



THE POLICY

ORGANIZATION AND RULES

OF THE

UGANDA SCOUTS ASSOCIATION

April 2012

PART I
GENERAL PRICIPLES

1. AIM

The aim of the Association is to develop good citizenship among young people by forming their character, training them in habits of observation, conservation, obedience, and self-reliance ‘inculcating loyalty, and thoughtfulness for others, teaching them services, skills and handcraft useful to the public **and to themselves, and promoting physical, intellectual, social, emotional and spiritual development.**

2. METHOD

The characteristic method of training a Scout is by admitting a member to a small group e.g. (Patrol) which; is guided by adult leadership, is increasingly self-governing in its successive age group by opening succession of congenial/friendly activities and achievements in a largely outdoor setting and offering opportunities of service to others; by putting progressively increasing measures of responsibility for self and others, acquiring competence, self-reliance, character, dependability, and powers both of co-operation and by each individual deserving membership as follows:

3. THE SCOUT PROMISE

The Scout makes the following Promise:

- a. On investiture, (A Junior Scout, Venture Scout and Rover Scout, to be) shall make the following Promise, as shall also a Scouter or Commissioner of any rank upon appointment:

*“On My Honour I Promise that I Will Do My Best,
To Do My Duty to God, and My Country,
To Help Other People at all times and,
To Obey the Scout Law”*

- b. On investiture, a Cub Scout shall make a simpler form of Promise:

*“On My Honour I Promise I Will to Do My Best,
To Do My Duty to God and to My Country
To Obey the Cub Scout Law and,
To Help Somebody everyday”*

- c. On investiture, the Venture Scout or Rover Scout makes or re-affirms the Promise as in Rule 3(a)
d. A Scouter to whom a Warrant is issued for the first time makes or re-affirms the Promise as in Rule 3(a)
e. Other persons connected with the Movement may make the Promise as in Rule 3(a)

4. THE SCOUT LAW

a. The Scout Law shall be:

1. A Scout's honour is to be trusted.
2. A Scout is a good citizen, who respects God, own Country, Own parents, employers, Scouters and others.
3. A Scout's duty is to be useful and to help others.
4. A Scout is a friend to all and kin to every other Scout, no matter to what country, community or religion the other may belong.
5. A Scout is kind and has respect for others.
6. A Scout learns about environment and is concerned with its conservation.
7. A Scout obeys lawful orders of those in authority.
8. A Scout is cheerful and brave in all difficulties.
9. A Scout makes good use of all things.
10. A Scout is clean in appearance, thoughts, words and deed.

b. The Cub Scout Law shall be:

1. Cub Scouts obey their leaders
2. Think of others before themselves and
3. Always do their best

5. RELIGION

- a. If a group is composed of members of one particular form of religion, it is the duty of the group Scout leader or Scouter in charge to encourage the attendance of such members at such religious instruction and observance as the sponsoring authority may consider desirable.
- b. Where it is not permissible under a rule of the religion of any Scout to attend religious observances other than those of their own form of religion, the Scouters of the group must see that such a rule is strictly observed while the Scout is under their control.
- c. In no circumstance should a Scouter urge a Scout to attend places of worship other than those of their own form of religion.
- d. Gatherings of Scouts known as "Scouts Own" are held for the worship of God and to promote fuller realization of the Scout Law and Promise, but these are supplementary to and not in substitution for, the religious observances referred to in Rule 5 above.

6. POLITICS

- a. The Scout Movement is non-political.
- b. The Uganda Scouts Association being a non-political body must not directly support or be seen to support any political organization. However individual members of Uganda Scouts

Association can belong or support a political organization as long as their actions are not construed to imply that the Association and/or Scouts support that particular political organization.

That said it is within the mandate of Uganda Scouts Association as a member of the civil society to play an active role to raise awareness about good governance and therefore actively participate during elections through election monitoring and maintaining order during public rallies as may be requested by the Electoral Commission. It is therefore okay for Scouts to be involved as electoral officers during the general elections.

However, it should be noted that any involvement of Scouts at the request of a specific political organization must be authorized by the Chief Commissioner on recommendation of the District Commissioner.

7. FINANCE

- a. The Association shall derive its income from membership fees, donations, grants, legacies, loans, trading and any other operations compatible with the Principles of Scouting and the Laws of Uganda.
- b. Each District Scout Council to become a registered member entitled to carry out Scouting in their district, participate and vote during the National Scout Council and receive support from the Headquarters and other benefits shall pay annual subscription fee at an agreed rate to be determined from time to time by the National Scout Council.
- c. All District Scout Councils shall pay their annual subscription fees at the beginning of year but in any case not later than 31st August. Districts Scout Councils that do not remit their annual subscription fees by 31st August shall be automatically suspended.
- d. All funds shall be deposited to the credit and bank accounts of Uganda Scouts Association. Payments from these accounts shall always require two signatures of the designated persons. The official signatories of Uganda Scouts Association are the Chief Commissioner, National Treasurer, and Executive Secretary/National Executive Commissioner.
- e. Audited financial statements shall be prepared annually not later than three months after the end of the financial year and these shall be presented to the National Scout Council. The National Scout Board on behalf of the National Scout Council shall appoint auditors of Uganda Scouts Association on an annual basis.
- f. The year of the Uganda Scouts Association shall run from 1st January to 31st December.
- g. The Uganda Scouts Association may acquire and dispose property in accordance with this Constitution and Laws of Uganda.
- h. District Scout Councils, Zonal Scout Councils and Scout Units/Groups are expected to support themselves locally.

- i. District Scout Councils may fundraise and manage their own funds but must send copies of quarterly activity/project and financial reports and end of activity/project and financial report to the Headquarters not later than three (3) months at the end of the funded activity/project for consolidation into the Uganda Scouts Association programme and financial reports.
- j. All funds raised by and in the District Scout Council must be deposited to the bank account(s) of the District Scout Council. Payments from these account(s) shall always require two signatures of the designated persons. The official signatories of District Scout Councils are the Chairperson, Treasurer and District Commissioner.
- k. The District Treasurer in consultation with the District Commissioner and District Executive Commissioner shall prepare a budget and financial report for each financial year and present it to the District Scout Committee for endorsement and submission to the District Scout Council for approval.
- l. All funds raised by and in the Zonal Scout Councils must be deposited to the bank account(s) of the Zonal Scout Council. Payments from these account(s) shall always require two signatures of the designated persons. The official signatories of Zonal Scout Councils are the Chairperson, Treasurer and Zonal Commissioner.
- m. The Zonal Treasurer in consultation with the Zonal Commissioner and Zonal Executive Commissioner shall prepare a budget and financial report for each financial year and present it to the Zonal Scout Committee for endorsement and submission to the Zonal Scout Council for approval and submission to the District Scout Committee for consolidation with budgets and financial reports of other Zonal Scout Councils in the district.
- n. Units/Groups are not allowed to issue any form of general appeal for funds unless permitted by the District Scout Committee and District Commissioner in exceptional circumstances. In giving such permission the District Scout Committee and/or District Commissioner must designate the exact District in which the appeal may be made, which must not in any event overstep the boundaries of the District Scout Council itself.
- o.
 - i. The spirit of the Movement is that on the part of the Scouts themselves, money should be earned.
 - ii. Provided the Unit/Group, Zonal Scout Council or District Scout Council is responsible for raising a reasonable part of its funds, the acceptance of grant in aid or loans is not contrary to the policy of this rule.
- e.
 - i. Scouts may take part in street sales or collections, either for their own funds or for other institutions or charities only when such an authority is given by the National Executive Committee. Touting the public is not allowed in Scouting. Scouts may assist under proper

