern online APC clinic. This was conducted on zoom. The APC brought together surveyors from all over the country as many as could attend. They were taken through the competencies and how to identify key issues. RSU Denis Alema facilitated and RSU Bruno Kyamuresire moderated. The meeting was organized by the Western Vice Chairperson RSU Bruno Kyamuresire.

2.6 Specialized APC Clinic: Uganda National Roads Authority in conjunction with ISU organized a specialized Clinic for only UNRA staff. This APC combined both Valuation and Land Surveyors together for the morning session and in the afternoon it was a break away for each chapter. RSU Richard Masereje and Chapter Chair LS facilitated the Clinic.

2.7 Other Events organized by ISU: As the LS Chapter, we have participated in the following ISU organized CPD events:

2.7.1 Systematic Land Adjudication and Certification (SLAAC) consultations: This was a market sounding conference for the systematic land adjudication and certification project under additional financing for the land component and it was conducted online. The ISU Council was represented by the President and LS Chapter Chair. The meeting discussed opportunities and how the surveyors ought to prepare for the upcoming project. The online conference took place on 1st July 2021.

2.7.2 Consultation meeting with the World Bank: This was also an online meeting involving the members of Council and registered land surveyors. It focused more on the challenges and feedback on the process of land registration in Uganda and National Land Information. A number of challenges associated with LIS was presented and the Bank promised more engagement in future involving the Ministry of Lands officials.

2.7.3 Constitution Review: the chapter is fully represented and participated in the process of review of the ISU Constitution.

2.7.4 Amendment of Survey laws: The Ministry of Lands, Housing & Urban Development is in the process of amending the laws governing the land surveying profession and practice. The Institution is represented by the Chapter Chair, IPP, Immediate Past Chapter Chair and Prof. Moses Musinguzi. The committee has so far had three meetings and waiting for funding for further wider engagement.

2.7.5 The Engagement of Banking Institutions for Land Survey Services: A five-member committee for the Land Surveying Chapter was appointed by ISU Council to gather information on how well to engage the banks and offer land surveying services. This was after a court case where an RSU was asked by court to pay penalty for erroneous work based on land surveyors report. The report was submitted to ISU Council for discussion and forwarding to SRB.

2.7.6 Performance of National Land Information Systems(NLIS): The 29th Governing Council of ISU ON 30th March 2021 appointed six members adhoc Committee to comprehensively review, collect information and document challenges on the performance of NLIS. The committee completed its work and forwarded the draft report to the Council. The report was very resourceful for the

meeting with World Bank and ISU.

2.8 Notable Participation in other Activities: As the LS Chapter Chairperson, I have also participated in the following activities, which are worth mentioning:

2.8.1 We had a courtesy visit to Uganda National Roads Authority, the discussion was centred around specialized training of UNRA surveyor, ISU bridging gap between Survey and Mapping department for seamless approval of the Geodetic Control report and graduate training for the members of ISU.

2.8.2 Participation in stakeholder's meeting on Key aspects of the Physical planning regulations at Hotel Africana where different professional bodies were discussing how they can work together.

2.8.3 Courtesy Visits: We did visit the office of Commissioner Surveys and Mapping at Entebbe, to introduce the 30th Governing Council of the Institution and we discussed with him amongst other the issue of technical instruction to enable the use of GNSS for cadastral surveys, operation of the MZOs, approval of the private CORs network and conducting regional training of the land surveyors on the new Uganda datum ITRF2005.

2.8.4 We also had courtesy visits and meeting at Gulu MZO. These visits were purposed at bridging a communication gap between the institution and the officers, as well these visits aimed at tackling numerous challenges facing surveyors that presented their work to those offices.

2.8.5 We had courtesy visit to UBTEB to introduce the 30th Governing Council, matter concerning memorandum of Understanding for continue working together to strengthen and help in the quality of the technicians from Survey School, Entebbe by encouraging the members of ISU to offer training to the technicians.

3. FIG Working Week 2021

3.1 FIG 2021 Working Week; Due Covid 19 pandemic, the 2021 working week was conducted online on ZOOM. The Chapter was represented by Prof. Moses Musinguzi, Dr. Ronald Ssengendo, RSU David Mulindwa, Michelle Nagawa and Emmanuel Akandwanaho. Prof. Moses presented a paper.

4. ILMS

4.1 On the 9th August 2021, the ISU 30th Governing Council had a meeting with Thomas Jacubeit Vice Chair for Europe ILMS Standard Setting Committee and it was agreed that the LS Chapter come up with steering committee for the adoption of ILMS as one of the standards for practice in Uganda. The meeting also agreed that the committee shall digest the standards and meeting with the Board of Coalition and thereafter present to the MLHUD for buy in.

4.2 For more information, visit the website (www.ilmsc.org). and for more publications <https://www.rics.org/uk/news-insight/publications/land-journal/land-journal-oct-nov-2019/>

5. Obituaries

5.1. We did lose a gallant Surveyor to Road Accident, RSU Elisha Mubiru – Counsel (May his soul rest in peace). In addition, had a number of friend loss close relatives to a number of things including Covid 19, cancer, murder, accidents etc. We will always be united and continue support our colleagues who are unfortunate to lose relatives. We thank all those who accompanied friends at burials, vigils, and those that contributed to wards burial arrangements during those trying times for our colleagues.

ITEM/ KEY ISSUE**RESULTS/ ACTIONS/ TIMELINES****6. MEMBERSHIP GROWTH**

a. The LS Chapter has grown with statistics to follow once I get records from secretariat to back up the figures but generally the chapter has had a stellar year of more surveyors joining the chapter and showing interest in activities organised by the institution

b. I would therefore like to reiterate my congratulations to the following members who have upgraded their status from Graduate Level to Professional Associates between April 2021 to date:

1. Ms. Banura Constance -777
2. Ms. Nabatanzi Gidah - 1077
3. Mr. Taremwa Reid Mujuni - 1022
4. Mr. Wamani David - 912
5. Mr. Kidega Simon - 1259
6. Mr. Ojoko Daniel Angulu - 1470
7. Mr. Ogwal Crispus - 635
8. Mr. Kitaka Henry- 1380
9. Mr. Tusiime Isaac - 616
10. Mr. Kabanda Simon - 1011

c. In the same spirit, I would like to congratulate the following who upgraded to Professional Members of the ISU:

1. RSU. Ainebyona Joshua - 808
2. RSU. Kaboggoza Lawrence - 993
3. RSU. Muringe Gerald -549

d. I would like to recognize RSU Denis Alema, RSU Asimwe Christine and RSU Robert Wafula, for their participation (with commitment and dedication) in the final assessment interviews for PA candidates throughout the past year.

7. CHALLENGES AND UN FINISHED BUSINESS

7.1 There is a very great need for training in the engineering surveys since it is one of the core technical competency which assess before one is promoted to PA, not many engineering firm employs graduate land surveyors. However, through engagement and lobbying, more open doors are opening for such training opportunities.

7.2 We continue to have a drop in the number of candidates applying for upgrade from graduate membership to professional associate level. This trend has partly been due to unwillingness of registered surveyors to extend practical skill sets required to complete multi-faceted tasks by the young surveyors. We also understand and acknowledge that so many young surveyors do not want to be supervised and have many of young surveyors are operating many mushrooming illegal offices dubbed survey firms.

7.3 Additionally, the new APC system has fewer counsellors to mentor candidates on the requirements of completing competencies and preparing a sounding Critical analysis.

7.4 We observed that there is a disconnect between the supervisors and the candidates, many of the candidates are relying on Counsellors other than their supervisor and yet the supervisor spend more time with them and understand their project better.

7.5 We have continuously failed to get land surveying related articles for our newsletter because members failed to submit any article despite relentless reminders. We hope to devise ways of providing more up to date content once we receive article from those selfless individual surveyors.

8. CONCLUSION

8.1 I want to thank my boss the President and members of the 30th Governing Council for support and guidance. I thank the chapter committee members Vice Chair- RSU Bruno Kyamuresire, Vice Chair - Mr. David Kakooza, Vice Chair Mr. Himbisa Emmanuel and Barbara Agume- Secretary that have sacrifice their time to serve the Institution and tirelessly provided ideas, been actively involved in the organising CPDs, regional events, and conferences. Thank RSU Christine Asimwe, RSU Robert Wafula, RSU Felix Opio, RSU Denis Alema for making for facilitating APC Clinics and PA interviews. Thank all RSUs, SSS, DSS and all surveyors at different levels for supporting the chapter committee in executing their work. Your contributions to the growth of the chapter is commendable and appreciated despite challenges. Finally, I also want to thank all members at all levels that have paid their subscriptions, renewed Practicing licence and those that have endeared to uphold the professional ethics values and standards.

QS CHAPTER REPORT



Tom Ssenyondo, MISU, RSU(QS)
Chairman, QS Chapter, Institution of Surveyors of Uganda

INTRODUCTION

1.1 Dear ISU members, as I come to the end of my first year in office, I am pleased to present this report on the QS Chapter's highlights for the year 2021/2022.

1.2 The QS Chapter has yet again had another productive year despite the Covid 19 challenges. We mainly focused on membership growth and advancement, continuous involvement of senior members, and professional visibility.

I would like to recognize and thank the Qs Chapter committee members for assisting me in steering the chapter activities. These are; **RSU Nalule Racheal Pamelah, RSU Antony Ainobushoborozi, RSU Rose Lilian Nansamba, Mr. Grace Arinaitwe, Mr. Semanda Julius, Mr. Lemmy Clement Matsелеle, Ms Angella Naluwenda.**

1.3 I would also like to thank several senior colleagues who have heeded to our calls whenever we needed them to either represent us or guide us on several issues within in the chapter.

1.4 I also take this opportunity as well to thank our QS representatives to our international affiliations (ICEC, ICMS, AAQS), the ISU Secretariat, my fellow Council Members and our President for their unwavering support.

ITEM/ KEY ISSUE

RESULTS/ ACTIONS/ TIMELINES

2. RECOGNITION AND VISIBILITY

2.1 Creation of Awareness about the profession: The public awareness of the Qs profession has been observed to be low in comparison to other sister professions. We have increased our efforts to ensure that the public is not oblivious about Quantity Surveying. We have done so in the following ways;

1. Courtesy visit to the Minister of Works and Transport on 24th February 2022. From this meeting, the minister promised to create a platform for us to table our concerns to top management of the ministry through **RSU Duncan Tayebwa**, the commissioner Quantity Surveying at Ministry of works and Transport.

Among our concerns was; Move back Qs to MoWT, Draft a bill/ Law to regulate Qs practice, Support the use of ICMS, Involve Qs among the core team members of the infrastructure projects, Ensure all staff of the ministry are members of ISU and / or SRB, work with Public service to ensure QS's are involved in the hierarchy of local Government structures, MoWT to assist in ensuring that Sub-consultants on projects sign direct contracts with clients to eliminate loopholes, MoWT to work with NBRB to ensure budget estimates are part of requirements before approval of designs for construction, MoWT to directly provide some funding for ISU/ SRB activities.

At this point allow me thank RSU Victor. B. O. Odongo and RSU Tom Joseph Mukasa who agreed to accompany council members for this visit and their contribution during the deliberations.

