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[Transparency and Integrity in the Defence and Security Sector:](#)

General Command of the Police resists the electronic registration of its personnel and is creating opportunities for corruption

- The Mozambican Armed Forces (FADM) have completed the registration and have no problems with wage arrears

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The governance of the Defence and Security sectors in Mozambique is not transparent and shows high levels of corruption. In 2022, the proof of life in the public administration detected about 7,000 ghost soldiers stationed at the National Defence Ministry (MDN), which led the Government to undertake an audit of this ministry and of the Ministry of the Interior (MINT)¹. The results of the audit have not been made public, but there are signs that problems were found concerning the existence of ghost soldiers and police agents. To reform the situation, the Government has introduced a new, electronic form of registering State Employees and Agents (FAE), named the e-SNGHR (National State Human Resource Management System).

But it so happens that the General Command of the Police is resisting registration of police agents in the e-SNGHR, although this is considered more transparent and reliable. Without completing the register of the police agents, the payment of wages in this institution is still being processed in a parallel system, which is vulnerable to paying ghost, or non-existent staff. The situation is also causing delays in paying wages to police agents who are not yet registered.

There are no absolute numbers for unregistered police agents, but, in percentage terms, in early August, 94% of the personnel of the Ministry of the Interior had been registered, while in the Ministry of Defence, 95% of the staff had been registered².

This text argues that the delay in concluding the registration of MINT staff, and specifically of police agents stationed with the General Command of the Police, is a deliberate act by the leadership of the institution to allow payment of wages to some of the staff to continue being processed through a parallel, unaudited system, which makes payment possible to ghost police agents. The text results from a journalistic investigation complemented by documentary research.

¹ Chirinzane, A. (16 August 2023). Salários Fantasmas: Auditoria na defesa e interior termina em Setembro. *Agência Informação de Moçambique*. Available on <https://aimnews.org/2023/08/16/salarios-fantasmas-auditoria-na-defesa-e-interior-termina-em-setembro/>

² LUSA (10 August 2023). Nyusi justifica atrasos salariais com implementação da TSU. *Deutsche Welle*. Available on <https://www.dw.com/pt-002/moçambique-filipe-nyusi-justifica-atrasos-salarios-com-implementação-da-tsu/a-66497755>

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General Command of the Police resists registering police agents in the e-SNGHR and creates opportunities for paying ghost staff

The investigation undertaken during this work ascertained that there is resistance within the General Command of the Police to registering its staff in the e-SNGHR. Since last August, the level of registration of MINT personnel has halted at 94% and there is no progress.

Wages are decentralised and each sector processes the wages and checks that they are correct. The responsibility for registering staff in the e-SNGHR lies with each portfolio. After the entire procedure undertaken by the sector, there is a system managed jointly by the Ministry of Economy and Finance (MEF) and by the Ministry of State Administration (MAEFP) which automatically liquidates the sums owing and pays them – that is, it transfers them to the accounts of the beneficiaries. If the sector does not comply with its duties (such as registration and conformity of the wage sheets), the MEF has no way of following up with the next phase, that of payment.

Everything begins with the registration. If the staff are registered by the respective institution, their wages are processed normally by the payment system. And, in the cases where staff members are not registered, the institution where they are working must inform the National Directorate of Public Accounts (DNCP), which will then set in motion mechanisms for payment outside of the normal guidelines.

In these cases where there is no register of personnel, the respective sector should draw up a parallel wage sheet, undertake the financial programming and then inform the National Directorate of Public Accounts to make the payment. The DNCP has no mechanisms to check if the public servants who are on the parallel wage sheet presented by the sector, really have an effective work link with the State. In this parallel mechanism, it is each sector that knows who its staff are. Neither the Ministry of Economy and Finance, nor the Administrative Tribunal have any mechanisms to check whether there are any ghost workers on the parallel wage sheets.

However, the e-SNGHR registration system, managed jointly by the MEF and MAEFP, is at the disposal of all sectors of the State to register the FAE and the Administrative Tribunal (TA) also has access to the e-SNGHR, through the attribution of the Electronic Stamp.

The system used to process and pay wages of the FAE is different from the e-SNGHR, but both of them, the Registration and the Payments systems, are fed by information and by administrative acts that are the responsibility of the sectors. The responsibility of the MEF arises when the systems are not operational or when there is a lack of financial resources to pay the wages.

Delay in paying police wages used as a subterfuge to put pressure on the MEF

With the resistance of the General Command of the Police to register fully its staff in the e-SNGHR, the Ministry of Economy and Finance could simply assume that all unregistered police agents are ghosts, that is, they do not exist, and refuse to pay wages based on the parallel wage sheet drawn up by MINT. This would have no impact on the life of police agents, if all those who are not registered really were ghosts. So, in order that this does not happen, the General Command of the Police has left off the register some police agents who really do have contractual ties with the State.

The police agents left off the register go for months without receiving their wages, which causes discontent and some protests. Through this, the General Command of the Police is putting pressure on the MEF to agree to go on paying wages on the basis of the parallel wage sheets.

As part of this investigation, several police agents, from various branches of the police, were interviewed who said that their wages were in arrears for several months. A [video-report](#), produced by CIP, shows dozens of police agents gathered at the General Command of the Police, in Maputo City, demanding payment of their back wages. These are the police agents sacrificed so that the parallel wage sheet continues to be accepted by the MEF. Meanwhile, it is believed that wages continue to be paid to “ghost” police agents, without any valid ties to the State, using the weaknesses permitted by the parallel wage sheets.

The context of the municipal elections, in which the Government deployed the police to repress the demonstrations led by the opposition protesting against manipulation of the election results, was used by the General Command of the Police to put pressure on the MEF to pay wages through the parallel wage sheets. With the end of the election procedures, the General Command of the Police is using the approaching festive season to push the MEF into paying wages through the parallel wage sheets, arguing that police agents cannot spend the holiday period without wages.

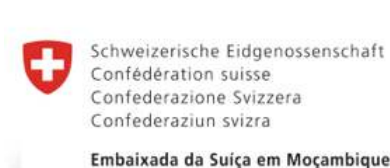
The Ministry of National Defence, which had been in the same situation of delays in registration, and consequent delays in paying wages, has made noteworthy progress, and the registration of soldiers in the e-SNGHR has been almost completed. Currently, there are no serious cases of wage arrears.

Initially, the Minister of Economy and Finance, Ernesto Max Tonela, was intransigent in demanding that all the FAE must be registered in the e-SNGHR in order to abandon the parallel payment system. But it seems that the political power of the General Commander of the Police, Bernardino Rafael, is trumping the demand for transparency imposed by Max Tonela.



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