supervision the selling of programmes/items at a fixed price at recognized events just as they may assist institutions or charities as messengers or in other capacities.

- ii. Scouts should not be used for advertisement except with recognition and acceptance. Scouts may only take part in selling and advertising proprietary goods with the approval of the National Executive Committee. Such approval will only be given where the selling or advertising is to the advantage of Scout Movement.
- f. All members of the Association, acting as such, must observe the provisions of Rule (4) and must not countenance or be concerned in any public method of raising money for Scouting or other purposes which is in any way contrary to the Laws of Uganda, or likely to encourage the Scouts in the practice of gambling.

PART II

GENERAL ORGANIZATION

8. LEGAL STATUS

- a. Scouting was founded in Uganda in 1915 and operated by the Uganda Boy Scouts Association which joined the World Organization of the Scout Movement on 11th January 1964. The Uganda Boy Scouts Association having its principal place of business in the city of Kampala was incorporated by Chapter 45 of the Statutes of Uganda, 1963 under the name of the Uganda Boy Scouts Association, which itself was incorporated by the Boy Scouts and Girl Guides Act 1922. The Uganda Boy Scouts Association was in 1974 renamed the Uganda Scouts Association reflecting the broadening and opening up of the Scout Movement to include both Male and Female Scouts. Since the Boy Scouts and Girl Guides Act, Chapter 45, Laws of Uganda was not amended to reflect the change of name, and for the better management and protection of the interests of the Association, the Uganda Scouts Association was in 2010 legally registered under Chapter 110 of the Laws of Uganda, 1961 as a Company Limited by Guarantee.
- b. Uganda Scouts Association replaced and took over all business, activities, assets, properties or liabilities of Scouting in Uganda previously or formerly operated under the Uganda Boy Scouts Association and is the sole body controlling the Scout Movement throughout Uganda and is the National Scout Organization recognized as a member of the World Organization of the Scout Movement and adheres to the Constitution of the World Organization of the Scout Movement in accordance with the principles of democracy and with the decisions of the World Scout Conference.
- c. Both Chapter 45 of the Laws of Uganda, 1963 and Chapter 110 of the Laws of Uganda, 1961 protect the activities of Uganda Scouts Association and make it an offence for any person to form, organize, work, claim or purport to be an Association, Union, Group or body of Scouts without the Authority of the Uganda Scouts Association. The Law also grants the Association the exclusive use of certain Scout uniform, names, titles, badges and related items and restricts the sale of articles bearing the Scout emblem, badge and related items to unauthorized persons. Any person willfully contravening the above provisions commits an offence and is liable on conviction to imprisonment or to a fine or to both and it shall be lawful for the Court to order the forfeiture of any such uniform, badge, token or emblem in respect of which an offence has been committed and a conviction recorded.

9. MEMBERSHIP

- a. The membership of Uganda Scouts Association is open to all residents in Uganda (temporary or otherwise) of every religion and community.
- b. Foreign persons interested in becoming members of the Association may be admitted as members on recommendation of the District Commissioner with the approval of the Chief Commissioner and will then make or re-affirm the Scout Promise in the following form:

*“On my honour, I promise that I will do my best
To do my duty to God and to this Country
To help other people at all times, and
To obey the Scout Law”*

- c. The Cub Scouts who are foreign persons make or re-affirm the Cub Promise as follows:

*“I promise that I will do my best,
To do my duty to God and this Country,
To obey the Cub Scout Law and
To help somebody everyday”*

- d. The following are considered members of the Uganda Scouts Association so long as they are properly serving in the ranks or positions named and are fully paid up:
 - i. Scouts who are members of a registered unit/group.
 - ii. Scouters.
 - iii. Persons holding non-warranted or honorary rank.
 - iv. Members of the District Scout Councils.
 - v. Members of the National Scout Council.
- e. In addition to other methods subsequently provided in the P.O.R, the membership of any person may be temporarily suspended by the National Executive Committee of the Uganda Scouts Association which shall then inform the National Scout Board for further action. The National Executive Committee shall not be under any obligation to the suspended member to state its reasons for such action.

10. EXTERNAL RELATIONS

- a. The Association is not subject to control by any Department of Government but co-operates with all government departments and national bodies in the country.
- b. The Association desires friendly relations with other national/international organizations of a non-political character having similar aims. The relationship between Uganda Scouts Association and other national/international organizations is governed by the Marrakech

Charter that guides Partnerships between National Scout Associations and entities external to the Scout Movement.

- c. For purposes of better management and relations with our sister organization the Uganda Girl Guides Association, it should be clearly understood that the Constitution, organization and finances or any property of the Uganda Scouts Association are entirely separate from those of the Uganda Girls Guides Association; however, co-operation between the two Associations shall remain as close as possible.
- d. The Uganda Scouts Association desires and/or collaborates with all National Scout Associations registered with the World Scout Bureau, which is responsible for the recognition and registration of the National Scout Associations throughout the world and for the organization of the world events. The relationship between Uganda Scouts Association and other National Scout Associations is governed by the Marrakech Charter that guides Partnerships within the World Organization of the Scout Movement.

11. GENERAL SCHEME OF ORGANIZATION

- a. Uganda Scouts Association is governed by the National Scouts Council, with membership and functions as given in the Constitution and this POR.
- b. The National Executive Committee of the Uganda Scouts Association can recommend amendments to the Rules contained in ‘Policy, Organization and Rules’ and the Association Constitution from time to time as it may deem fit for approval by the National Scout Board and/or National Scout Council.