2. Presentation to the Makerere Student community on 13th July 2021 by RSU Tom Ssenyondo.

3. Presentation to the Rotary Fraternity about the roles of a Qs by Tom Ssenyondo on 10th May 2021.

2.2 Participation in ISU organized Events: The QS Chapter also participated in the following ISU organized events:

2.2.1 June 8th 2021 –APC Clinic for Ugandan QS's in Rwanda-Facilitated by **RSU Tom Ssenyondo;**

2.2.2 July 29th 2021 – Ethics and Integrity for the Surveyor in professional practice-Facilitated by **Mr. Bola Abisogun OBE FRICS;**

2.2.3 July 22nd 2021 –Professional Associate Application and preparation basics (APC)-Facilitated by **RSU Richard Masereje;**

2.2.4 August 11th 2021 - The basics of infrastructure financing and Novel project delivery methods by **RSU Pathias Akabanjuna;**

2.2.5 October 7th 2021 – ISU Vocational visit to Kabale International Airport – **MRICS Grace Arinaitwe**

2.2.6 October 16th 2021 – Assessment of professional competence session for Surveyors working with public service and agencies- **RSU Richard Masereje;**

2.2.7 October 28th 2021 – My Qs Journey, Successful Qs practice firm and Qs being a project manager vs other professional by **RSU Henry Mwangi Kibunja;**

2.2.8 November 13th 2021 – International Construction Measurement Standards (ICMS) – Facilitated by Dr. Nathan Kibwami, RSU Philip Kaheru and **RSU Tom Joseph Mukasa;**

2.2.9 January 28th 2022 - Qs practice in relation to the New SRB Notice (Open discussion) – Moderated by **RSU Samuel Eric Bayo;**

2.2.10 February 17th 2022 - QS Chapter Assessment of Professional Competence facilitated by – **RSU Tom Ssenyondo, RSU Antony Ainobushoborozi, MRICS Grace Arinaitwe.**

2.2.11 February 28th 2022 – Surveying and Insurance workshop Facilitated by Uganda Insurer's Association;

2.2.12 March 4th 2022 – The Role of a Quantity Surveyor in Road Construction projects by **RSU Kiwu Ben Rogers**;

2.3: Creation of Qs Think Tank:

The Chapter created a think tank comprising of distinguished colleagues to always offer an informed opinion of matters concerning the profession. It comprises of RSU Victor.B.O.Odongo as the Chair, **RSU Maery Mungati (Secretary)**, **RSU Samuel Eric Bayo**, **RSU Henry Mwangi Kibunja**, **RSU Nalule Rachael Pamelah**, **RSU Provias Tusiime Kiyimba** and **RSU Brian Pliers Ashabahebwa**. So far, the team has drafted reports titled;

- (i) QS & Financial Institutions Engagement report
- (ii) Scope of Services for Financial Institutions
- (iii) AG instrument on Variations.

3. Membership Growth

a. The QS Chapter has grown by 17% from 298 members in March 2021, to 348 members in March 2022, representing a net increase of only 50 members within one year. I must note with concern and in comparison with other Chapters, that these numbers are still very wanting especially the category of Registered and Professional Associates. I do encourage members to attend APC clinics as organised by the Institution to get more conversant with the current membership process. Firms are also encouraged to have in place deliberate training structures including mock interviews for their employees working towards registration.

b. I take this opportunity to congratulate the following members who have upgraded their status from Graduate Level to Professional Associates since April 2021:

- 1) Ms. Nakiruube Josephine - 728
- 2) Ms. Nabuggwawo Immaculate Mary - 1227
- 3) Mr. Arinaitwe Grace - 689
- 4) Ms. Wasike Amanda Miriam - 1229
- 5) Ms. Moreen Katusiime Kanyoma - 666
- 6) Mr. Emilu Martin - 359

c. I also congratulate the following newly registered members, who are now Professional Members of the ISU:

- 1) RSU. Richard Lukanga - 296
- 2) RSU. Mukiibi Henry-1100
- 3) RSU. Kiiza Semu Smith - 535
- 4) RSU. Anguyoz Boroa Francis- 360

d. I would like to recognize **RSU Antony Ainobushoborozi**, **RSU Rose Lilian Nansamba** and **RSU Nalule Racheal Pamelah** for their participation (with commitment and dedication) in the final assessment interviews for PA candidates throughout the past year.

4. CONCLUSION

Finally, I would like to reiterate my gratitude to the current ISU Council and the Secretariat for their service in the past year and under whose able leadership the Chapter has realised more public visibility, and member engagement as an institution. May God bless you all.

VS CHAPTER REPORT



Ms Naome Kayondo

Chairman, VS Chapter, Institution of Surveyors of Uganda

EXECUTIVE SUMMARY

This report serves to detail the achievements, challenges and recommendations of the Valuation Chapter Committee in the year 2021/2022. The Valuation Chapter prides itself in its efforts to keep the Valuers informed despite having to conduct its activities in the covid 19 pandemic which had presented a challenge hence limiting the ability to have physical Continuous Professional Development (CPDs). Nonetheless, we quickly adapted to the online platforms and ably provided the required CPDs to members.

In addition, the VS Chapter boasts of one of its members who was appointed to serve on the International Valuation Standards Committee as well as members who are pursuing RICS membership.

Finally, we urge Valuers to continue growing in the profession by; getting registered as professional Valuers of Uganda (RSUs) or getting chartered (MRICS), tapping into the new and wider mandate and opportunities for valuation such as valuation of intellectual properties, plant and machinery, Environmental Social and Governance (ESG) inclusion in our valuations, business valuations, oil and gas sector among others and specializing in the different valuation pathways.

1.0 INTRODUCTION

Following the election of the 30th ISU Governing Council for the years 2021-2023, Committees were constituted, one of which is the Valuation Surveying Chapter Committee. The Valuation Surveying Chapter is charged with the role of overseeing the growth of the Valuation profession in the country, promoting professional growth and mentorship of young Valuers. During the ISU Council meeting held on 5th May 2021 at Xanadu Suites, the Valuation Surveying Chapter Committee technical members were sworn in to serve the Institution. The Chairperson then appointed

a support team which includes the publication and advisory teams. Members of these teams include;

Technical team

1. Chairperson - RSU Naome Kayondo Bagenda
2. Vice chairperson - Mr. Paul Roy Musoke
3. Secretary - Mrs. Carolyn Nabweteme Tumuhimbise
4. Member - RSU Marion Wandera

Publication team

1. Head of team - RSU Joel Opero
2. Member - Ms. Nakalanda Joan

3. Member - Mr.Elong Samuel
4. Member - Mr.Kazooba Robert
5. Member - Ms.Joy Twebaze
6. Member - Ms.Taaka Patience

Advisory team

1. RSU Gonza Alozius
2. RSU Siras Nyonyintono
3. RSU Eliot Ankunda

The technical team conducts the day to day running of the chapter activities, the publication team oversees the preparation and production of the Valuation Surveying Newsletter and any other articles for the Surveyors Magazine while the Advisory team offers guidance to the Committee.

2.0 WORK PLAN/ACTIVITIES FOR 2021/2022

The Committee's work plan for the period of May 2021 to March 2022 was derived from both the ISU strategic plan and the key aspects/concerns affecting the performance of valuers within the profession. The activities set out included the following;

- Revamping the Online Valuation Database,
- Mentoring of Valuers through registration and continuous professional development (CPDs),
- Preparation of the Valuation Newsletter,
- Publicity of the Valuation Profession,
- Research,
- Participation in the laws regarding land and valuation. For example; Valuation Bill, Amendment of Stamp Duty Act, National Valuation Standards, Land Acquisition, Resettlement and Rehabilitation Policy, Estate Agents Bill, Tax Amendment Bill, Physical Planning Act, Building Regulations,
- Getting more Valuers to join ISU with focus on the upcountry Valuers and
- Outreach to students

Details about the progress of each activity are discussed in the next paragraphs.

2.1 Revamping the Online Valuation Database

This activity has faced challenges of sponsorship to enable ISU procure a Consultant who would obtain the data.

We also commend private Valuation Firms that have a database for values and we hope in the next year 2022-2023, there will be willingness to share such information with the Chapter leadership for the good of the profession as a whole.

2.2 Mentoring of Valuers through registration and continuous professional development (CPDs).

Due to the growing numbers of Valuers, there was a need to increase the number of Counselors in the Institution. A call out to members to be trained into Counseling was made and twenty-three (23) RSUs were trained by RSU Richard Masereje on 22nd September 2021.

Through the Professional Development Committee, there have been quarterly APC clinics conducted for graduate valuers. We have seen 5 valuers become Registered Surveyors of Uganda and two (2) valuers become Professional Associate members and These include;

PROFESSIONAL MEMBERS

1. RSU. Hellen Baine -451
2. RSU. Mukuye Simon -653
3. RSU. Kasi Ezra -453
4. RSU. Kisakye Ivan - 410
5. RSU. Shem Bageine - 133

PROFESSIONAL ASSOCIATE

1. Tumusiime Rodgers - 1108
2. Kazooba Robert – 758

As regards Continuous Professional Development (CPDs), we have conducted four (4) webinars and one (1) physical CPD. In-addition, the Committee shared eleven (11) webinars or workshops and one (1) report for members to attend or read.

Through the Secretariat, a survey form was shared with valuers to share their desired topics for CPDs. We received a good response from this survey and some of those topics have been planned for discussion in the next year of 2022-2023. A list of CPDs held to date is shown in table 1.1 below.

Table 1.1: List of CPDs

S/N	CPD / WEBINAR / REPORT	DATE
1.	URSB Webinar on Usage of Intellectual Property as Collateral-Valuation of Intellectual Property	28th April, 2021
2.	Webinar organized by ISU on Valuation of Financial Instruments i.e. shares and bonds	2nd August, 2021
3.	International Valuation Standards Updates Webinar	24th August, 2021
4.	Webinar on an in-depth understanding of the Mailo Tenure System in Uganda by Food Rights Alliance, RSU Eddie Nsamba-Gayiiya presented at this webinar	5th August, 2021
5.	Webinar on The 6th Advances in Geomatics Research Conference Public Dialogue on Mailo land Question	6th October, 2021
6.	Webinar on IVAS-IVSC Business Valuation Virtual Conference 2021: Reframing Valuations: Intangibles, ESG and Long term value	6-7th October, 2021
7.	Webinar organized by ISU on Intellectual Property Asset Rights in Uganda ; In Context of the IVS by Uganda Registration Services Bureau (URSB)	13th October, 2021
8.	Webinar on Block chain for Real Estate Live Master class	27th October, 2021
9.	Uganda Real Estate Online Conference (UREC) 2021: The 9th Annual Uganda Real Estate Conference 2021: Themed Fast Forward to the future. Topics discussed; Effects of Lack of regulation on the growth of the real estate sector.	10th November, 2021
10.	Institution of Surveyors Kenya : 6th ISK Africa Regional Online Conference: Theme Responding to the Challenges in the Land and Built Environment in the New Reality	11th -12th November, 2021
11.	Developing a Sustainable Real estate Market in Uganda, Webinar Seminar by Real Estate Institute of East Africa	24th November, 2021
12.	Methodology to Inform Compensation on Road Infrastructure Projects: Webinar organized by the Research Innovation Fund of Makerere University	30 th November, 2021
13.	Webinar by RICS : Global Commercial Property Conference 2021	6th -8th December, 2021
14.	Webinar on the Valuation of Unregistered Land Interests by RICS in conjunction with the ISU -VS Chapter	21 st January, 2022
15.	Physical Valuation Surveying Workshop: Comparable Evidence in Valuation	4th February, 2022
16.	Webinar on a comparative analysis of Property Taxation as a basis of Revenue Generation in West Africa presented by AFRES West Africa	10th February, 2022
17.	Report on Real Estate Market by Stanbic Uganda Holdings Limited	9th February, 2022

2.3 Preparation of the Valuation Newsletter

The Committee set out to publish the valuation newsletter quarterly. One (1) Valuation Newsletter has been published and this was sold during the End of Year and Pre-AGM Launch Luncheon on 2nd December 2021.

