
Vote:120 National Citizenship and Immigration Control

V1: Vote Overview

I. Vote Mission Statement

To facilitate, control and regulate citizenship and immigration for the development of Uganda

II. Strategic Objective

To be a model of excellence in the provision of Citizenship and Immigration Services

III. Major Achievements in 2017/18

By half year of FY 2017/18, DCIC recorded achievements in the following areas:

a) To enhance compliance with citizenship and immigration control policies, laws and regulations:

i) 10,882 applications for work permits were received for the last six months; out of which 5,107 work permits were issued.

ii) Received 369 applications for residence permits during the period; out of which 32 residence permits were granted comprised of 23 female and 9 male beneficiaries.

iii) Out of 4,007 dependants of work permit holders applying for passes, 3,144 dependants were issued dependant passes (of which 2310 female applicants and 834 male applicants).

iv) A total of 3,576 students passes were granted out of 5,879 students applications received. By gender, 1,609 were female applicants and 1,967 were male applicants.

v) 3,753 special pass applications were received and of these 1,760 special passes were granted.

vi) 522 immigrants were arrested and/or investigated, of which 289 immigrants had valid facilities and 47 immigrants pending investigations, 17 offenders of immigration laws were arraigned in court and 9 offenders were successfully prosecuted; 96 illegal immigrants were removed from the country.

vii) 187 appeals against rejected entry work permits processed; processing of appeals take a maximum of 7 days.

b) To facilitate citizens and aliens movement in and out of the country:

i) Issued 68,254 citizens passports (of which 13,800 citizens were served from passport centres at Mbale, Gulu and Mbarara). By gender, 34,604 passports and 33,650 passports were issued to male and female clients respectively.

ii) Facilitated 1,408,008 legal and orderly movements of people across the borders comprising of 638,438 departures and 769,570 arrivals through 52 gazetted border posts across the country.

iii) Granted 517 persons Citizenship in the following categories: 1 alien issued citizenship by registration and 516 persons granted dual citizenship (of which 510 persons are Ugandans in diaspora, 6 applicants for other dual citizenship applicants).

iv) Issued 165 citizens with East African (E.A) passports, and 307 resident refugees Conventional Travel Documents.

vi) Procured 65,000 Blank machine readable passports to serve all citizens through the decentralised passport issuance centers of Gulu, Mbarara and Mbale and Hqtrs, including the passport renewal centers in missions abroad.

vii) Procured the necessary equipment and accessories for Gulu Regional Passport issuance system.

viii) Received and profiled 4,200 asylum seekers composed majorly of women, children and youth through Ngomoromo border post, documented and forwarded to Office of the Prime Minister for further management.

ix) Branded the refurbished counters at Arrivals area of Entebbe, providing for 20 workstations from an original 8 workstations aimed at improving traveller clearance time at the airport.

Vote:120 National Citizenship and Immigration Control

- c) To strengthen institutional capacity of the Directorate
 - i) Completed the development of the National Migration Policy(NMP); Cabinet Memorandum on draft policy prepared for submission. The NMP is aimed at streamlining immigration issues such as quotas of foreign labour in domestic institutions, cooperation with organised foreign migrant labour agencies, stakeholder engagement in management of migration issues.
 - ii) Trained 248 staff (scale U2-U5) in performance management and its relationship to achievement of the Directorate's mission, vision and service delivery.
 - iii) Additional guidelines for field investigations and inspections prepared, approved and disseminated to staff aimed at strengthening surveillance.
 - iv) Redesigned and interlinked the Ministry and Directorate of Immigration websites aimed at raising awareness of Ministry services. Participated in the URA awareness week and reached out to over 14,000 clients who sought immigration information at the stall.
 - v) Produced the draft Communication strategy for the Directorate of Immigration to promote visibility of immigration services.
 - vi) Identified land for construction of Arua regional immigration office; government valuer submitted a valuation report.
 - vi) Procured and delivered furniture, beddings, Gas and Electric cookers for Immigration Training School at Nakasongola.
 - vii) Construction of Kizinga border post nearing completion (Finishing works and painting ongoing).