12. CORRESPONDENCE

- a. All correspondences relating to Scout matters with Scout officials, Scouts or Scout groups in other countries must go through the National Headquarters.
- b. No member of the Scout Movement may express opinion in the name of the Association in the public press on any matter of Scout policy or principle, or be concerned in any sound or television broadcast referring to or relating to the Scout Movement without previous approval of the Chief Commissioner or National Executive Commissioner.
- c. Violation of any or all the above shall lead to appropriate disciplinary action including loss of membership by the culprit.
- d. It is essential that:-
 - i. All enquiries must be answered promptly.
 - ii. Information must be passed on to the person concerned.

- e. Correspondence relating to Scout matters must not be passed on to any Ministry, Government Department or to any Embassy whether in Uganda or elsewhere, without reference to relevant Scout Authority.

13. CENSUS

- a. An annual census is taken from the annual registration returns as on 31st August, which must reach the H.Q. through the District Commissioner for Scouts. The necessary census forms shall be picked from the National Executive Commissioner by the DEC not later than 31st March of every year.
- b. If annual registration is not effected by means of the census returns and by the correct date, a district or group's membership shall be cancelled. Members of unregistered groups who wear Scout uniform, badges or in any way present themselves, as members of the Association shall be liable to prosecution as in Rule 8 (c).
- c. Every registered member shall be provided with a membership card.

PART III

14. WARRANTS

- a. Warrants are issued by the Chief Scout to the Chairperson and the two Vice chairpersons of the National Scout Council, all Board members, Chief Commissioner and National Treasurer.
- b. Warrants are issued by Chief Commissioner to Scouters of the ranks below if s/he is satisfied with the Scouter's credibility:
 - Deputy Chief Commissioner.
 - Asst. Chief Commissioner.
 - Chairperson, Vice Chairperson and Treasurer of the District Scout Council.
 - District Commissioner for Scouts.
 - Asst. District Commissioner for Scouts.
 - District Executive Commissioner.
 - Zonal Scouters.
 - Unit/Group Scouters.
- c. A person may not hold two or more warrants, and/or other ranks, unless he/she has the time and ability to carry out satisfactorily the duties involved in every case subject to the recommendation of the District Scout Council and District Commissioner concerned.
- d. Warrants are valid for the following period
 - (i) Commissioners: until the 31st August of the Election year.
 - (ii) Zonal Scouters: until the 31st August of the Election year.
 - (iii) Unit/Group Scouters: until the 31st August of the Election year.

A warrant ceases to be effective and must be returned to Headquarters for cancellation on the holder discontinuing, or failing to perform, the duties for which it was issued. The warrants may also be withdrawn in cases of misconduct or inability or failure to perform duties to the satisfaction of the Association.

- e. The above rules relating to the warrants refer equally to Honorable Charges. Honorable Charges are only valid as in accordance with the regulations for Commissioners' warrants and also become invalid and must be returned for cancellation if the holder ceases or fails to perform the duties for which they were issued, or behaves in a manner detrimental to the credibility of the Scout Movement.

15. APPOINTMENT OF COMMISSIONERS

- a. **Assistant Chief Commissioners are appointed by the Chief Commissioner.**
- b. **District Commissioners and Assistant District Commissioners will be nominated by the District Scout Council for appointment by the Chief Commissioner.**
- c. All such recommendations are made on the appointment form, which should be sent to the Headquarters through the District Commissioner for Scouts.
- d. **Section Commissioners and National Committees members** are nominated by the Assistant Chief Commissioners for appointment by the Chief Commissioner either (1) for special duties, i.e. Cub Scout, Junior Scouts, Venture Scouts, Rover Scouts, Sea Scouts, Air Scouts or Scouts with Disabilities. In each case the nature of the appointment is indicated on the Warrant.

16. TRAINING TEAM

- a. **Trainers for Training of Scouters are known as Leader Trainers and Assistant Leader Trainers, Support Leader Trainers and Specialized Trainers on accreditation by USA.**
- b. The Chief Commissioner will select and appoint from the Assistant Leader Trainers and Leader Trainers the ACC Training who will be responsible for the Training of Scouters.
- c. Leader Trainers and Assistant Leader Trainers are authorized to act as such by the grant of a Honorable Charge, which is a Certificate of qualification and is only valid as in Rule 14 (e).
- d.
 - (i) Leader Trainers and Assistant Leader Trainers are selected for their suitability to train Scouters. They are recommended to the Regional Training Committee (Africa) by the Chief Commissioner, on the advice of the ACC Training for the grant of an Honorable Charge. When this is approved, the recipient is granted a Warrant as Trainer by the Chief Commissioner to enable him/her carry out training duties in all parts of the country.
 - (ii) Rules 14 (d) and 15 (a) relating to Commissioner's Warrants apply to both the Honorable Charge and the Warrant.
 - (iii) When the Warrant is given up the Honorable Charge will also be relinquished.
- e. The functions of Leader Trainers and Assistant Leader Trainers under the leadership of the Assistant Chief Commissioner Training are to assist the District Commissioners in encouraging and providing facilities for the training of Scout Leaders, Leaders of Adults and to organize WoodBadge Training Courses and Basic Training Courses.

17. WARRANT APPLICATION

- a. Applications for warrant or Temporary Permits for Zonal Scouters and Group Scouters are made on appropriate Form by the Scouter through the District Commissioner in accordance with the procedure set out in the following rules.
- b. **The District Commissioner must, within 30 days from the date of application, inform the District Executive Committee of any application and vice versa.**
- c. Applicants for Warrants or Temporary Permits as Zonal Scouters and Group Scouters shall have their forms endorsed by a person of repute who knows the applicant personally and can vouch for his character and general suitability. The form shall then be presented for approval to the District Executive Committee by the District Commissioner.
- d. **In the case of an application for Scouters of a sponsored Group (see Rule 14) the nomination must be made or approved by the sponsoring authority as in Rule 14.**
- e.
 - (i) Applicants for Warrants or Temporary Permits as Group Scouters shall serve a probationary period of three months in the actual rank for which the Warrant is desired. During the probationary period the District Commissioner (or nominee) will satisfy that the applicant is competent to train and test Scouts for the Pre-investiture stage. The probationary period for Scout Leaders may commence at the age of 19 years.
 - (ii) **The application form should be completed by the Scouter as soon as the period of probation starts so that his/her full particulars are known and recorded. But the application, if approved, may be submitted to Headquarters before the probationary period has fully expired, but in no case will the Warrant or Temporary Permit be presented to the Scouter before the probation period is completed.**
 - (iii) If during this period the applicant's service or character appears unsatisfactory, the Warrant or Temporary Permit will be immediately returned to Headquarters for cancellation, together with an explanation of the facts.
- f. When a Scouter from another District, whether in-side or outside Uganda, offers his/her service, the District Commissioner for Scouts should immediately record full name and previous service and send a confidential enquiry to Headquarters as to the character, service and suitability and should take no further action until a satisfactory reply is received.
- g. On completion of an applicant's probationary period of service, a Warrant or Temporary Permit shall be issued within a period of 2 months.
- h. An applicant will not normally be granted a Warrant unless one has:

