

## Appendix B: People consulted in Botswana, Ghana, Uganda and Zambia

<i>Country &amp; Date</i>	<i>Name of Officer</i>	<i>Post</i>	<i>Institution</i>
<b>Uganda</b>			
17/07/2008	Mr John Mitala	Secretary to Cabinet & Head of Public Service	Office of the President, Uganda
17/07/2008	Mrs Christine Guwatudde Kintu	Permanent Secretary	Ministry of Gender Labour & Social Development
17/07/2008	Mr Pius Bigirimana	Permanent Secretary	Yet to be assigned
17/07/2008	Mr Kesi Nyakimwe	Former Permanent Secretary	Retired
18/07/2008	Mr Edward Walugemba	Assistant Commissioner, Co-ordination Monitoring & Evaluation	Ministry of Public Service
18/07/2008	Mrs Jane Kyarisiima-Mwesiga	Commissioner, Human Resource Development	Ministry of Public Service
21/07/2008	Mr Lwamafa	Permanent Secretary	Ministry of Public Service
21/07/2008	Mr K Kaliisa	Permanent Secretary	Ministry of Energy & Minerals
<b>Zambia</b>			
23/07/2008	Dr Eric Kanganja	Secretary to Cabinet & Head of Public Service	Office of the President, Zambia
24/07/2008	Mr Mataka	Deputy Permanent Secretary	Office of the President
24/07/2008	Dr Buleti Nsemukila	Permanent Secretary	Ministry of Science Technology & Vocational Training
25/07/2008	Mrs Gertrude Mwae	Permanent Secretary	Ministry of Justice
25/07/2008	Mr A K Mwenya	Director, Public Service Management Unit	Office of the President
25/07/2008	Mrs Zimba	Permanent Secretary	Ministry of Tourism & Environment
25/07/2008	Mrs Msenge	Permanent Secretary, Policy Analysis & Co-ordination Unit	Office of the President
<b>Botswana</b>			
30/07/2008	Mr Eric Molale	Secretary to Cabinet & Head of the Public Service	Office of the President
30/07/2008	Mr Wayne Mlazier	Co-ordinator of Performance Management	Office of the President
01/08/2008	Mrs Bontsi	Performance Co-ordinator	Ministry of Trade & Industry
01/08/2008	Ms Pearl Matome	Deputy Director	Directorate of Public Service Management
<b>Ghana</b>			
05/08/2008	Mr Joe Issachar	Head of the Civil Service	Office of the Head of the Civil Service

06/08/2008	Mrs Felicia Owusu-Bonsu	Implementation Specialist	Ministry of Public Sector Reform
07/08/2008	Mrs Rebecca Aboagye	Chief Director	Office of the Head of the Civil Service
07/08/2008 14/08/2008	Dr S K Bemile	Commissioner	Public Services Commission
07/08/2008	Mr William Botchway	Director	Management Services Division
07/08/2008	Mrs Brenda Osei-Kofi	Deputy Director	Statistical Service
11/08/2008	Mr Yaw Okyere Nyarkoh	Director	Ministry of Finance
13/08/2008	Mr Seth Addo	Chief Director	Ministry of Trade & Industry

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# EMPLOYMENT FOR SENIOR GOVERNMENT OFFICIALS

## The Contract System of Employment for Senior Government Officials

This publication reviews the effects of the reforms implemented under the 'new public management' programme on the roles and conditions of service of permanent secretaries and directors in Botswana, Ghana, Uganda and Zambia. These countries introduced the contract system of employment, and their experience highlights the importance of acknowledging context in considering the implications of the contract system, and the challenges of implementation.

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