We faced challenges such as; the low desire for Valuers to share their knowledge and experiences evidenced by the low number of articles forwarded. The publication team was advised to set out themes and topics for members to write on as a form of guidance.

The VS Chapter appreciates the Ministry of Lands, Housing and Urban Development for sponsoring our First Edition of the Valuation Newsletter. We are optimistic that we will have at least two valuation newsletters in the next year. And we encourage Valuation Firms to support this cause by submitting articles as well as sponsor the publication of the newsletter.

2.4 Publicity of the Valuation Profession

Senior Valuers have been engaged in public dialogues discussing land issues such as the mailo land tenure, performance of the real estate market at the AREA conference, Real Estate Institute of East Africa where they have represented the Chapter and the Institution. In addition, we have had some valuers who have written articles published in the national dailies on different topics pertaining to land.

Through the Secretariat, some of the Committee members participated in visits to different firms such as CMT Valuers, AREA Uganda, East African Consulting Surveyors and Valuers, Wrok Valuers, Stanfield, UETCL, KCCA, MLHUD -Department of Valuation and Standard Gauge Railway-Land Acquisition Department. All these avenues have been a step towards publicity. Table 1.2 below shows the different activities carried out towards publicity.

Table 1.2: Activities made towards publicity of the Chapter and ISU

S/N	ACTIVITY	DATE	PARTICIPANTS
1.	Do not lose your money to quack surveyors	7 th August 2021	RSU Naome Kayondo authored the article published in the New Vision.
2.	Council Courtesy Visit to East African Consulting Surveyors and Valuers	20th August 2021	VS Chapter Secretary (Ms.Carolyne Nabweteme) and RSU Marion Wandera participated
3	Council Courtesy Visit to AREA Uganda	31st August 2021	VP RSU Alozius Gonza and Vice CC Mr.Paul Roy Musoke participated
	Council Courtesy Visit to UETCL	2nd September 2021	CC RSU Naome Kayondo participated
3.	ISU Council meeting with MLHUD Hon. Judith Nabakooba and State Minister of Lands Sam Mayanja and Hon.Obiga Kania	14th September 2021	RSU Gonza Alozius participated
4.	Who are surveyors and what do they do?	16th September 2021	RSU Gonza Alozius authored the article
5.	ISU held a talk show on CBS	16th September 2021	RSU Gonza Alozius participated
6.	Closing Wakiso Land Office Commendable	New Vision of 5/10/2021	Article authored by RSU Gonza Alozius
7.	2021: The 6th Advances in Geomatics Research Conference Public Dialogue on Mailo land Question	6th October 2021	RSU Eddie Nsamba Gayiyya was a presenter
8.	Vocational visit to Kabaale International Airport in Hoima	7th October 2021	CC Naome Kayondo led the ISU Delegation.
9.	Uganda Revenue Authority 's Embomba ya business: When You're New to Residential Property Development ,What to Know interview	22nd October 2021	RSU Judy Rugasira Kyanda shared her views on the topic

10.	Courtesy visit to the Commissioner Surveys and Mapping in Entebbe	28th October 2021	Paul Roy Musoke(Vice chairperson, Valuation Chapter) participated
11.	Courtesy visit by ISU to MLHUD - Department of Valuation	27th October 2021	CC Naome Kayondo and VP Alozius Gonza participated
12.	Unblocking the economic potential for land in Kampala; missed opportunity	1 st November 2021	New Vision ,VP Alozius Gonza
13.	What to look out before you buy a house (article in the New Vision)	10th November 2021	RSU Gonza Alozius
14.	ISU Council visit to Standard Gauge Railway	12th November 2021	RSU Naome Kayondo represented
15.	Homes & Construction expo 2021 by New Vision	22nd-26th November 2021	VP RSU Gonza Alozius, RSU Richard Masereje participated
16.	Developing a Sustainable Real estate Market in Uganda, Webinar Seminar by Real-estate Institute of East Africa	24th November 2021	RSU Shem Bageine was a presenter at this webinar
17.	How to verify land transactions	15th December 2021	VP RSU Alozius Gonza
18.	Courtesy Visit to the Ministry of Works and Transport	24th February 2022	RSU Naome Kayondo represented
19.	Build in a Wetland at your own peril	Saturday New Vision 25th February 2022	RSU Gonza Alozius

2.5 Research

The Committee noted that a lot of research is being undertaken by some of the Valuers undertaking postgraduate studies, for example RSU Benon Okumu who is undertaking Doctorate studies in Land Acquisition. Members were requested to fill in his questionnaire.

We also commend individual firms such as Knight Frank Uganda Limited and Stanbic Uganda Holdings Limited that have continued to conduct research on the performance of the real estate sector. These reports are regularly shared with the Valuers via the various ISU Online platforms.

In addition, during the Valuation Surveying Workshop on Comparable Evidence on 4th February 2022, one of the presentations was a research study on Comparable Analytics for Land Value Estimation undertaken by Principal Investigator RSU Mwanje Nassir supported by Mr. Ronald Kaweesi (Graduate valuer), RSU Godwin Obali, RSU Naome Kayondo, Mr. Nicholas Abala (graduate valuer) and Dr. Nathan Kibwami at Makerere University in conjunction with the Research Innovation Fund.

2.6 Participation in the laws regarding land and valuation. For example; Valuation Bill, Amendment of Stamp Duty Act, National Valuation Standards, Land Acquisition, Resettlement and Rehabilitation Policy, Estate Agents Bill, Tax Amendment Bill, Physical Planning Act, Building Regulations.

Valuation is affected by laws and when they are not amended to suit the current changes in the real estate market, it makes the work of Valuers harder. By the start of the term of this Committee many of these laws were under review and we found it important to have the Valuers updated on the progress of these laws.

Notably is that we have our very valuers as key stakeholders in formulating these laws and we are optimistic that the concerns of many Valuers will be considered.

The Valuation Bill has been undergoing review by some members who held a two weeks' workshop from 20th Sept to 1st October, 2021 organized by MLHUD to conduct its Regulatory Impact Assessment(RIA). Another RIA review meeting was conducted in Namanve from 7th -11th February 2022 where RSU Gonza Alozius and RSU Naome Kayondo Bagenda participated.

National Valuation Standards, Professionalization Framework and the Valuation Portal received technical bids and evaluation was conducted and completed by Past Chapter Chair RSU Andrew Nyumba, Principal Government Valuers Dorothy Natukunda, Benon

Okumu, Kato Magembe and other team members of SRB in November 2021.

As regards formulation of the Real Estate Bill and progress on the Physical Planning Guidelines, RSU Jonas Unoba and Chapter Chair have been a part of the stakeholder engagements respectively.

2.7 Getting more valuers to join ISU with focus on the upcountry valuers

Grooming and growing the number of professional Valuers is one of the goals of ISU. As thus the Committee noted that there are valuers practicing upcountry and with the opening up of Ministry Zonal Offices, the number will continue increasing. However most of these valuers, land officers are not members of ISU.

Through ISU, the Committee reached out to some of

the valuers and a substantial number has been able to attend APC clinics and as well as other engagements to grow their knowledge about ISU.

2.8 Outreach students

The future of ISU lies in the young generation who are the students in the various institutions of higher learning such as Makerere University, Kyambogo University, Ndejje University and Entebbe Surveying School.

Through the Young Surveyors Network, the Chapter has mentored a substantial number of surveyors. RSU Naome Kayondo Bagenda was invited by the Makerere University Association of Surveying Students to facilitate on the topics of fitting into the job market and career guidance for form six graduates and students from the 13th to 14th July 2021.

3.0 KEY ASPECTS AFFECTING THE WORK OF VALUERS.

Whereas there were activities that were desired by the ISU Council, there arose some urgent issues that needed immediate address by the Committee. These concerns included;

- Creating relationships with other organizations who have an impact on valuation activities. Such organizations include; ARH Real Estate Network who can offer training opportunities to valuers, UBA through MOUs.
- Bribery and commissions in valuation for secured lending. A meeting was held to forge a way forward on 8th July 2021. Following this meeting, the Committee was tasked to set up a Valuation Think Tank to generate a position about Valuers Engagement with financial institutions.

- A Valuation Think Tank was created consisting of; RSUs Dianah Nanziri, Moses Opito, Racheal Nansirumbi, Benson Mukirane and chaired by RSU Paul Mungati. The team made recommendations and shared a conclusive proposal to the ISU Council on 10th September 2021. The Think Tank Report and its recommendations have been shared with members.
- We also participated in the review of the Constitution of ISU. During this review we made an input in the inclusion of the Commercial Property Management subchapter under the Land Management and Valuation Surveying Chapter. With this, we will have Valuers practicing facilities management joining ISU. Importantly is the recognition of commercial property management as a pathway in Uganda.

4.0 SUMMARY OF ACHIEVEMENTS

a) Appointment of some of our members in areas of influence and publicity of ISU for example RSU Allan Mugisha was appointed as a member on the Membership and Standards Recognition Board(MSRB) of IVSC, RSU Andrew Nyumba was appointed as the Acting Secretary of Uganda Land Commission.

b) Increase in the number of Valuation Surveying Counselors who support graduate valuers in becoming Professional Associate Members of ISU.

c) Increase in the number of graduate valuers who attend APC Clinics. This has shown that there is a desire for members to grow in the profession and as well as an appreciation of the Valuation Profession. We have registered over 25 graduate Valuers attendance at each of the APC clinics.

d) The Chapter has conducted 5 CPDs (4 webinars and 1 physical workshop) and shared 11 webinars / workshops for members to attend. These webinars were

organized by organizations such as RICS, ISK, Real Estate Institute of East Africa, Makerere University and AFRES.

e) Published one edition of the Valuation Surveying Chapter Newsletter.

f) Increased publicity of the Chapter roles through participation in courtesy visits to valuation firms. We participated in visits to seven (7) Valuation Firms. Remarkably is RSU Gonza Alozius who has played an active role in writing articles that have been published

in the national dailies such as the New Vision. He has written 5 (five) articles which have been published and also participated in a radio talk show on CBS.

g) We are pleased to report significant progress on the Valuation Bill.

h) Creation of a Valuation think tank team which provided proposals and recommendations to ISU Council on how to address the relationship between Valuers and Banks. We hope this will kick start on improving our working relationship with the Banks.