- (i) Previously held a Warrant or
 - (ii) has completed a recognized form of pre-warrant training or
 - (iii) Passed a Basic Training Course of the Section for which the Warrant is required.
- i. A temporary Permit is valid for one year only, during which period the Scouter should reach a satisfactory standard of a Basic Training Course for the appropriate section.
 - j. The District Executive Committee must satisfy itself in every case that the applicant has good character and previous history to be entrusted with the care of children and young people, and has, in particular:
 - (i) A full appreciation of the religious and moral aim underlying the scheme of Scouting.
 - (ii) Personal standing and character such as will ensure a good moral influence and sufficient steadfastness of purpose to carry out the work with energy and perseverance.
 - (iii) A willingness to avail ones' self to any facilities offered for training appropriate to the rank.
 - (iv) The necessary qualifications required by the Rule relating to the rank in question.
 - k. In the case of Group Scouters, other than Group Scout Leader, the District Commissioner for Scouts must ascertain that the Group Scout Leader approves the recommendation for a Warrant/Temporary Permit.
 - l. The District Commissioner must be satisfied, that the applicant is qualified and suitable as in Rules (e), (f), (g), (h), (i) and (k) above and that the foregoing procedure is properly observed.
 - m. In view of the responsibility to parents and of the dangers which have been found to exist, District Scout Councils and District Commissioners must take every precaution to ensure that no one whose moral character is open in any way to suspicion should be admitted into the Scout Movement, and they must show no false mercy in any case where such a person has gained admission. Where circumstances indicate that a criminal offense may have been committed, the District Commissioner for Scouts should see that Police is informed.
 - n. When both District Executive Committee and the District Commissioner are satisfied, a recommendation is made to the Chief Commissioner on an appropriate Form which must be signed by either the sponsoring authority or the Group Scout Leader and the District Commissioner for Scouts.
 - o. Where recommendation is refused on the ground that the person is undesirable or unfit to have charge of Scouts, a written report by the District Commissioner must be sent to the Chief Commissioner.

18. CANCELLATION

a. Warrants may be cancelled as follows:

- (i) Warrants for the Chairperson Council and the two Vice chairpersons, Board members, Chief Commissioner and National Treasurer shall be cancelled by the Chief Scout on the recommendation of, or by a resolution of the National Scout Council.
- (ii) Warrants for the National and District level Scout Commissioners shall be cancelled by the Chief Commissioner on recommendation of an Assistant Chief Commissioner or the National Executive Committee.
- (iii) Zonal and Unit/Group Scouters – on the recommendation of the District Commissioner after a meeting of the District Scout Council or its Executive Committee, at which the Scouter concerned is entitled to be heard.
- (iv) All ranks – on the Warrant ceasing to be effective under Rule 14(d) or by resolution of the National Executive Committee of Uganda Scouts Association under Rule 9(e).

b.

- (i) In case of a sponsored Group, the sponsoring authority is entitled to be heard by the District Scout Council in any matter concerning the cancellation of the Warrant of any Scouter of the Group.
- (ii) Where the sponsoring authority of a religious based institution Group, or one attached to any religious organization, expresses dissatisfaction with a Scouter of the Group, the District Commissioner shall give effect to the Sponsor's view, provided that the objection is based solely on the ground that the Scouter is not fulfilling his/her religious duties either by example or receipt. Where, however any other question, such as moral character or technical efficiency is involved, the matter must be dealt with in accordance with Rule 18(a) and 19 and a report sent to Headquarters.

19. SUSPENSION

a.

- (i) Where it appears desirable in the interest of the Scout Movement, the holder of a Warrant may be Suspended as follows:
 - ❖ **Chief Commissioner, Treasurer and National Scout Board Members– by the Chief Scout on recommendation of the National Scout Council.**
 - ❖ Assistant Chief Commissioners – by the Chief Commissioner on recommendation of the National Scout Board.

- ❖ District Commissioners – by the Chief Commissioner on recommendation of the National Executive Committee.
 - ❖ Zonal and Unit/Group Scouters: by the Chief Commissioner on recommendation of the District Commissioner or District Scout Council.
- (ii) Suspension of all Scouters in a District Scout Council or of all Scouters of a Group respectively may result from Suspension of the District Scout Council under Rule 27(e).
- b. A person suspended must, for the time being surrender the Warrant in accordance with Rule 20(b); must refrain from participation in any activity connected with the Scout Movement, and must not wear a Scout uniform, badges or related Scout items. Any ranks or appointment held in the Scout Movement by such a person is to be considered vacant for the time being. Any case of difficulty arising under this Rule is to be referred to Headquarters.
- c.
- (i) Suspension of a District Scout Council or Scouter is a purely temporary measure. It must be followed as soon as possible by a full enquiry by the National Executive Committee. For this purpose the Chief Commissioner shall appoint a small committee with full power to act.
 - (ii) The District Scout Council or person suspended must be informed of the proposed enquiry, and be given reasonable opportunity to attend and to state their case.
 - (iii) If a sponsored Group is affected, the sponsoring Authority must be given similar opportunity to attend and be heard.
 - (iv) After enquiry under Rule 19 (c)(i) a full report by the Committee put in place will be presented to the National Scout Board for further action. The National Scout Board has the power to uphold or reject the findings of the Committee. Should the National Scout Board overturn the suspension then the Chief Commissioner shall issue a new warrant to concerned Scouter but should the National Scout Board uphold the suspension, then the Chief Commissioner shall retain the warrant and inform all District Scout Councils to stop any dealings with the concerned Scouter until the suspended person has served the full term of the suspension.

