

*Commission for Human Rights and Good Governance (Appointments Procedure  
for Commissioners)*

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THE GOVERNMENT NOTICE NO. 524 Published on 21/9/2018

THE COMMISSION FOR HUMAN RIGHTS AND GOOD GOVERNANCE  
ACT

(CAP. 391)

**REGULATIONS**

THE COMMISSION FOR HUMAN RIGHTS AND GOOD GOVERNANCE  
(APPOINTMENTS PROCEDURE FOR COMMISSIONERS) REGULATIONS, 2018

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**REGULATIONS**

*(Made under Section 7(4))*

THE COMMISSION FOR HUMAN RIGHTS AND GOOD GOVERNANCE  
(APPOINTMENTS PROCEDURE FOR COMMISSIONERS) REGULATIONS, 2018

- Citation 1. These Regulations may be cited as the Commission for Human Rights and Good Governance (Appointments Procedure for Commissioners) Regulations, 2018.
- Commencement 2. These Regulations shall come into operation on the date of publication.
- Interpretation 3. In these Regulations—
- Cap. "Act" means the Commission for Human Rights and Good Governance Act;
- "Appointments Committee" means the Committee established by Article 129(4) of the Constitution;
- "Appointment procedure" means the procedure to be followed by the Appointments Committee for the appointment of Commissioners;
- Cap. 2 "Chairman" and "Vice-Chairman" means the Chairman and Vice-Chairman of the Commission;
- "Commissioner" and "Assistant Commissioner" means a Commissioner or Assistant Commissioner appointed in pursuance of article 129 of the Constitution and section 7(1)(a) and (b) of the Act.

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*GN. No. 524 (contd.)*

Appointment  
procedure

4.-(1) There shall be public advertisement of the posts of the Chairman, Vice-Chairman, Commissioners or Assistant Commissioners.

(2) The advertisement shall actively be published in Mainland Tanzania and Tanzania Zanzibar for twenty one days at the interval of seven days in three leading English and Kiswahili newspapers that have wide circulation and on national and private television and radio stations concurrently.

(3) The Commission shall actively make publications on social media and mobile announcements to encourage citizens in areas where it has offices to apply for the posts of the Chairman, Vice-Chairman, Commissioners or Assistant Commissioners.

(4) The advertisement shall stipulate requisite nationality, qualifications and experience required for the posts and shall include a requirement that the applicants have:

- (a) knowledge, experience and a considerable degree of involvement in matters relating to law, governance, politics, or social affairs;
- (b) highest reputation known for high morality, integrity, impartiality, and competence in matters of human rights and good governance;
- (c) strong commitment to human rights norms and values;
- (d) excellent writing and communication skills in both English and Swahili languages;
- (e) ability to balance rights and to make fair and sound decisions expeditiously, and to articulate them in writing or orally;
- (f) capacity to handle emotionally difficult and challenging situations with tact and diplomacy;
- (g) capacity to handle delicate social and political situations and complaints with confidentiality, where necessary;
- (h) strong conflict resolution skills; and
- (i) ability to work effectively as a team member, as

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well as alone.

(5) In the case of the Chairman, the applicant shall, in addition to the requirements of sub regulation (4), be a person who qualifies for appointment as a judge of the High Court or Court of Appeal.

Applications

5.-(1) All applications, including three letters of recommendation, shall be forwarded by registered post, fax or e-mail or submitted in person to the Office of the Secretary, Appointments Committee.

(2) The deadline for submission of applications shall be twenty-one days from the date of first publication of the advertisement.

Short-listing of  
candidates

6.-(1) There shall be a screening process of applications submitted for the purpose of drawing up a short list of candidates.

(2) The screening process shall be conducted by:

- (a) two independent professional human resource personnel from the private sector with experience in executive job search and recruitment processes, who shall be appointed by the Appointments Committee;
- (b) one member of the Secretariat for the Commission for Human Rights and Good Governance;
- (c) a representative from the Public Service Recruitment Secretariat;
- (d) a representative from the coalition of human rights organisation from Mainland Tanzania;
- (e) a representative from the coalition of human rights organisation from Tanzania Zanzibar;
- (f) a representative from the association of schools of law of universities;

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*GN. No. 524 (contd.)*

(g) a representative from the United Nations Association of Tanzania; and

(h) a representative from the Tanganyika Law Society.

(3) A quorum for the screening team shall not be less than half of the eligible members in its meetings.

(4) The screening team shall meet two days after the deadline for submission of applications and it shall submit the short-list of candidates to the Appointments Committee within five working days from the date fixed to consider applications.

(5) The Appointments Committee shall inform by writing the short-listed applicants only and shall publish names of applicants in the newspapers and television and radio stations, which carried the advertisement referred to in sub regulation 2 of regulation 4.

Publication of  
short-listed  
candidates

7.-(1) The publication of names of the applicants shall include an invitation to members of the public to submit to the Secretary of the Appointments Committee, within a period of twenty one days, comments they consider relevant to the suitability of any of the short-listed applicants.

(2) The Appointments Committee may consider comments received from members of the public and take whatever action it considers appropriate.

Interviews

8.-(1) The short-listed applicants shall be invited for interview, which shall be conducted by the Appointments Committee.

(2) The Appointments Committee may co-opt any person it considers appropriate to assist it in conducting the interview.

(3) The interview shall seek to elicit appropriate details on, and clarification of key contents in the candidates' curriculum vitae as well as, comments received from members of the public and to reconcile written and oral information applicants have submitted

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(4) The objective of the interview shall be to determine the suitability of the applicants for the job as measured by:

- (a) appreciation of, and commitment to human rights norms and values, and good governance;
- (b) educational and professional background;
- (c) scope and depth of relevant experience;
- (d) vision for the Commission for Human Rights and Good Governance, maturity and sound decisions;
- (e) fairness, impartiality and ability to maintain confidentiality;
- (f) demonstrated capacity for, or skills in conflict resolution; and
- (g) reasoning skills and powers for articulation.

Final selection  
process

9. The Appointments Committee shall submit to the President the names of:

- (a) Not less than three candidates recommended to be appointed as the Chairman;
- (b) not less than three candidates recommended to be appointed as the Vice-Chairman;
- (c) at least more than five of the number of applicants to be appointed as Commissioners;
- (d) at least more than five of the number of applicants to be appointed as Assistant Commissioners.

Annual  
assessment of the  
commissioners

10. Commissioners shall annually be assessed of conduct and performance when applying for the second tenure of office and the report shall be submitted to the Appointments Committee for scrutiny.

Remuneration for  
Appointments  
Committee

11. The Minister responsible for human rights may make provisions for the remuneration of the members of the

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*GN. No. 524 (contd.)*

members                      Appointments Committee and any other person involved in  
appointment process.

Revocation                      12. The Commission for Human Rights and Good  
GN No. 80 of                      Governance (Appointments Procedure for Commissioners)  
2001                                  Regulations, 2001 are hereby revoked.

Dodoma,  
30<sup>th</sup> August, 2018.

PALAMAGAMBA J.A.M. KABUDI  
*Minister for Constitutional and Legal Affairs*