6.0 PLANNED ACTIVITIES FOR 2022-2023

- At least 3 CPDs to be conducted within each quarter. The following CPDs have been scheduled for the period between April to July, 2022.

CPD	FACILITATOR(S)
Valuation of Intellectual Property (Part 2)	RSU Godfrey Omondi
Valuation of Plant and Machinery (Part 2)	Susan Keuber (SGV)
Opportunities for diversification in Real Estate Business	RSU Shem Bageine
Valuers, Estate Agents and Property Transactions	Joint CPD with AREA Uganda
Green Valuations , Sustainability, Social Value	RICS, RSU Eddie Nsamba Gayiyya, Dr. Steven Kituuka
IPMS-What Valuers need to know Agricultural Valuations	FISU Judy Rugasira RSU Paul Mungati and RSU Jennifer Byokusheka
Role of Valuers (due diligence done) in Valuation for Secured Lending	Panel Discussion FISU Judy Rugasira

In addition to CPDs we intend to carry out the following activities;

- Publication of three editions of the Valuation Newsletter.
- More Courtesy visits to Valuation Firms
- ISU Orientation for the First Years at all Institutions of Higher Learning.
- Revamping of the Online Database
- Constitute a Research Think Tank to offer guidance on research in valuation and real-estate at large.

LIST OF PAID UP MEMBERS 2021

NO	ISU. NO	NAME	CLASS	CHAPTER	GENDER
1	4	Simeon Kyagalanyi Kyaluzi Bukenya	Fellow	LS	Male
2	5	Paul Byoma Byabagambi	Fellow	QS	Male
3	8	George W.Kasibante Lukwandwa	Fellow	QS	Male
4	10	John Livingstone Okellokello	Fellow	VS	Male
5	16	Steven H.Bamwanga	Fellow	VS	Male
6	17	Nathan R.Behangana	Fellow	QS	Male
7	27	Andrew S. Babumba Kyeyune	Fellow	VS	Male
8	34	David W.R.Rwanika	Fellow	QS	Male
9	40	Lawrence Mugerwa Musisi	P/M	VS	Male
10	41	Nicholas K. Ssali	Fellow	VS	Male
11	42	Solomon Balinda Birungi	Fellow	VS	Male
12	49	Joseph Muhumuza	Fellow	VS	Male
13	59	Edward Seth Mungati	Fellow	VS	Male
14	66	Dr. Nasani Batungi	Fellow	LS	Male
15	72	Ochwo Ochieng Ojomoko	P/A	VS	Male
16	73	William Obbo Kibenge	Fellow	VS	Male
17	77	Ssekayiba S.B.Nyanzi	Fellow	QS	Male
18	78	Abdu N.K.Bawonga	Fellow	VS	Male
19	87	Charles Muganzi	Fellow	QS	Male
20	93	Dathan Kiwanuka	Fellow	LS	Male
21	101	J.M.Kakeeto	Fellow	LS	Male
22	105	Firipo Mpabulungi	Fellow	LS	Male
23	107	Victor B.O. Odongo	Fellow	QS	Male
24	110	Carolyn Jennifer Byokusheka	Fellow	VS	Female
25	111	Paul M. Mungati	Fellow	VS	Male
26	113	Dr. Gidudu Antony	Fellow	LS	Male
27	115	Hakiza Hannington	Fellow	LS	Male
28	116	Dr. Irumba Richard	Fellow	LS	Male
29	117	Katusabe Mitusera	Fellow	LS	Male

30	118	Kitimbo Robert	Fellow	LS	Male
31	120	Nviiri David	Fellow	LS	Male
32	121	Nyende Leonard	Fellow	LS	Male
33	123	Orena Billa JC	Fellow	LS	Male
34	126	Wana George	Fellow	LS	Male
35	131	Bageine Bajura Shem	Fellow	VS	Male
36	133	Bageine Katwire Sabiiti	P/M	VS	Male
37	137	Oballim Michael	Fellow	VS	Male
38	139	Kermundu Gilbert	Fellow	VS	Male
39	140	Akuze Richard	Fellow	LS	Male
40	141	Baite Paul	P/A	LS	Male
41	142	Tom Senfuma	Fellow	QS	Male
42	143	Eridad Nyanzi	Fellow	QS	Male
43	144	Dr. Musinguzi Moses	Fellow	LS	Male
44	149	Henry M. Kibunja	Fellow	QS	Male
45	152	Addy Gabiraari Sebugwawo	Fellow	VS	Male
46	153	Evas Tumuheirwe	Fellow	LS	Female
47	156	Charles Mpwabe	Fellow	QS	Male
48	158	Semaganda Stephen Mitala	Fellow	VS	Male
49	159	Rwamahe B. Sam	Fellow	VS	Male
50	160	Bukenya Moses	P/M	LS	Male
51	161	Isababi Peter	P/M	LS	Male
52	162	Mungati Maery Bisiikwa	Fellow	QS	Female
53	164	Bayo Eric Samuel	Fellow	QS	Male
54	165	Mutalya Hudson	P/M	QS	Male
55	166	Mugisha Turyahikayo Allan	Fellow	VS	Male
56	168	Nakimuli Flavia	Fellow	VS	Female
57	170	Kiwu Ben Rogers	Fellow	QS	Male
58	171	Sendikwanawa Wilson John	Fellow	QS	Male

59	174	Judy Rugasira Kyanda	Fellow	VS	Female
60	178	Kato Patrick	P/M	QS	Male
61	179	Wamalwa Emmanuel Mumu	Fellow	QS	Male
62	180	Sheila Kaijuka	Fellow	QS	Female
63	181	Wamuhya Buche Isaac	Fellow	LS	Male
64	184	Muhangi Richard	Fellow	LS	Male
65	187	Dr. Ssengendo Ronald	Fellow	LS	Male
66	190	Alinaitwe Solomon	Fellow	VS	Male
67	191	Habumugisha Semahane Alsen	Fellow	LS	Male
68	197	Walubi Oscar	P/M	QS	Male
69	198	Atia Dorah Ongaria	P/M	VS	Female
70	201	Kagolo Richard Kyambadde	Fellow	LS	Male
71	202	Onen Paul	Fellow	LS	Male
72	203	Okiring Pascal Tarboul	Fellow	LS	Male
73	204	Luyiima Hood Musoke	Fellow	LS	Male
74	205	Dr. Wabineno Lilian Mono	Fellow	LS	Female
75	206	Kioko Robert	Fellow	LS	Male
76	207	Musiitwa George William	Fellow	LS	Male
77	209	Omute Paul	Fellow	LS	Male
78	212	Okanya James Enos	Technician	LS	Male
79	213	Bakayana Abby	P/M	QS	Male
80	214	Nakintu Sylvia	Fellow	VS	Female
81	216	Ssembajjwe Henry	Fellow	LS	Male
82	217	Murungi Moses Nkojo	Fellow	LS	Male
83	218	Mwanje Nassir	P/M	VS	Male
84	219	Mungati Richard Ivan	Fellow	VS	Male
85	220	Joyce Gunze Habaasa	Fellow	LS	Female
86	221	Mubiru Moses	P/M	VS	Male
87	222	Tayebwa Duncan	Fellow	QS	Male

88	223	Dr. Kibwami Nathan	Fellow	QS	Male
89	226	Kizito Bashir Juma	Fellow	LS	Male
90	227	Nanozi Fiona	Fellow	LS	Female
91	228	Asiimwe Christine	Fellow	LS	Female
92	231	Ssentamu Joshua	Technician	LS	Male
93	235	Manyansi Joab Burudi	Fellow	QS	Male
94	236	Biribonwa Joseph Lawrence	Fellow	VS	Male
95	238	Wakibi Sam Viva	Fellow	LS	Male
96	240	Ebunya Wilson Ogaro	Fellow	LS	Male
97	241	Kakooko Esau	Fellow	VS	Male
98	242	Kagoro Grace	P/M	LS	Male
99	245	Kaigia Solomon	Fellow	QS	Male
100	247	Nasirumbi Racheal	P/M	VS	Female
101	248	Ajena Daniel Joseph	P/M	VS	Male
102	249	Magembe Kato Tonny	P/M	VS	Male
103	252	Bogezi Yasin Swad	P/M	VS	Male
104	253	Ntale Paul	Fellow	LS	Male
105	254	Mawerere Isaac	Graduate	LS	Male
106	256	Laker Irene Kitara Luguza	Fellow	QS	Female
107	258	Mugyenye Barbra	P/M	QS	Female
108	261	Ngabirano Emmanuel .K	P/M	LS	Male
109	262	Tusiime Maureen	Fellow	LS	Female
110	263	Namara Edson Micheal	P/M	LS	Male
111	264	Ndegeya Stephen	P/M	LS	Male
112	266	Baiga Alaisa Mohammed	Fellow	LS	Female
113	267	Babikkako Moses	P/M	LS	Male
114	269	Kamegero Eria Isabirye	Fellow	LS	Male
115	271	Muhangi Warren	P/A	LS	Male
116	272	Kalinaki Abdul Hakim	P/M	LS	Male

117	276	Ariho Anthony Barigye	P/M	LS	Male
118	279	Akule George Ndei	Fellow	QS	Male
119	280	Owori Dan	P/A	QS	Male
120	281	Habyarimana Paul	Graduate	QS	Male
121	284	Nyakoojo Andrew	Fellow	QS	Male
122	287	Tibagala Proscovia	Fellow	QS	Female
123	288	Kato Peter	Graduate	QS	Male
124	289	Mukadaya Felix	Fellow	VS	Male
125	290	Ochola Silver	Fellow	VS	Male
126	291	Asiimwe Benson Mukirane	Fellow	VS	Male
127	292	Muganwa Amanda	Fellow	VS	Female
128	293	Tukahirwa Boaz	P/M	VS	Male
129	294	Machuki Anganyoh Nicholas. N	P/M	QS	Male
130	296	Lukanga Richard	P/M	QS	Male
131	297	Sabiiti Spencer Oyes	P/M	QS	Male
132	298	Okeny Geoffrey	Fellow	LS	Male
133	300	Kiggundu Vivienne	P/M	LS	Female
134	307	Namuswa Doreen Kagoda	P/M	QS	Female
135	309	Okello Godfrey Owori	P/M	VS	Male
136	311	Victor Asiimwe Kyamanywa	P/M	VS	Male
137	312	Kizza Innocent Angutoko	Fellow	VS	Male
138	313	Omondi Godfrey	P/M	VS	Male
139	315	Ampaire Joyce	P/M	VS	Female
140	317	Kakuru Mazimwe Robert	Graduate	VS	Male
141	318	Zaki Alfred	P/M	VS	Male
142	319	Batange Jonathan	P/M	QS	Male
143	321	Okema James Henry	Fellow	QS	Male
144	322	Kabuye Emmanuel	P/M	QS	Male
145	323	Mukasa Tom Joseph	Fellow	QS	Male