20. RETURN OF WARRANTS

- a. All Warrants and Temporary Permits remain the property of the Uganda Scouts Association and must be returned to Headquarters at any time on demand or suspension by the appropriate Authority or on leaving the Scout Movement.
- b. Warrants and Temporary Permits must otherwise be returned by the holder, whether the demand is made or not, as follows:
 - (i) On the Warrant ceasing to be effective under Rule 14 (c& d)
 - (ii) Where a recommendation for cancellation is made to Headquarters under Rule 18
 - (iii) During any suspension, the Warrant is to be retained by the Chief Commissioner to whom it is returned until the matter is determined.
- c. When application is made for a warrant after completion of a Preliminary Training Course or other recognized form of Pre-Warrant Training, the Temporary Permit which is being replaced by a warrant must be attached to the application.
- d. Whenever a Warrant or Temporary Permit is returned to Headquarters the reason should be stated.
- e. **All questions relating to a Warrant or Temporary Permit should be referred to the Chief Commissioner.**

21. TRANSFERS AND CHANGES OF RANK

- a. Where a Scouter changes his rank in the same Unit/Group or takes up work with another Unit/Group in the same District, the District commissioner may recommend to the Chief Commissioner the making of necessary amendments on the Scouter's warrant or temporary permit.
- b. When a Scouter is transferred to another District he/she must return his/her warrant for cancellation and apply for a new warrant on an appropriate form in accordance with Rules 17.
- c. When it is known that a Scouter is being transferred to another District, the District commissioner should notify Headquarters of his new address (if known), so that the District Commissioner of the Scouter's new District may be informed. The District Commissioner should at the same time send the Headquarters a brief confidential report on his service.

22. NON-WARRANTED RANK

- a. The following appointments may be made by the Chief Commissioner and are known as non-warranted ranks Instructor, Examiner, Religious Adviser, Medical Officer, and

Quartermaster. In addition, appointments of the ranks of the District Scout Council Chairperson, Vice Chairperson and Treasurer, which carry certificates of recognition, are made by the Chief Commissioner.

- b. The procedure to be observed, and the precautions to be adopted by the District Scout Council and District Commissioner are the same as in the case of Zonal or Unit/Group Scouters. In addition to general qualifications as above and the special qualifications laid down for each rank, a person to receive a non- warranted rank must be at least 21 years of age.
- c. The rank of trainer may be conferred above upon a person who has expert knowledge of any subject in which he/she is prepared to instruct Scouts, and who has already done so for the District Scout Council as whole.
- d. The rank of examiner may be conferred as above upon the person who has expert knowledge of any subject necessary for a Scout proficiency badge, in which he/she is prepared to examine Scouts. The appointment may be made in respect of one or more groups or for the District Scout Council as a whole. A Trainer or Scouter may be appointed an examiner.
- e. The ranks of a religious adviser may be conferred on a person who acts in such capacity.
- f. The ranks of a medical officer may be conferred as above on a member of the medical profession who gives services to Scouts.
- g. The appointment of the District Scout Council Chairperson, Vice Chairperson and Treasurer lies with the Chief Commissioner and such appointment is to be recognized by the Chief commissioner through the District Scout Council .The office bearers shall hold office for four consecutive years renewable.
- h.
 - (i) Persons holding non- warranted rank wear uniform as for Scouters upon investiture.
 - (ii) If attached to a particular group they will wear the section Scarf otherwise a district scarf or gilwell scarf if entitled to it.

24. HONORARY RANKS

- a. The Chief Commissioner may confer with the approval of the Award Committee of Uganda Scouts Association the corresponding honorary ranks upon a Commissioner or Scouter giving up his/her warrant.
- b. Persons holding Honorary Ranks may wear uniform and badges as for the corresponding warranted rank.

PART IV

MANAGEMENT OF SCOUTING IN THE DISTRICTS

25. DISTRICT LEVEL

- (i) There shall be one District Scout Council as the supreme governing body of Scouting in the district.
- (ii) The District Scout Council shall consist of the following:
 - 6 Zonal Delegates (Chairperson, Treasurer, Zonal Commissioner, Zonal Executive Commissioner, 1 Youth Representative and 1 other person elected by the Zonal Scout Council)
 - Members of the District Scout Committee i.e. Patron, Scout Promoter, Chairperson, Vice Chairperson, Treasurer, Representative of the District Education Department, Representative from the District Head Teacher's Association, District Commissioner (as Secretary) and District Executive Commissioner (as Minute Secretary);
 - Members of the District Executive Committee i.e. District Commissioner, Deputy District Commissioner, Assistant District Commissioners, District Executive Commissioner and 2 Youth Representatives;
 - Other invited guests including representatives from the Headquarters.
- (iii) The District Scout Council shall hold two meetings every calendar year. One meeting in the month of February and the other meeting in the month of November. The District Scout Council meeting of February will handle the issues from the National Scout Council and planning for the year while the meeting of November will be the annual general meeting.
- (iv) The District Scout Council shall have the following functions:
 - To consider and act on the decisions, policies and standards set by the National Scout Council.
 - To promote the Scout Movement throughout the district and to take such action as shall further the purpose, mission and vision of the Scout Movement.
 - To hold elections of office bearers in the District once every four years.
 - To consider reports and recommendations presented by the District Commissioner.
 - To consider recommendations brought forward by Zonal Scout Councils and the District Youth Forum.
 - To consider and propose amendments to the Association Constitution and By-Laws.
 - To exercise other functions resulting from the Association Constitution and its By-Laws.

(v) For better management of Scouting in the District, the following organs must be put in place:

- District Scout Committee comprised of the Patron, Scout Promoter (optional), Chairperson, Vice Chairperson, Treasurer, Representative of the District Education Department, Representative from the District Head Teacher's Association, District Commissioner (as Secretary) and District Executive Commissioner (as Minute Secretary);
- District Executive Committee comprised of the District Commissioner (as Chairperson, Deputy District Commissioner, Assistant District Commissioners, 2 Youth Representatives and District Executive Commissioner (as Secretary);

(vi) The positions in the District-level organs shall be filled as follows:

- The Chairperson, Vice Chairperson, Treasurer and District Commissioner by election of the District Scout Council;
- The Patron shall be the President's representative in the district;
- The Scout Promoter shall be elected by District Scout Council;
- The 2 Youth Representatives to the District Executive Committee (1 male and 1 female) shall be elected by the District Youth Forum from all zonal youth representatives and other Youth aged 18-26years from a registered unit/group;
- The Assistant District Commissioners and District Executive Commissioner shall be appointed by the Chief Commissioner on recommendation of the District Commissioner after being vetted by the District Scout Committee.

(vii) For better management especially the finances and projects, all District Scout Councils must adhere to the following:

- Each District to become a registered member shall pay an annual subscription fee at an agreed rate to be determined from time to time by the National Scout Council.
- Districts that do not remit their payments by 31st August shall automatically be suspended.
- District Scout Councils may fundraise and manage their own funds but must send copies of quarterly activity/project and financial reports and end of activity/project and financial report to the Headquarters not later than three (3) months at the end of the funded activity/project for consolidation into the Uganda Scouts Association programme and financial reports.

