

The office of the compliance adviser / ombudsman (CAO)

2121 Pennsylv VAIA AVENUE NW. WASHINGTON DC 20433 US



Dear madam,

RE: COMPLAINT FOR UNFAIR TREATMENT, POOR COMPANSATION AND EVENTUAL TERMINATION BY SALINI CONSTRUCTORI ON BUJAGALI DAM CONSTRUCTION IN UGANDA.

We the former employees of Salini Constructori at Bujagali Dam construction in Uganda, numbering more than 30, and who sustained grave injuries due to occupational accidents in the course of our work at Bujagali dam project, wish to present to your office the following complaints associated with damages to our lives and eventual termination from work.

1. We were all employed under good health and it was a requirement for each one of us to be medically examined and declared fit before we could be employed. In the course of our duties, we got accidents at work at different times. When we got accidents, we were taken to the doctor, who examined and assessed the extent of the damages each one had got. Due to the graveness of the damages, were advised not to continue with work as it would further endanger our lives. From the assessment, the doctor also duly recommended the appropriate compensation for each one of us depending on the graveness of the damages. However, we have been gravely disappointed that the recommended percentages and amounts by the doctor were not followed by the company when paying us, they gave us what they chose to and far too below the rates and with a lot of intimidation of “ you either accept it or you lose it all”.
2. Some of us who were assessed and recommended for compensation and also terminated from work due to injuries to our lives, resulting from the accidents at work, did not receive any compensation at all.
3. Our terminal benefit payments were very inconsistent and highly irregular, unclear without any transparency, which led to be highly underpaying us. We would wish the company to clarify to us on how these benefits were calculated. A case in point of our concern is that some of our colleagues, who had worked for a shorter period but doing the similar work and on the same salary scale, got more than what those who had worked for a long time received as benefits. Similarly, when some refused the benefits, more was added to improve on the earlier given benefits, an indicator that we were cheated. We need clarification on this.

We are therefore writing to request your office to intervene in our plight and see to it that justice is done and rightful compensations and terminal benefits given and advise us accordingly.

We look forward to your intervention and rectification of our already sorry state of life.

Here undersigned on behalf of more than 30 others;

Name

1. Tigawalana Peter

2. Sfari Tadeo

3. Isabirye Christopher

4. Kamoga Vincent

5. Kauta James

6. Masaba Deo

7. Kyayi Haruna

8. Mutumba Richard

9. Badiwamba Godfrey

10. Osinya Moses

11. Kabbala Issa