146	328	Katatumba Donald Muyegye	P/M	LS	Male
147	329	Tugume Ivan	P/M	LS	Male
148	330	Makumbi Henry	P/M	LS	Female
149	331	Angwech Judith	Fellow	LS	Female
150	333	Otim Epila Thomas	Graduate	LS	Male
151	335	Obali Godwin	P/M	VS	Male
152	336	Kakuru Ian Kahigi	P/M	VS	Male
153	337	Opito Moses	P/M	VS	Male
154	339	Gonza Alozius	Fellow	VS	Male
155	341	Ashabahebwa Brian Pliers	Fellow	QS	Male
156	345	Sande William	P/M	QS	Male
157	348	Magemeso Ibrahim	P/M	LS	Male
158	349	Nyombi Arthur	P/M	LS	Male
159	350	Wanyama Peter	P/A	LS	Male
160	353	Lwiise Ronald	P/M	LS	Male
161	359	Emilu Martin	P/A	QS	Male
162	360	Anguyoz Francis Boroa	P/M	QS	Male
163	361	Oyellah Juliette Okwir	P/M	VS	Female
164	363	Okumu Benon	P/M	VS	Male
165	364	Rumanyika Phionah	Graduate	VS	Female
166	366	Mpano Hellen	P/M	VS	Female
167	368	Brayan Wamani Matovu	P/M	VS	Male
168	369	Alowo Cynthia	Graduate	VS	Female
169	370	Tumuhairwe Rwihura Michael	P/M	VS	Male
170	371	Chandiru Grace Florence	Graduate	VS	Female
171	372	Guma Peterson Karuhanga	Graduate	VS	Male
172	373	Taremwa Johnson	P/M	VS	Male
173	374	Namagembe Irene	P/M	VS	Female
174	376	Eriamu Sam	P/M	LS	Male

175	377	Tegule Fred	P/M	LS	Male
176	380	Mubiru Elisha	P/M	LS	Male
177	382	Ekurutoi Orena Herbert	P/M	LS	Male
178	385	Akampurira Sam	P/M	VS	Male
179	386	Akampurira Bruce Kakooko	Graduate	VS	Male
180	387	Mweheyo Karumu Cornelius	P/M	VS	Male
181	388	Masereje Richard	Fellow	VS	Male
182	389	Semanda Julius	P/A	QS	Male
183	391	Mugisha Julius Andrew	P/M	QS	Male
184	394	Atwine Davis Baryahika	P/M	QS	Male
185	397	Katusi Immaculate	Graduate	LS	Female
186	398	Bitamazire Joseph Nsereko	P/M	VS	Male
187	399	Asiimwe Denis	Fellow	LS	Male
188	400	Kidega Emmanuel	P/A	QS	Male
189	402	Mutyaba Francis	Graduate	QS	Male
190	403	Kateregga Denis	P/M	QS	Male
191	406	Mutabaazi Andrew	P/M	VS	Male
192	410	Kisakye Ivan	P/M	VS	Male
193	412	Wampamba Frank	P/M	LS	Male
194	415	Akuku Charles	P/M	LS	Male
195	416	Mitanda William Humphrey	Fellow	LS	Male
196	417	Dr. Mazzi Ndandiko Lydia Kayondo	Fellow	LS	Female
197	418	Angulu Dennis	Graduate	LS	Male
198	421	Irima Simon Peter Drayo	P/M	LS	Male
199	422	Egotu Emmanuel	Graduate	LS	Male
200	423	Kakembo Sam	P/M	LS	Male
201	425	Tumuhaise Bannet	P/M	LS	Male
202	428	Bamweyana Ivan	P/M	LS	Male
203	430	Kisakye Barbra	P/M	VS	Female

204	431	Sserunjogi Aloysious	P/M	VS	Male
205	433	Aciro Kevin	P/M	VS	Female
206	435	Musungu Marvin Noris	P/M	VS	Male
207	436	Bamwanga Tonny Steven	Graduate	VS	Male
208	440	Nambi Susan	Graduate	QS	Female
209	441	Nalule Racheal Pamelah	P/M	QS	Female
210	445	Angulo Okiring	Graduate	QS	Male
211	451	Baine Helen	P/M	VS	Female
212	452	Tushabe Susan	Graduate	VS	Female
213	453	Kasi Ezra	P/M	VS	Male
214	458	Wafula Robert	Fellow	LS	Male
215	461	Nsubuga Aloysius	Graduate	LS	Male
216	464	Isabirye Fred	Graduate	LS	Male
217	465	Kakaire Ali	P/M	VS	Male
218	466	Kigongo Sadiq	P/M	LS	Male
219	467	Mulumba Ivan Mathias	P/M	VS	Male
220	468	Nsamba John	P/M	VS	Male
221	469	Natukunda Dorothy	P/M	VS	Female
222	471	Nakabinga Ritah	Graduate	QS	Female
223	473	Mujunga Cornelius James	Fellow	QS	Male
224	480	Birungi Victoria	Graduate	LS	Female
225	483	Mulindwa David	Fellow	LS	Male
226	484	Kumbu Arthur Andrew	P/M	LS	Male
227	485	Bukenya Swaibu	P/M	LS	Male
228	486	Asiimwe Denis	P/M	LS	Male
229	487	Ssemwanga Davis	P/M	LS	Male
230	488	Lubwama Raymond Peter	P/M	LS	Male
231	489	Nagasha Christine	Fellow	LS	Female
232	491	Muwonge Kharim	P/M	LS	Male

233	492	Kato Saul	P/A	LS	Male
234	493	Mpagi Richard Mugeru	Fellow	QS	Male
235	494	Banyanga Raymond	Fellow	QS	Male
236	495	Olingha Robert	P/M	LS	Male
237	496	Baguma Brian	P/M	LS	Male
238	497	Ndyanabangi Kevin Twebaze	P/M	VS	Male
239	498	Isabirye Mubarak	P/M	LS	Male
240	499	Nabbanja Immaculate	Graduate	LS	Female
241	500	Muhimbura Alvin	P/M	LS	Male
242	501	Lubega Brian	P/M	LS	Male
243	503	Namara Norman Katungi	Graduate	LS	Male
244	504	Mutuwa Esther	P/M	LS	Female
245	506	Asiimwe Immaculate	Graduate	LS	Female
246	509	Matovu John	Graduate	LS	Male
247	510	Njangali Norah	Fellow	VS	Female
248	511	Nagujja Margaret	P/A	VS	Female
249	512	Nanyunja Rachel	Graduate	VS	Female
250	513	Nanziri Dianah	P/M	VS	Female
251	514	Katirima Diana	Graduate	VS	Female
252	517	Twine Patience	P/M	VS	Female
253	518	Kayondo Naome	P/M	VS	Female
254	519	Mukyala Moureen	P/M	VS	Female
255	520	Kadaali Neri	P/M	VS	Male
256	524	Eceru Isaiah	P/M	VS	Male
257	529	Mugume Nicholas	Graduate	QS	Male
258	531	Semugenyi George	P/M	QS	Male
259	535	Kiiza Semu Smith	P/M	QS	Male
260	537	Tamale Diana Nagawa	P/M	QS	Female
261	538	Nyanzi Robert	P/A	QS	Male

262	542	Wamala Collin`	P/A	QS	Male
263	546	Ebayu Christopher	Graduate	LS	Male
264	547	Bwire Patrick	Graduate	LS	Male
265	548	Karamagi Joel	Fellow	LS	Male
266	549	Muringe Gerald	P/M	LS	Male
267	550	Namara Martha	P/M	LS	Female
268	552	Ssekigozi James	P/M	LS	Male
269	554	Bwengye Elias	P/M	LS	Male
270	559	Kiberu Godfrey Kizito	Graduate	QS	Male
271	561	Wateya Michael	P/M	QS	Male
272	563	Twinamasiko Frank	P/M	VS	Male
273	564	Nabweteme Carolyne	Graduate	VS	Female
274	565	Tumwine Philip	P/M	VS	Male
275	566	Muyomba Nicholas	P/M	VS	Male
276	567	Kagoro Timothy	P/M	VS	Male
277	570	Kasozi Disan Ssalongo	Technician	VS	Male
278	571	Epieu Emmanuel	Graduate	VS	Male
279	574	Sera Doreen	Graduate	VS	Female
280	575	Wandera Marion	P/M	VS	Female
281	577	Wamala James	Graduate	LS	Male
282	578	Kiragga Fred	Graduate	LS	Male
283	579	Mutenga Tamale Steven	P/M	LS	Male
284	581	Kitasala Ronald	P/M	LS	Male
285	582	Waladde Solomon	P/M	LS	Male
286	583	Masiko Peter	Graduate	LS	Male
287	585	Akanga Arthur	P/M	LS	Male
288	587	Kimuli Eddy	P/M	LS	Male
289	588	Tumukunde Ignatious	P/M	LS	Male
290	589	Kataabu Simon	Fellow	LS	Female

291	592	Ayebare Rahab	P/A	LS	Female
292	593	Kizito Keneth	Graduate	LS	Male
293	599	Nansamba Rose Lilian	P/M	QS	Female
294	601	Ndagire Tina	Graduate	QS	Female
295	603	Senoga Gerald	Graduate	QS	Male
296	607	Akansiima Gilbert	P/M	VS	Male
297	609	Ankunda Eliot	P/M	VS	Male
298	610	Opio Asaph	Graduate	VS	Male
299	611	Niwabine Frank	P/M	VS	Male
300	614	Kiconco Monice	Graduate	LS	Female
301	615	Kabiswa Edrisa	P/M	LS	Male
302	616	Tusiime Isaac	PA	LS	Male
303	620	Serwambala Ivan	Fellow	LS	Male
304	621	Lagu Anjelous Mawa	P/M	LS	Male
305	624	Natukunda Elizabeth Mwebesa	P/A	QS	Female
306	625	John Muhumuza Kakitahi	Fellow	QS	Male
307	626	Ahumuza John	P/M	LS	Male
308	627	Acato Amon	Graduate	LS	Male
309	629	Ochieng Robert	P/A	LS	Male
310	633	Ndagire Janet	Graduate	LS	Female
311	635	Ogwal Crispus	P/A	LS	Male
312	636	Ssenyondo Tom	P/M	QS	Male
313	637	Ainobushoborozi Anthony	P/M	QS	Male
314	639	Muhwezi Anthony	Graduate	VS	Male
315	640	Arinaitwe Jonas	Graduate	VS	Male
316	642	Katugga Arafat	P/M	VS	Male
317	643	Mugisha Frank	Fellow	LS	Male
318	644	Nambooze Florence	P/M	LS	Female
319	645	Samuel Nathan Ssebunnya	Fellow	LS	Male