- All funds raised by and in the District Scout Council must be deposited to the bank account(s) of the District Scout Council. Payments from these account(s) shall always require two signatures of the designated persons.
- The official signatories of District Scout Councils are the Chairperson, Treasurer and District Commissioner.
- All districts must keep books of accounts and branded vouchers such as requisition notes, payment vouchers, receipt book, and cash book among others;
- All money received must be banked before it is used;
- Monthly bank reconciliations must be prepared;
- The District Commissioner must present the quarterly financial report to District Scout Committee for approval and a certified copy signed by the Chairperson and Treasurer must be sent to the Headquarters;
- All District Scout Councils must prepare annual budgets which are approved by the District Scout Council at its February meeting.
- It is the duty of the District Scout Committee to ensure compliance and adherence to the Budget including raising the incomes and tracking expenditures as per the approved budget framework;
- All districts must use branded letterheads, stamps and business cards. The designs for the branded materials shall be approved by the Headquarters before use;
- Every district must obtain an official email address and this email must be checked at least twice a week.

(viii) The functions of the District Scout Committee shall be:

- To act on behalf of the District Scout Council between its meetings by holding quarterly meetings; to give effect to its decisions, and recommendations; and to represent it at Scout events.
- To promote the Scout Movement throughout the district.
- To receive and approve the quarterly progress and financial report of the district from the District Commissioner and endorse it for sending to the Headquarters;
- To ensure compliance and adherence to the budget framework approved by the District Scout Council.
- To advise and assist Zonal Scout Councils in carrying out the purpose, principles and method of Scouting.
- To accept the responsibility for the raising of funds and initiating community projects aimed at promoting and developing Scouting in the district.

- To establish committees and sub-committees as required for the proper functioning of the District Scout Committee and for orderly and effective implementation of the basic principles of Scouting as expressed in this Constitution and its by-laws.
 - To maintain relationships with other District Scout Councils and District Scout Committees, as well as civic and other authorities, religious and educational bodies in the district.
 - To exercise other functions resulting from this Constitution and its By-Laws.
- (ix) The functions of the District Executive Committee shall be:
- To implement the decisions and recommendations of the District Scout Council and District Scout Committee.
 - To promote the Scout Movement throughout the district by means of visits, correspondence, training courses and other appropriate action.
 - To receive and endorse for the approval of the District Scout Committee the quarterly progress and financial report of the district from the District Commissioner.
 - To prepare the agenda and procedure of the meetings of the District Scout Council giving considerations to suggestions from the Zones.
 - To prepare for the approval of the District Scout Committee and onward presentation to the District Scout Council for adoption the annual work plan and budget.
 - To ensure compliance and adherence to the work plan and budget framework approved by the District Scout Council.
 - To support Zonal Scout Councils in carrying out the purpose, principles and method of Scouting.
 - To accept the responsibility for the raising of funds and initiating community projects aimed at promoting and developing Scouting in the district.
 - To establish committees and sub-committees as required for the proper functioning of the District Executive Committee and for orderly and effective implementation of the basic principles of Scouting as expressed in this Constitution and its by-laws.
 - To maintain relationships with other District Scouts Councils and District Executive Committees, as well as civic and other authorities, religious and educational bodies in the district.
 - To exercise other functions resulting from this Constitution and its By-Laws.
- (x) The functions of the Patron and Scout Promoter of the District Scout Council shall be:
- To promote, encourage and foster the growth of Scouting in district.
 - To officiate/preside over Scout Events held in Uganda.

- To preserve and protect all properties and interests of the District Scout Council holding in trust for children and Scouts of the district.
 - To participate in District Scout Council and District Scout Committee meetings.
 - Where possible to lead and represent the District Scout Council at International and Regional Scout Events held outside Uganda.
 - To commission the Chairperson, Vice-Chairpersons, Treasurer and District Commissioner.
 - To recognize and award Scouters for distinguished service to the Scout Movement in the district.
- (xi) The functions of the Chairperson and Vice Chairperson of the District Scout Council shall be:
- Convene and preside over the meetings of the District Scout Council.
 - Foster the organization and effective operation of the District Scout Council.
 - Keep the Chairperson and Vice Chairpersons of the National Scout Council and the Patron of the District Scout Council informed of the state and activities of the District Scout Council.
 - Advise the District Commissioner on policy and governance matters of the District Scout Council.
 - To Chair quarterly meetings of the District Scout Committee.
- (xii) The functions of the Treasurer of the District Scout Council shall be:
- To convene and preside over meetings of persons responsible for finances in the District Scout Council.
 - To prepare in consultation with the District Commissioner and District Executive Commissioner a budget and financial report for each financial year and present it to the District Scout Committee for endorsement and submission to the District Scout Council for approval.
 - To be a signatory to all the Bank accounts of the District Scout Council.
 - To advise the District Scout Council, District Scout Committee and District Executive Committee on financial planning, budgeting and management.
 - To ensure compliance and adherence to the budget approved by the District Scout Council.
 - To act as the internal auditor of the District Scout Council.
- (xiii) The functions of the District Commissioner for Scouts shall be:
- To be responsible for overall leadership and management of Scouting in the district.

- To supervise the implementation of all directives and decisions in the district of the National Scout Council, National Scout Board, National Executive Committee, National Secretariat, the District Scout Council and District Scout Committee.
 - To keep the Headquarters informed of the activities and progress of the Scout Movement in the District by providing written quarterly status reports. Copies of quarterly status reports sent to the Headquarters should be given to the Patron and Chairperson of the District Scout Council, L.C.V Chairperson, CAO and DEO. The quarterly district status report should include activities undertaken, ongoing projects, partnerships, achievements, challenges, lessons learned, recommendations and planned activities for the next quarter. The quarterly Status report can be sent to the headquarters email: scouts@ugandascouts.org.
 - To constitute or ensure the establishment of Zonal Scout Councils and Committees in every sub-county or division in the district and collect monthly reports from the Zonal Commissioners.
 - To recommend to the Chief Commissioner for appointment and issuing of warrants Scouts for the positions of Deputy District Commissioner, Assistant District Commissioners, District Executive Commissioner, Zonal Commissioners, Scout Leaders and Group Scout Leaders.
 - To recommend to the Chief Commissioner for appointment and issuing of honorary charges distinguished individuals elected by the District Scout Council as Chairperson, Vice Chairperson, Treasurer and Promoters.
 - To present a progress report for the preceding year at the annual general meeting of the District Scout Council.
 - To represent the Association to the public and other authorities in the district.
 - To lead the development of an annual work plan and supervise the work of the Assistant District Commissioners, District Executive Commissioner and Zonal Commissioners, as per the budget approved by the District Scout Council.
 - To make contacts, as necessary, by correspondence and visits in order to promote and to safeguard the interests of the Association in the district.
 - To exercise other functions as assigned by the Chief Commissioner and/or resulting from the Uganda Scouts Association Constitution and its By-Laws.
- (xiv) The functions of the Deputy District Commissioner shall be to deputise and assist the District Commissioner to execute his/her roles and responsibilities in the district.

