



WHAT'S HAPPENING IN ERA

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INSIDE THIS ISSUE:

PERFORMANCE APPRAISAL TRAINING FOR ERA STAFF 2

CONSULTATIVE MEETING IN KABALE DISTRICT 2

ERA AT THE PRAU NITE 3

ERA DEVELOPS TEN YEAR STRATEGIC PLAN (2014/15-2023/24)

On 30th June 2014, ERA concluded the ten year Strategic Plan (2014/15-2023/24), that will enable the Authority to fulfill its fundamental role of driving the electricity industry to the next level.

In the ten year Strategic Plan, ERA will focus on ensuring power supply security and sustainability of the electricity supply industry, improved sector efficiency and facilitating increased access to electricity.

To achieve the above, ERA will establish a regulatory framework that will facilitate achievement of these key outcomes in order to contribute to national socio-economic development.

On that note, throughout the implementation period of the

Strategic Plan, ERA will continue to remain alert to emerging issues and developments and where appropriate, revise the strategic priorities in line with the evolving conditions, to enable ERA make a significant contribution to the socio-economic transformation of Uganda.

As per the new Strategic Plan,

ERA's Vision is : *"To be an effective regulator that promotes safe, efficient, reliable and sustainable electricity supply."*

The Mission is: *"To regulate the electricity industry in accordance with applicable laws, policies, standards and international best practice."*

The Core Values are :

- Professionalism
- Integrity
- Innovation
- Transparency & Accountability
- Equal and Fair Opportunity
- Stakeholder Sensitivity
- Teamwork

The Strategic plan was approved by the Authority on 3rd July 2014.

ERA will continue to remain alert to emerging issues and developments and where appropriate, revise the strategic priorities

EXERCISE TO POWER



There is a great idea called the Citylight street lamp, which can be adopted by the Government of Uganda to improve street lighting at a lower cost.

'The Citylight' concept is an innovative design that attaches exercise equipment to streetlights and thus utilizes the ki-

netic energy people generate while exercising to energize LED lamps in the light system. (Source: Internet)

ERA CONDUCTS PERFORMANCE APPRAISAL TRAINING FOR STAFF

One of the norms of organizations towards the end of the year is carrying out Performance Appraisals. The appraisal is a periodic event to evaluate and reflect on past performance with the intention of identifying strengths and weaknesses of the employees' performance and development goals.

To enable ERA staff prepare for this important activity, the Human Resource Unit organized a refresher training on 20th June 2014. The training was carried out at ERA House, by Top Performance Limited, a Human Resource Management consultancy firm.

During the training, Mr. Wilson Kiise, a facilitator at Top Performance pointed out the importance of managing performance so as to maximize the productivity of employees with the overall intention of improving the organization's effectiveness. He noted that appraisals should be discussions of the employees' career progress and plans made for training and long-term career growth.

The highlights of the training were:

Good performance management is an ongoing practice, not a one-off task.

Performance appraisals should ensure that all staff get continual direction in

terms of feedback and the development they need to improve and succeed.

Performance appraisals should be a summary of conversations that have taken place day by day, between the supervisors and supervisees.

When there is a surprise in an appraisal, good or bad then, this implies that insufficient communication is occurring between the appraisee and appraiser.

Performance appraisal is an opportune time for the supervisor and the supervisee to set developmental goals that reinforce the organization's strategic objectives.

Supervisors should see the appraisal process as a motivation tool to improve employee performance.

With this refresher training, the ERA team should be able to boost its performance appraisal process and productivity.

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ERA HOLDS CONSULTATIVE MEETING WITH STAKEHOLDERS IN KABALE DISTRICT

On 24th June 2014, Electricity Regulatory Authority (ERA) held a Public Hearing in respect of Muvumbe Hydro (U) Limited's application for a license to generate and sell 4.5 MW of electricity from River Muvumbe in Kabale District, Maziba Sub-County.

The hearing which was held at Maziba Catholic Parish attracted over 70 project affected persons, community leaders from Maziba Sub-County, and the Kabale District Local Government leadership.

In his remarks, the presiding officer of the day, Mr. Peter

Kityo (Environmental Specialist, ERA), encouraged the participants to freely air out their views and concerns as regards the project and emphasized that these would be taken into consideration by the Authority before a license is issued to the developer.

The issues raised by the community at the hearing included: compensation and measurement of boundaries of the project. These issues were duly responded to by the developer who also revealed that a grievance committee had been set-up for any issues arising thereafter.

The District Internal Security Officer, Mr. Robert Nabimanya cautioned the participants against vices that would sabotage the project and noted that the project would facili-

tate development in the area, particularly through a pineapple wine factory that will be established in the Sub-County and creation of employment opportunities.



A resident of Maziba Sub-County making a comment during the public hearing.

ERA AT THE PRAU NITE

On 27th June 2014, all roads led to Sheraton Kampala Hotel's Rwenzori Ballroom where several Public Relations practitioners gathered for the Public Relations Association of Uganda (PRAU) Nite.

The practitioners networked and shared ideas on how to energize their bands in the competitive market. The Consumer Affairs Unit at ERA attended this event.

Mr. Nyimpini Mabunda, the Managing Director of Uganda Breweries Ltd (UBL) was the guest speaker. He shared key points that are vital for a



Mr. Nyimpini Mabunda, delivers a talk on energizing brands in a competitive market.

company to succeed and these include:

- Inspirational leadership; Mr. Mabunda called

- upon all leaders to motivate and inspire performance in their teams to achieve success.
- Ensuring consumer participation, to give the consumers a feeling of being part of the product hence promoting and marketing it to boost sales in the long run.
- Consumer education; Mr. Mabunda urged companies to educate consumers on how to use their products /

services in a safe and responsible way.

- Use of brand ambassadors to promote a product/service, to increase visibility of the company and sales.

Mr. Mabunda kept the house hooked and engaged throughout his presentation as everyone was keen to learn from the astute business leader who currently steers UBL to success.

Mr. Julius Wandera (Principal Communications Officer, ERA) gave a vote of thanks to the guest speaker. The event was closed with a cocktail, courtesy of UBL.

WE DELIVER!