320	646	Nyumba Andrew	P/M	VS	Male
321	648	Ogwang John Bosco	P/M	LS	Male
322	650	Elalu Lamech Lero	Graduate	LS	Male
323	653	Mukuye Simon	P/M	VS	Male
324	656	Okello Herbert	P/M	VS	Male
325	657	Kemigisha Julie Itu	P/M	VS	Female
326	658	John Tamale	Graduate	VS	Male
327	664	Akabanjuna Pathias	P/M	QS	Male
328	665	Businge Henry	Graduate	VS	Male
329	666	Kanyoma Moreen Katusiime	Graduate	QS	Female
330	667	Agume Barbara	Graduate	LS	Female
331	669	Awor Catherine	Graduate	LS	Female
332	670	Mukasa Moses Nsubuga	Graduate	LS	Male
333	672	Waluyima Ediriisa	Graduate	LS	Male
334	674	Waidha Jude Tadeo	P/M	LS	Male
335	675	Turyasingura Sandra Karungi	P/A	QS	Female
336	676	Musalwa Samson	Graduate	QS	Male
337	679	Mugerwa Jonah	Graduate	QS	Male
338	682	Onzima Sunday	Graduate	QS	Male
339	683	Kibirango Herbert	Graduate	VS	Male
340	684	Nyonyintono Siras	P/M	VS	Male
341	687	Charles Gisembe Orwenyo	P/M	QS	Male
342	688	Asiimwe Kule Charles	P/M	QS	Male
343	689	Arinaitwe Grace	P/A	QS	Male
344	690	Okello Polycap	P/M	LS	Male
345	691	Nyangkori Maurice	P/M	LS	Male
346	693	Abeho Diana Rose	P/M	LS	Female
347	694	Kunuhira Maureen	Graduate	VS	Female
348	696	Mayanja Allan	P/M	LS	Male

349	697	Ausio Jessica	Graduate	LS	Female
350	699	Emuron Alex	Graduate	LS	Male
351	701	Mawejje Brian	P/A	QS	Male
352	704	Bukaajju Naswiri	Graduate	LS	Male
353	705	Ssenkungu Emmanuel	Graduate	LS	Male
354	706	Zzimbe Elvis	Fellow	LS	Male
355	707	Ssentamu Abdulhakim	P/M	LS	Male
356	709	Musinguzi Denis	P/M	LS	Male
357	710	Saakwa Isaac	P/M	LS	Male
358	715	Nakigudde Christine Galen	Graduate	LS	Female
359	716	Nalukwago Aminah	Graduate	LS	Female
360	722	Muhwezi Edmond	Graduate	LS	Male
361	724	Nandugwa Winfred	Graduate	VS	Female
362	726	Miracle Elizabeth	Graduate	VS	Female
363	727	Lamunu Jacqueline	Graduate	VS	Female
364	728	Nakiruube Josephine	P/A	QS	Female
365	731	Kazibwe Kayondo Martin	Technician	VS	Male
366	732	Nakigozi Fauzia	Technician	LS	Female
367	736	Ochieng Jared	P/M	LS	Male
368	737	Lugemwa Patrick	Graduate	LS	Male
369	738	Akamanya Repher	Graduate	LS	Male
370	746	Kibuule Joseph	P/M	LS	Male
371	747	Kibuuka Sulaiman	Graduate	VS	Male
372	748	Maima Reagan	P/M	VS	Male
373	751	Ssali Blasio	Graduate	QS	Male
374	753	Nandala Barnabas Ivan	Graduate	QS	Male
375	754	Kalembe Henry	Graduate	VS	Male
376	755	Kimera Allan Tony	Graduate	VS	Male
377	756	Opero Joel	P/M	VS	Male

378	758	Kazooba Robert	P/A	VS	Male
379	760	Asekenye Molly	Graduate	VS	Female
380	761	Nakubulwa Sarah	Graduate	LS	Female
381	765	Nagujja Sophia	P/M	LS	Female
382	767	Lutaaya John Vienne	P/M	LS	Male
383	772	Mugabo Dennis Raymond	P/M	LS	Male
384	774	Opio Felix	P/M	LS	Male
385	776	Tashobya Reagan	Graduate	LS	Male
386	777	Banura Constance	P/A	LS	Female
387	782	Niyibizi Gordon	P/M	LS	Male
388	783	Ochen Calvin Julius	Graduate	LS	Male
389	784	Kyamulesire Bruno	P/M	LS	Male
390	787	Alema Denis	P/M	LS	Male
391	790	Makabayi Brian	P/M	LS	Male
392	794	Opesa Samuel	Graduate	LS	Male
393	795	Kukundakwe Anthony	Graduate	LS	Male
394	796	Otim Ronald	P/M	LS	Male
395	801	Twesigye Osbert	Graduate	LS	Male
396	807	Byabagambi Willy	Graduate	LS	Male
397	810	Mugalazi Denis	P/M	LS	Male
398	816	Kasozi Ashiraf	P/M	QS	Male
399	817	Wasswa Paul Tamale	Graduate	QS	Male
400	818	Mugwanya Derrick	Graduate	QS	Male
401	819	Kitagenda Jimmy	P/A	QS	Male
402	820	Buhamizo Isaac	Graduate	QS	Male
403	821	Tusiime Proviaus Kiyimba	P/M	QS	Female
404	825	Namujjumbi Stella	Graduate	VS	Female
405	830	Kahunde Clare	Graduate	VS	Female
406	831	Nabadda Shamila	Graduate	VS	Female

407	837	Mawanga Christine	Graduate	VS	Female
408	841	Muyingo Moses	Technician	LS	Male
409	842	Mugasha Brian	Graduate	LS	Male
410	844	Wednesday Javilla	Technician	LS	Male
411	845	Mayinja Abudul Salam	Graduate	LS	Male
412	846	Bisaso Douglas Derrick	Technician	LS	Male
413	856	Tusuubira Edward	P/M	LS	Male
414	857	Kambugu Derrick Cosmos	Technician	LS	Male
415	866	Lutaaya Richard	P/M	LS	Male
416	867	Nantale Justine	Graduate	LS	Female
417	868	Namayanja Essy	Graduate	LS	Female
418	870	Mugalu Gerald	P/M	LS	Male
419	871	Bwire Ronald	P/M	LS	Male
420	872	Kwemoi Emmanuel	Graduate	LS	Male
421	875	Matumbwe Isaac	Graduate	LS	Male
422	876	Tusiime Daniel	Graduate	LS	Male
423	879	Aviku Simon	Graduate	LS	Male
424	886	Akampa Isaac	Graduate	VS	Male
425	889	Kasujja Brian	Graduate	VS	Male
426	891	Lubega John Bosco	Graduate	QS	Male
427	893	Okello Ambrose Ogwang	Graduate	LS	Male
428	895	Nabukwasi Joanita	Graduate	LS	Female
429	897	Twinomujuni Ann Christine	Graduate	VS	Female
430	899	Ekinu Noah	Graduate	VS	Male
431	902	Koojo Duncan	Graduate	LS	Male
432	905	Okame Staring Zandi	Graduate	QS	Male
433	907	Kasozi Ivan	Graduate	QS	Male
434	911	Tusubira Francis	Graduate	LS	Male
435	912	Wamani David	P/A	LS	Male

436	914	Mwegasookera Solomon	Graduate	VS	Male
437	919	Nakamwada Vallerian	Graduate	LS	Female
438	922	Nakate Sophie	Graduate	LS	Female
439	927	Kakumba Robert	Technician	LS	Male
440	928	Kakooza David	P/A	LS	Male
441	929	Lukabwe Ivan Isaac	Graduate	QS	Male
442	934	Otto Martin	Graduate	LS	Male
443	935	Tulikuno Collins	P/A	VS	Male
444	936	Opwonya Jimmy	Graduate	LS	Male
445	938	Opio Denish Geoffrey	Graduate	VS	Male
446	945	Ssenyonjo Thomas	Technician	LS	Male
447	946	Okambo Christopher	Graduate	LS	Male
448	949	Nakawooma Jamirah Kozaala	Graduate	LS	Female
449	950	Athieno Rebecca Jovia	Graduate	LS	Female
450	951	Laboke Innocent	Graduate	LS	Male
451	953	Businge Francis	Graduate	LS	Male
452	954	Emojong Paul	Graduate	LS	Male
453	957	Ntaate Ronald	Graduate	LS	Male
454	958	Barozi Vivian	Graduate	LS	Female
455	959	Atukunda Caroline	Graduate	LS	Female
456	960	Ashaba Edrin	Graduate	QS	Male
457	961	Kakungulu Nsenye Micheal	Graduate	QS	Male
458	963	Miir Duncan Nelson	Graduate	QS	Male
459	965	Elong Samuel	P/A	VS	Male
460	967	Musoke Paul Roy	Graduate	VS	Male
461	971	Kintu Moses	Graduate	VS	Male
462	975	Byaruhanga Louis Roy	Graduate	VS	Male
463	980	Byamukama Benjamin	P/A	QS	Male
464	982	Stella Nakimbugwe	Graduate	VS	Female

465	984	Kayendeke Winfred	Graduate	LS	Female
466	985	Rosemary Awino Olweny	Graduate	VS	Female
467	986	Jukecha David	Graduate	LS	Male
468	988	Agaba Doreen	Graduate	VS	Male
469	993	Kaboggoza Lawrence	P/M	LS	Male
470	994	Mivule Douglas	P/A	QS	Male
471	997	Nareeba Hendricks	Graduate	VS	Female
472	1003	Ssebusungu Emmanuel Kiwanuka Katamba	P/M	QS	Male
473	1004	Matte Stephen Austin	Graduate	LS	Male
474	1007	Turyasingura Timothy	Graduate	LS	Male
475	1009	Rackara Ivan	Graduate	LS	Male
476	1011	Kabanda Simon	PA	LS	Male
477	1012	Tumusiime Monious	Graduate	LS	Male
478	1017	Himbisa Emmanuel	Graduate	LS	Male
479	1018	Aheisiibwe Prosperous	Graduate	LS	Female
480	1022	Taremwa Mujuni Reid	P/A	LS	Male
481	1024	Kasasira Muntu Belaye	Graduate	VS	Male
482	1027	Gladys Bisiikwa Mungati	Graduate	VS	Female
483	1028	Mubiru Fahad	Graduate	LS	Male
484	1034	Adero Lydia	P/M	LS	Female
485	1036	Lowot Egadu Paul	Graduate	LS	Male
486	1037	Nsubuga Joshua Ephraim	Graduate	LS	Male
487	1038	Bizmana Davis	Graduate	LS	Male
488	1040	Orach Robert	Graduate	LS	Male
489	1044	Irumba Derrick Robert	Graduate	LS	Male
490	1049	Ireeta Albert	Graduate	LS	Male
491	1056	Nassozi Maria Grace	Graduate	VS	Female
492	1059	Kemigisha Winnie	Graduate	VS	Female
493	1060	Othieno Castor Daniel	Graduate	VS	Male

494	1063	Muyonjo Geoffrey	Graduate	QS	Male
495	1067	Okwanga Daniel	P/A	QS	Male
496	1074	Nakato Cissy	Graduate	LS	Female
497	1077	Nabatanzi Gidah	P/A	LS	Female
498	1079	Ssekamate Ronald	Graduate	QS	Male
499	1080	Aine Justus	Graduate	VS	Male
500	1081	Ndyamuba Wilber	Graduate	VS	Male
501	1091	Richard Oput	Fellow	LS	Male
502	1092	Nakalanda Joan	P/A	VS	Female
503	1097	Ainembabazi Rebecca	Graduate	QS	Female
504	1099	Wandukwa Geoffrey Kassim	Graduate	QS	Male
505	1100	Mukiibi Henry	P/M	QS	Male
506	1101	Akello Fausta	Graduate	QS	Female
507	1104	Ayoub Makhtoum	Graduate	QS	Male
508	1106	Mawerere Mukisa Joel	P/A	LS	Male
509	1108	Tumusiime Rodgers	P/A	VS	Male
510	1109	Mugaba Durston	Graduate	VS	Male
511	1110	Aweko Frida	Graduate	VS	Female
512	1119	Mwandara Jasper	Graduate	VS	Male
513	1122	Onyango Bernard	Graduate	LS	Male
514	1125	Katusiime Mark	Graduate	LS	Male
515	1136	Mugabi Collins Ntulume	Graduate	VS	Male
516	1139	Mujjumba Francis	P/A	VS	Male
517	1140	Nakyazze Oliver	Graduate	VS	Female
518	1141	Mutungi Marvin	Graduate	VS	Male
519	1144	Musenze Samuel	Graduate	LS	Male
520	1153	Allan Majja	Graduate	LS	Male
521	1154	Okwir Lamack Awany	Graduate	LS	Male
522	1162	Kizito Ibrahim	Graduate	LS	Male