(xv) The functions of Assistant District Commissioners shall be derived from their departments and these departments shall include Youth Programme, Training, Community Development and Projects, Public Relations and Communication, Membership and Research, Gender and any other that suitable for the interests and needs of the particular District Scout Council. The Chief Commissioner and District Commissioner have the power to assign the Assistant District Commissioners additional roles and responsibilities from time to time.

(xvi) The functions of the District Executive Commissioner for Scouts shall be:

- To be responsible for the day today management of Scouting in the district.
- To implement all directives and decisions in the district of the National Scout Council, National Scout Board, National Executive Committee, National Secretariat, the District Scout Council and District Scout Committee.
- To oversee the implementation of the approved district work plan and budget.
- To prepare quarterly work plans and budgets for the approval of the District Executive Committee.
- To promote and to safeguard the interests of the Association in the district by making contacts, as necessary, by correspondence and visits.
- To network and create opportunities for Scouting in the district.
- To exercise other functions as assigned by the National Executive Commissioner and/or resulting from the Uganda Scouts Association Constitution and its By-Laws.

26. ZONAL LEVEL

(i) For growth, development and sustainability of Scouting in the district, Uganda Scouts Association is putting in place Scout Zones. A Scout Zone shall be demarcated according to boundary of a Sub-county or a division for a Municipality. All Scout Zone shall have a Zonal Scout Council responsible for fostering the growth and development of Scouting in the Zones.

(xvii) The Zonal Scout Council shall consist of the following:

- Scout Leaders and Group Leaders of registered Scout Units/Groups in the Zone;
- Members of the Zonal Scout Committee i.e. Chairperson, Vice Chairperson, Treasurer, Representative from the sub-county or division, Representative from the Head Teacher's Association, Zonal Commissioner (as Secretary) and Zonal Executive Commissioner (as Minute Secretary);

- Members of the Zonal Executive Committee i.e. Zonal Commissioner, Deputy Zonal Commissioner, Assistant Zonal Commissioners, Zonal Executive Commissioner and 2 Youth Representatives;
 - Other invited guests including representatives from the District and Headquarters.
- (xviii) The Zonal Scout Council shall hold two meetings every calendar year. One meeting in the month of March and the other meeting in the month of October. The Zonal Scout Council meeting of March will handle the issues from the District Scout Council and planning for the year while the meeting of October will be the annual general meeting.
- (xix) The Zonal Scout Council shall have the following functions:
- To consider and act on the decisions, policies and standards set by the National Scout Council and District Scout Council.
 - To promote the Scout Movement throughout the zone and to take such action as shall further the purpose, mission and vision of the Scout Movement.
 - To hold elections as provided in the Association Constitution and By-Laws.
 - To consider reports and recommendations presented by the Zonal Commissioner.
 - To consider recommendations brought forward by Zonal Scout Committee, the Zonal Executive Committee, the Zonal Youth Forum and/or individual members.
 - To consider and propose amendments to the Association Constitution and By-Laws.
 - To exercise other functions resulting from the Association Constitution and By-Laws.
- (xx) For better management of Scouting in the Zone, the following organs must be put in place:
- Zonal Scout Committee comprised of the Scout Promoter (optional), Chairperson, Vice Chairperson, Treasurer, Representative of the Sub-county or Division, Representative from the Head Teacher's Association, Zonal Commissioner (as Secretary) and Zonal Executive Commissioner (as Minute Secretary);
 - Zonal Executive Committee comprised of the Zonal Commissioner (as Chairperson, Deputy Zonal Commissioner, Assistant Zonal Commissioners, 2 Youth Representatives and Zonal Executive Commissioner (as Secretary);
- (xxi) The positions in the Zonal-level organs shall be filled as follows:
- The Chairperson, Vice Chairperson, Treasurer and Zonal Commissioner by election of the Zonal Scout Council;
 - The Scout Promoter shall be elected by Zonal Scout Council;

- The 2 Youth Representatives to the Zonal Executive Committee (1 male and 1 female) shall be elected by the Zonal Youth Forum from all Youth aged 18-26years from a registered unit/group in the Zone;
 - The Assistant Zonal Commissioners and Zonal Executive Commissioner shall be appointed by the Chief Commissioner on recommendation of the District Commissioner after being proposed by the Zonal Scout Council and vetted by the District Scout Committee.
- (xxii) For better management especially the finances and projects, all Zonal Scout Councils must adhere to the following:
- All funds raised by and in the Zonal Scout Councils must be deposited to the bank account(s) of the Zonal Scout Council. Payments from these account(s) shall always require two signatures of the designated persons.
 - The official signatories of Zonal Scout Councils are the Chairperson, Treasurer and Zonal Commissioner.
 - Units/Groups are not allowed to issue any form of general appeal for funds unless permitted by the District Scout Committee and District Commissioner in exceptional circumstances. In giving such permission the District Scout Committee and/or District Commissioner must designate the exact District in which the appeal may be made, which must not in any event overstep the boundaries of the District Scout Council itself.
 - Have a Zonal Scout Council Bank Account(s).
 - All zones must keep books of accounts and branded vouchers such as requisition notes, payment vouchers, receipt book, and cash book among others.
 - All money received must be banked before it is used.
 - Monthly bank reconciliations must be prepared.
 - The Zonal Commissioner must present the quarterly financial report to Zonal Scout Committee for approval and a certified copy signed by the Chairperson and Treasurer must be sent to the District and Headquarters.
 - All Zonal Scout Councils must prepare annual budgets which are approved by the Zonal Scout Council at its March meeting.
 - It is the duty of the Zonal Scout Committee to ensure compliance and adherence to the Budget including raising the incomes and tracking expenditures as per the approved budget framework.