523	1177	Kunihira Rachael	Graduate	VS	Female
524	1181	Mukasa Victor	Technician	LS	Male
525	1191	Atuhaire Christine	Graduate	LS	Female
526	1200	Katerega Richard	Graduate	LS	Male
527	1202	Sserunyiigo Brian Isaac	Graduate	LS	Male
528	1203	Kigoye Yusufu	Graduate	LS	Male
529	1206	Mwesigwa Samuel Sekakubo Mpalanyi Daniel	Graduate	LS	Male
530	1209	Omona Emmanuel Pius	Graduate	LS	Male
531	1212	Kyeeru Hilda	Graduate	QS	Female
532	1214	Birungi Irene Mariam	Graduate	QS	Female
533	1215	Kalule Cliff Richard	Graduate	QS	Male
534	1220	Katumba David William	Graduate	LS	Male
535	1225	Esther Dorah Mwanja	Graduate	VS	Female
536	1227	Nabuggwawo Immaculate Mary	P/A	QS	Female
537	1229	Wasike Amanda Miriam	P/A	QS	Female
538	1235	Agaba Dalton	Technician	LS	Male
539	1240	Ndahura Tinka Godfrey	Graduate	QS	Male
540	1258	Senyondo Vicent	Graduate	VS	Male
541	1259	Kidega Simon	P/A	LS	Male
542	1260	Makka Brian	Graduate	LS	Male
543	1261	Kisaakye Ronnie	Technician	LS	Male
544	1266	Senfuma Samuel	Graduate	LS	Male
545	1267	Kyalirizo Anthony Mark	Fellow	LS	Male
546	1270	Hakirii Julian	Graduate	VS	Female
547	1284	Abe Bright Kamua	Technician	VS	Male
548	1293	Butanda Musa	Graduate	LS	Male
549	1296	Kiconco Josephine	Graduate	LS	Female
550	1297	Nasinyama Angella Martha	Graduate	LS	Female
551	1307	Mulindwa Jude Tadeo	Graduate	VS	Male

552	1308	Lukyamuzi Mark Ronald	Graduate	VS	Male
553	1310	Okiror Anthony Charles	Graduate	LS	Male
554	1315	Omvor Reagan	Technician	VS	Male
555	1324	Among Edith Resty	Graduate	LS	Female
556	1339	Ruhanjanjojo Allan	Graduate	LS	Male
557	1345	Takuwa Linda	Graduate	LS	Female
558	1349	Kugonza Lucy	Graduate	LS	Female
559	1353	Ampaire Mercy	Graduate	VS	Female
560	1356	Tumuheki Fiona	Graduate	VS	Female
561	1358	Nuwagira Andrew	Graduate	VS	Male
562	1365	Alvin Lumu	Graduate	VS	Male
563	1367	Layet Catherine	Graduate	QS	Female
564	1374	Gaganga Ronald	Graduate	VS	Male
565	1377	Ian Kananura Mwesigye	Graduate	LS	Male
566	1380	Kitaka Henry	PA	LS	Male
567	1383	Mutumba Jimmy	Graduate	LS	Male
568	1385	Wanyama Peter	Graduate	LS	Male
569	1386	Namayo Alexandria	Graduate	LS	Female
570	1387	Aniko Zipporah	Graduate	LS	Female
571	1388	Lukongwa Javiira	Graduate	LS	Male
572	1389	Ikwangu Robinah	Graduate	LS	Female
573	1391	Muhumuza Nicholas	Graduate	VS	Male
574	1393	Abala Nicholas	Graduate	VS	Male
575	1394	Ainamani Derrick	Graduate	VS	Male
576	1397	Icodio Arthur Paul	Graduate	VS	Male
577	1404	Taaka Joan	Graduate	QS	Female
578	1406	Kawuki Ivan	Graduate	QS	Male
579	1410	Meke Levy	Technician	LS	Male
580	1411	Atobi Richard	Technician	LS	Male

581	1413	Emilu Martin	Graduate	LS	Male
582	1414	Erina Mukuta	Graduate	LS	Female
583	1421	Mugagga Benon Sekyana	Graduate	VS	Male
584	1430	Namaweje Doreen	Graduate	LS	Female
585	1432	Namatovu Brenda Dorah	Graduate	VS	Female
586	1435	Kataike Claire Collins	Graduate	VS	Female
587	1438	Mutebi Richard	Graduate	QS	Male
588	1439	Arnold Elisha Okul	Graduate	QS	Male
589	1440	Musinguzi Joseph	Graduate	QS	Male
590	1443	Eragu Gideon	Technician	LS	Male
591	1447	Nasasira Perezi	Graduate	VS	Male
592	1449	Kamba Dennis	Graduate	VS	Male
593	1450	Namulwasira Rashida	Graduate	VS	Female
594	1457	Masika Shamirah Peninah	Technician	VS	Female
595	1464	Masafu Allan Jonah	Graduate	LS	Male
596	1465	Behangane P. Samuel	Graduate	VS	Male
597	1470	Ojok Daniel Angulu	P/A	LS	Male
598	1472	Amuge Gloria	Graduate	QS	Female
599	1473	Kazoora Samuel	Graduate	QS	Male
600	1475	Etimu Noel	Technician	LS	Male
601	1477	Opiyo Stephen	Graduate	LS	Male
602	1478	Wegosasa Sarah	Graduate	LS	Female
603	1479	Musisi Steven	Graduate	LS	Male
604	1487	Kidega Francis	Graduate	QS	Male
605	1491	Bwewussa Paul	Graduate	LS	Male
606	1493	Waiswa Ben Sigh Stevie	Graduate	LS	Male
607	1494	Nansukusa Sarah Gloria	Graduate	LS	Female
608	1495	Kakala John	Graduate	LS	Male
609	1496	Nakabaka Naome	Graduate	LS	Female

610	1497	Musazi Ritah	Graduate	LS	Female
611	1498	Akwango Everlyne	Graduate	LS	Female
612	1499	Nyadru Ceaser	Graduate	LS	Male
613	1500	Kamugisha Baram	Graduate	LS	Male
614	1501	Masereka Philly	Graduate	LS	Male
615	1504	Musoke Wycliff	Graduate	LS	Male
616	1506	Kisaale Timothy	Graduate	LS	Male
617	1507	Elijah Maniragba Basaza	Graduate	LS	Male
618	1508	Wosheba Godfrey	Graduate	LS	Male
619	1509	Kyabita Manjeri	Graduate	LS	Female
620	1515	Avolla Kennedy	Graduate	LS	Male
621	1516	Taitika Marshall	Graduate	LS	Male
622	1517	Logose Mercy	Graduate	VS	Female
623	1518	Mukiibi John Bosco	Graduate	LS	Male
624	1521	Byamugisha Nelson	Graduate	QS	Male
625	1524	Tumusiime Kenneth	Technician	LS	Male
626	1529	Owamurebire Maryam	Graduate	LS	Female
627	1530	Asio Lucy	Graduate	QS	Female
628	1531	Sserwambala Duncan	Graduate	QS	Male
629	1532	Ntwali Raymond Binsobedde	Graduate	QS	Male
630	1533	Jatho Ronald	Graduate	VS	Male
631	1537	Mugumya Anthony	Graduate	LS	Male
632	1539	Masoboni Aaron	Graduate	VS	Male
633	1540	Nagudi Emmily	Graduate	VS	Female
634	1544	Nambooze Joanita Sandra	Graduate	QS	Female
635	1547	Mukwanga Willy	Graduate	LS	Male
636	1551	Buyondo Henry	Technician	VS	Male
637	1552	Nyangoma Oliva	Graduate	QS	Female
638	1553	Kiiza Rogers	Graduate	LS	Male

639	1554	Nakabiri Joanita	Graduate	LS	Female
640	1555	Alum Christine	Graduate	VS	Female
641	1556	Tumwesigye Gilbert	Graduate	VS	Male
642	1557	Nakabugo Esther	Graduate	QS	Female
643	1558	Namusoke Sandra	Graduate	QS	Female
644	1559	Kinene Ezra	Graduate	QS	Male
645	1560	Akunda Mark	Graduate	VS	Male
646	1561	Kalungi Allan	Graduate	VS	Male
647	1562	Acen Harriet	Graduate	VS	Female
648	1563	Olaany Lazarus	Technician	VS	Male
649	1564	Nakachwa Anastansia	Graduate	LS	Female
650	1565	Okupana Timothy Cooper	Graduate	LS	Male
651	1566	Okello Leuben	Graduate	LS	Male
652	1567	Cliff James Rugarama Kamuhanda	Graduate	LS	Male
653	1568	Nalwadda Elizabeth	Graduate	LS	Female
654	1569	Mukasa Brian	Graduate	QS	Male
655	1570	Siimamukama Cranimer	Graduate	VS	Male
656	1571	Monday Nicholas	Graduate	VS	Male
657	1572	Obia Denis	Graduate	VS	Male
658	1573	Wakope Gerald Pius	Graduate	VS	Male
659	1574	Nagasha Norman	Graduate	VS	Male
660	1575	Mwesige John	Technician	VS	Male
661	1576	Nakanyike Viola	Graduate	LS	Female
662	1577	Aloyo Annet	Graduate	QS	Female
663	1578	Ssendege Henry	Graduate	QS	Male
664	1579	Nabasirye Catherine Ruth	Graduate	VS	Male
665	1580	Mulindwa Alex	Graduate	QS	Male
666	1581	Namusoke Rosalyn Nabayunga	Graduate	VS	Female
667	1582	Kayigi Muzafaru	Graduate	VS	Male

668	1583	Nkwasibwe Edgar	Graduate	QS	Male
669	1584	Ssebunkabire Ibrahim	Graduate	LS	Male
670	1585	Busulwa Leonard	Graduate	LS	Male
671	1586	Nambooze Teddy Kasujja	Graduate	QS	Female
672	1587	Mwebembezi Boris	Graduate	QS	Male
673	1588	Atrizzo Shallon	Graduate	QS	Female
674	1589	Mwebaze Nicholas	Graduate	QS	Male
675	1590	Abitegeka Nicholas	Graduate	QS	Male
676	1591	Kamya Stephen Sekidde	Graduate	QS	Male
677	1592	Ismail Sematimba	Graduate	LS	Male
678	1593	Ahumuza Micheal	Graduate	LS	Male
679	1594	Ojoro Ambrose	Graduate	LS	Male
680	1595	Nakabuuka Zakiat	Graduate	LS	Female
681	1596	Ssekitto Elijah	Graduate	LS	Male
682	1597	Mukisa Helga Jordan	Graduate	LS	Female
683	1598	Toko Godfrey	Graduate	LS	Male
684	1599	Businge Tom	Graduate	LS	Male
685	1600	Luyiima Deogratius Bugumu	Graduate	VS	Male
686	1601	Namutosi Norah Elizabeth	Graduate	QS	Female
687	1602	Iga Peter	Graduate	QS	Male
688	1603	Muhumuza Victor	Graduate	LS	Male
689	1604	Kadedda Emmanuel Dauni	Graduate	LS	Male
690	1605	Walesye Simon	Graduate	LS	Male
691	1606	Kintu Ingrid Martha	Graduate	LS	Female
692	1607	Magezi Solomon	Graduate	LS	Male
693	1608	Nahurira Jude Taddeo	Graduate	LS	Male
694	1609	Buzigi Keneth	Graduate	LS	Male
695	1610	Kitatta Nicholas Williams	Graduate	LS	Male
696	1611	Wagoli Donald Francis	Graduate	LS	Male

697	1612	Mwebembezi Albert	Graduate	LS	Male
698	1613	Amumwize Apollo	Graduate	LS	Male
699	1614	Kiiza Henry	Graduate	LS	Male
700	1615	Kabenge Meshach	Graduate	LS	Male
701	1616	Rwamunahe Osborn	Graduate	QS	Male
702	1617	Tebandeke Frank	Graduate	QS	Male
703	1618	Nakitanda Hanifa	Graduate	QS	Female
704	1619	Namarome Sumayyah	Graduate	QS	Female
705	1620	Guma Joruma	Graduate	QS	Female
706	1621	Akanyijuka Michael	Graduate	VS	Male
707	1622	Olive Bulamu Bwonka	Graduate	VS	Female
708	1623	Barasa Linda	Graduate	VS	Female
709	1624	Nabudere Godwill	Graduate	LS	Male
710	1625	Nagawa Michelle	Graduate	LS	Female
711	1626	Bugembe Michael	Graduate	LS	Male
712	1627	Wandera Chepkurui Moses	Graduate	QS	Male
713	1628	Byamugisha Expedito	Graduate	QS	Male
714	1629	Kimuli Robert	Graduate	LS	Male
715	1630	Buyinza Jonathan	Graduate	LS	Male
716	1631	Naigaga Joanita Kibenge	Graduate	VS	Female
717	1632	Jubilee Okok	Graduate	QS	Male
718	1633	Musasira Ronald	Graduate	QS	Male
719	1634	Gumisa Medal	Graduate	LS	Male
720	1635	Kiggundu Victoria	Technician	LS	Female
721	1636	Ayot Elizabeth Oboni	Graduate	LS	Female
722	1637	Tugume Immaculate	Graduate	VS	Female
723	1638	Ayebare Arnold	Graduate	VS	Male
724	1639	Kato Mayanja	Graduate	VS	Male
725	1640	Nahamya Crescent	Graduate	VS	Male

726	1641	Nakato Caroline	Graduate	VS	Female
727	1642	Katende Tonny	Graduate	VS	Male
728	1643	Ssentongo Andrew	Graduate	LS	Male
729	1644	Ayebare Maxwell Bariyo	Graduate	LS	Male
730	1645	Kibenge Shafic	Graduate	LS	Male
731	1646	Peace Temadri	Graduate	LS	Male
732	1647	Stephen Niyonsaba	Graduate	LS	Male
733	1648	Mayombwe Moses	Graduate	QS	Male
734	1649	Nakato Sylvia Nabiseere	Graduate	QS	Female
735	1650	Nantumbwe Cynthia	Graduate	QS	Female
736	1651	Michael Muhwezi	Graduate	QS	Male
737	1652	Kato Andrew Benon	Graduate	QS	Male
738	1653	Bwire Michael Emmanuel	Graduate	QS	Male
739	1654	Sserebe Solomon	Graduate	LS	Male
740	1655	Kiberu Ian	Graduate	LS	Male
741	1656	Meme Gaius	Graduate	VS	Male
742	1657	Rukundo Brian	Graduate	VS	Male
743	1658	Baluku Johnson	Graduate	VS	Male
744	1659	Muhumuza Praise	Graduate	VS	Male
745	1660	Amanya Sandra Kwesiga	Graduate	VS	Female
746	1661	Murungi Christopher	Graduate	LS	Male
747	1662	Ainembabazi Patience	Graduate	LS	Female
748	1663	Apedo Samuel	Graduate	LS	Male
749	1664	Naturinda Joan	Graduate	LS	Female
750	1665	Nsubuga Andrew	Graduate	LS	Male
751	1666	Karungi Prunella Nielsen	Graduate	QS	Female
752	1667	Kacwinya Pauline	Technician	LS	Female
753	1668	Kivumbi Brian	Technician	QS	Male
754	1669	Kabeho Rohi	Graduate	QS	Male

755	1670	Zalwango Teddy	Graduate	QS	Female
756	1671	Emmanuel Obaita	Graduate	VS	Male
757	1672	Muwuubwe Kizito	Graduate	VS	Male
758	1673	Waiswa Jeremiah	Graduate	VS	Male
759	1674	Mirembe Junior Adin	Graduate	LS	Male
760	1675	Katumba Duncan	Graduate	LS	Male
761	1676	Ssenfuka Simon	Graduate	LS	Male
762	1677	Ademun Juliet Hope	Graduate	LS	Female
763	1678	Bbira Mathew	Graduate	LS	Male
764	1679	Kisakye Christopher Kadaali	Graduate	LS	Male
765	1680	Muhindo K. Jolly	Graduate	LS	Female
766	1681	Owundo Steven	Graduate	LS	Male
767	1682	Ategeka Edwin	Graduate	LS	Male
768	1683	Mayega Grace	Graduate	LS	Male
769	1684	Twinemukama Joseph	Graduate	QS	Male
770	1685	Kajumba Christine	Graduate	QS	Female
771	1686	Basemera Faith Alice	Graduate	LS	Female
772	1687	Odongo Bosco	Graduate	QS	Male
773	1688	Akello Sharon	Graduate	LS	Female
774	1689	Masereka Godwin	Graduate	QS	Male
775	1690	Nalutaaya Malusi	Graduate	LS	Female
776	1691	Naggayi Hadijah	Graduate	LS	Female
777	1692	Kawande Charles	Graduate	LS	Male
778	1693	Oweknimungu Edmund	Graduate	LS	Male
779	1694	Atugonza Martin	Graduate	LS	Male
780	1695	Namuyanja Theresa	Graduate	LS	Female
781	1696	Aciro Winnie	Graduate	LS	Female
782	1697	Paul Kyewenka	Graduate	LS	Male
783	1698	Ayinomugisha Safiki	Graduate	QS	Male

784	1699	Mugooda Raymond Charles	Graduate	QS	Male
785	1700	Chebet Philip	Graduate	QS	Male
786	1701	Edrisa Bogere	Graduate	VS	Male
787	1702	Blaire Kyobutungi	Graduate	VS	Female
788	1703	Abaho Irene	Graduate	VS	Female
789	1704	Tumwine Brian	Graduate	VS	Male
790	1705	Manyire Duncan	Graduate	VS	Male
791	1706	Aikirize Desire Yunas	Graduate	VS	Female
792	1707	Fathum Joy	Graduate	VS	Female
793	1708	Atwom Simon Word	Technician	LS - Carto	male
794	1709	Wassaja Khalid	Graduate	LS	Male
795	1710	Nakiyingi Irene	Graduate	QS	Female
796	1711	Nakimuli Stella	Graduate	QS	Female
797	1712	Namakula Brigitte	Graduate	QS	Female
798	1713	Ssali Nihabu	Graduate	QS	Male
799	1714	Atwine Anthony	Graduate	QS	Male
800	1715	Okoth Yowa	Graduate	QS	Male
801	1716	Achola Loy Agnes	Graduate	LS	Female
802	1717	Jingo Faizal	Graduate	LS	Male
803	1718	Mukasa Lukonge Eric	Graduate	VS	Male
804	1719	Arinaitwe Joel	Graduate	VS	Male
805	1720	Senkuba Shanon	Graduate	VS	Male
806	1721	Mubangizi Ian	Graduate	VS	Male
807	1722	Sserwanga Pollycrap Denis	Technician	VS	Male
808	1723	Ankunda Racheal	Graduate	QS	Female
809	1724	Ashaba Christine	Graduate	QS	Female
810	1725	Ankunda Sherly	Graduate	QS	Female
811	1726	Ojambo Dennis	Graduate	QS	Male
812	1727	Owomugisha Timothy . W.M	Graduate	QS	Male

813	1728	Mutenyo Alex	Graduate	QS	Male
814	1729	Mukisa Maria Theresa	Graduate	VS	Female
815	1730	Odongpiny Douglas	Graduate	LS	Male
816	1731	Etyem Joshua	Graduate	LS	Male
817	1732	Logwee Francis Lokinga	Graduate	LS	Male
818	1733	Akajai Job	Graduate	LS	Male
819	1734	Nakaye Lynette Angela	Gradute	LS	Female
820	1735	Osuret Job Isaac	Graduate	LS	Male
821	1736	Acire Denis	Graduate	LS	Male
822	1737	Mugisha Martin	Graduate	LS	Male
823	1738	Prisilla Baako	Graduate	LS	Female
824	1739	Ahamize Edwina	Graduate	LS	Female
825	1740	Kasozi Sammuel	Graduate	VS	Male
826	1741	Kafeero Gideon Ssali	Graduate	VS	Male
827	1742	Ndagire Phiona	Graduate	VS	Female
828	1743	Nassanga Rashidah Sarah	Graduate	VS	Female
829	1744	Collins Abindabyamu	Graduate	VS	Male
830	1745	Nabaasa Ivan	Graduate	VS	Male
831	1746	Ssebuguzi Elijah	Graduate	QS	Male

ISU SECRETARIAT STAFF



Ms Sarah Owembabazi
Program Officer
Head of Secretariat



Ms. Rebbecca Kasule
Executive Officer



Ms Hellen Mayini
Membership Services Officer

SRB SECRETARIAT STAFF



**RSU Mary Adweo
Registrar SRB**



**Mrs. Aidah Kayongo Ndabamenye
Administrator**



**Ms. Brilliant Atuhairwe
Assistant Registrar, SRB**

- 
-  Karobwa Towers, Nkrumah Rd, 5th floor - Rm 001
 -  P.O. Box 2122 Kampala, Uganda
 -  +256 (0)414 251258, +256 (0)702 491092
 -  isusecretariat@gmail.com, info@surveyorsofuganda.org
 -  www.surveyorsofuganda.org
 -  Institution of Surveyors of Uganda (ISU)
 -  @SurveyorsofUG
 -  [surveyorsofug](https://www.instagram.com/surveyorsofug)
 -  [institution-of-surveyors-of-uganda](https://www.linkedin.com/company/institution-of-surveyors-of-uganda)