- All Zones must use branded letterheads, stamps and business cards. The designs for the branded materials shall be recommended by the District Commissioner and approved by the Headquarters before use.
 - Every Zone must obtain an official email address and this email must be checked at least twice a week.
- (xxiii) The functions of the Zonal Scout Committee shall be:
- To act on behalf of the Zonal Scout Council between its meetings; to give effect to its decisions, and recommendations; and to represent it at Scout events.
 - To promote the Scout Movement throughout the zone.
 - To receive and approve the quarterly progress and financial report of the zone from the Zonal Commissioner and endorse it for sending to the District and Headquarters;
 - To ensure compliance and adherence to the budget framework approved by the Zonal Scout Council.
 - To advise and assist member units/groups in carrying out the purpose, principles and method of Scouting.
 - To accept the responsibility for the raising of funds and initiating community projects aimed at promoting and developing Scouting in the zone.
 - To establish committees and sub-committees as required for the proper functioning of the Zonal Scout Committee and for orderly and effective implementation of the basic principles of Scouting as expressed in this Constitution and its by-laws.
 - To maintain relationships with other Zonal Scout Councils and Zonal Scout Committees, as well as civic and other authorities, religious and educational bodies in the zone.
 - To exercise other functions resulting from this Constitution and its By-Laws.
- (xxiv) The functions of the Zonal Executive Committee shall be:
- To implement the decisions and recommendations of the Zonal Scout Council and Zonal Scout Committee.
 - To promote the Scout Movement throughout the zone by means of visits, correspondence, training courses and other appropriate action.
 - To receive and endorse for the approval of the Zonal Scout Committee the quarterly progress and financial report of the district from the Zonal Commissioner.
 - To prepare the agenda and procedure of the meetings of the Zonal Scout Council giving considerations to suggestions from the registered Scout units/groups.

- To prepare for the approval of the Zonal Scout Committee and onward presentation to the Zonal Scout Council for adoption the annual work plan and budget.
 - To ensure compliance and adherence to the work plan and budget framework approved by the Zonal Scout Council.
 - To support registered Scout units/groups in carrying out the purpose, principles and method of Scouting.
 - To accept the responsibility for the raising of funds and initiating community projects aimed at promoting and developing Scouting in the zone.
 - To establish committees and sub-committees as required for the proper functioning of the Zonal Executive Committee and for orderly and effective implementation of the basic principles of Scouting as expressed in this Constitution and its by-laws.
 - To maintain relationships with other Zonal Scouts Councils and Zonal Executive Committees, as well as civic and other authorities, religious and educational bodies in the district.
 - To exercise other functions resulting from this Constitution and its By-Laws.
- (xxv) The functions of the Chairperson and Vice Chairperson of the Zonal Scout Council shall be:
- Convene and preside over the meetings of the Zonal Scout Council.
 - Foster the organization and effective operation of the Zonal Scout Council.
 - Keep the Chairperson and Vice Chairperson of the District Scout Council informed of the state and activities of the Zonal Scout Council.
 - Advise the Zonal Commissioner on policy and governance matters of the Zonal Scout Council.
- (xxvi) The functions of the Treasurer of the Zonal Scout Council shall be:
- To convene and preside over meetings of persons responsible for finances in the Zonal Scout Council.
 - To prepare in consultation with the Zonal Commissioner and Zonal Executive Commissioner a budget and financial report for each financial year and present it to the Zonal Scout Committee for endorsement and submission to the Zonal Scout Council for approval.
 - To be a signatory to all the Bank accounts of the Zonal Scout Council.
 - To advise the Zonal Scout Council, Zonal Scout Committee and Zonal Executive Committee on financial planning, budgeting and management.

- To ensure compliance and adherence to the budget approved by the Zonal Scout Council.
- To act as the internal auditor of the Zonal Scout Council.

(xxvii) The functions of the Zonal Commissioner for Scouts shall be:

- To supervise the implementation of all directives and decisions in the Zone of the National Scout Council, National Scout Board, National Executive Committee, National Secretariat, the District Scout Council, District Scout Committee, Zonal Scout Council and Zonal Scout Committee.
- To keep the District informed of the activities and progress of the Scout Movement in the Zone by providing written quarterly status programme and financial reports which will be consolidated by the District Commissioner together with those of other Zonal Commissioners in the district and sent to the Headquarters.
- To present to the District Commissioner for recommendation to the Chief Commissioner Scouters and distinguished persons for appointment and issuing of warrants and honorary charges.
- To present a progress report for the preceding year at the annual general meeting of the Zonal Scout Council.
- To represent the Association to the public and other authorities in the Zone.
- To lead the development of an annual work plan and supervise the work of the Assistant Zonal Commissioners, Zonal Executive Commissioner, Scout Leaders and Group Scout Leaders, as per the budget approved by the Zonal Scout Council.
- To make contacts, as necessary, by correspondence and visits in order to promote and to safeguard the interests of the Association in the Zone.
- To exercise other functions as assigned by the District Commissioner and/or resulting from the Uganda Scouts Association Constitution and its By-Laws.

(xxviii) The functions of the Deputy Zonal Commissioner shall be to deputise and assist the Zonal Commissioner to execute his/her roles and responsibilities in the zone.

(xxix) The functions of Assistant Zonal Commissioners shall be derived from their departments and these departments shall include Youth Programme, Training, Community Development and Projects, Public Relations and Communication, Membership and Research, Gender and any other that suitable for the interests and needs of the particular District Scout Council. The Chief Commissioner, District Commissioner and Zonal Commissioner have the power to assign the Assistant Zonal Commissioners additional roles and responsibilities from time to time.

(xxx) The functions of the Zonal Executive Commissioner for Scouts shall be:

- To be responsible for the day today management of Scouting in the zone.
- To implement all directives and decisions in the zone of the National Scout Council, National Scout Board, National Executive Committee, National Secretariat, the District Scout Council, District Scout Committee, Zonal Scout Council and Zonal Scout Committee.
- To oversee the implementation of the approved zonal work plan and budget.
- To prepare quarterly work plans and budgets for the approval of the Zonal Executive Committee.
- To promote and to safeguard the interests of the Association in the Zone by making contacts, as necessary, by correspondence and visits.
- To network and create opportunities for Scouting in the Zone.
- To exercise other functions as assigned by the District Executive Commissioner and/or resulting from the Uganda Scouts Association Constitution and its By-Laws.

(xxxi) The functions of the Scout Leaders and Group Scout Leaders shall be:

- To ensure the implementation of the youth programme in the Scout units/groups.
- To recruit children and young people in the Scout Movement.
- To acquire knowledge and skills through training that will be transferred to Scouts.
- To promote Scouting in the school and community by ensuring that Scouts are exemplary and organizing Scouts to carry out activities at School and the Community.
- To support and assess Scouts using the progressive scheme and recommend them for the award of Scout badges.
- To prepare and empower Scouts in the units/group to carry out social mobilization through information provision, house-to-house awareness and community service.