IV. Medium Term Plans

- a) To facilitate efficiency and effectiveness in enforcement of immigration laws, policies and guidelines, the Directorate will strengthen inter-agency coordination and cooperation aimed at promoting a culture of participation, inclusiveness and accountability(investigation of illegal immigration will be intelligence led).
- b) Continue to facilitate citizens and aliens to enter, stay,invest, trade and exit the country in a developmental and secure way. The Directorate will implement the National Migration Policy to complement existing legal and institutional frameworks for better better management of migration in the country.
- c) Continue implementation of regional and international commitments on migration e.g. the East African Common Market Protocol, COMESA, IGAD, Northern Corridor Integrated Projects among others.
- (d) Given the key services the Directorate renders, the institution will continue to undertake measures to restructure itself and invest in human resources to have the right numbers and skills.
- e) Strengthen surveillance and inspections at district level to rid the country of illegal immigrants
- f) Deploy Immigration Officers(attachees) to Missions abroad to manage the e-immigration services that continue to be rolled out.
- (g) The Directorate will continue to automate its business processes including issuance of electronic passport in line with International Civil Aviation Organisation and regional requirements and obligations, implementation of the e-immigration library, full automation of the registry and roll out and deployment of the e-immigration system to all Missions abroad, all gazetted border posts and regional offices.
- h) Review the legal framework and promotion of the implementation of regional and international commitments on migration, implementation of the national migration policy and client charter aimed at ensuring maximum compliance to serve women, men, youth, the poor and disabled, all citizens and aliens efficiently and effectively.
- (g) The Directorate will construct the immigration Headquarters to house other Directorate and departments in the Ministry aimed at providing a conducive environment to serve all communities that demand immigration services. Furthermore, the Directorate will acquire land and construct border points, regional offices and staff houses to facilitate service delivery.

Vote:120 National Citizenship and Immigration Control

(h) Continue to gazette strategic border points on reciprocal basis and conduct spot checks considering the principle of security, reciprocity, revenue generation, distance between exit points, regional integration and operationalize border points of Murora, Murohora, Busanza, Sigulu, Lolwe, Wayasi, and increase immigration presence in Kitgum, Maracha, Yumbe, Adjumani, Moroto, Kween, Bududa and in the Albertine Graben-given the interest in oil and gas production.

Vote:120 National Citizenship and Immigration Control

V. Summary of Past Performance and Medium Term Budget Allocations

Table 5.1: Overview of Vote Expenditures (US\$ Billion)

	2016/17 Outturn	2017/18		2018/19	MTEF Budget Projections				
		Approved Budget	Expenditure by End Dec		2019/20	2020/21	2021/22	2022/23	
Recurrent									
Wage	4.295	4.384	2.072	4.417	4.859	5.102	5.357	5.625	
Non Wage	10.733	17.741	4.708	12.637	15.417	17.730	21.276	25.531	
Devt.									
GoU	92.181	8.813	1.725	18.813	22.952	27.542	27.542	27.542	
Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
GoU Total	107.210	30.938	8.505	35.868	43.229	50.375	54.176	58.699	
Total GoU+Ext Fin (MTEF)	107.210	30.938	8.505	35.868	43.229	50.375	54.176	58.699	
Arrears	0.700	1.046	0.693	0.899	0.000	0.000	0.000	0.000	
Total Budget	107.910	31.984	9.198	36.767	43.229	50.375	54.176	58.699	
A.I.A Total	10.695	11.890	4.707	21.000	20.000	20.000	20.000	20.000	
Grand Total	118.604	43.874	13.905	57.767	63.229	70.375	74.176	78.699	
Total Vote Budget Excluding Arrears	117.904	42.827	13.212	56.868	63.229	70.375	74.176	78.699	

VI. Budget By Economic Classification

Table V6.1 2017/18 and 2018/19 Budget Allocations by Item

<i>Billion Uganda Shillings</i>	2017/18 Approved Budget				2018/19 Draft Estimates			
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	AIA	Total
Output Class : Outputs Provided	22.125	0.000	10.021	32.146	17.055	0.000	17.285	34.340
211 Wages and Salaries	5.902	0.000	1.121	7.023	5.644	0.000	1.200	6.843
212 Social Contributions	0.166	0.000	0.000	0.166	0.193	0.000	0.000	0.193
213 Other Employee Costs	0.259	0.000	0.000	0.259	0.373	0.000	0.030	0.403
221 General Expenses	12.517	0.000	5.495	18.012	8.388	0.000	9.404	17.792
222 Communications	0.050	0.000	0.007	0.057	0.130	0.000	0.182	0.312
223 Utility and Property Expenses	0.297	0.000	0.000	0.297	0.322	0.000	0.058	0.381
224 Supplies and Services	0.350	0.000	0.000	0.350	0.236	0.000	0.551	0.788
225 Professional Services	0.000	0.000	0.000	0.000	0.096	0.000	0.000	0.096
227 Travel and Transport	2.027	0.000	2.422	4.449	1.419	0.000	4.957	6.377
228 Maintenance	0.555	0.000	0.977	1.532	0.253	0.000	0.902	1.155
Output Class : Capital Purchases	8.813	0.000	1.869	10.682	18.813	0.000	3.715	22.528
281 Property expenses other than interest	0.060	0.000	0.000	0.060	0.020	0.000	1.000	1.020
311 NON-PRODUCED ASSETS	0.103	0.000	0.000	0.103	0.500	0.000	0.000	0.500
312 FIXED ASSETS	8.649	0.000	1.869	10.518	18.293	0.000	2.715	21.008

Vote:120 National Citizenship and Immigration Control

Output Class : Arrears	1.046	0.000	0.000	1.046	0.899	0.000	0.000	0.899
321 DOMESTIC	1.046	0.000	0.000	1.046	0.899	0.000	0.000	0.899
Grand Total :	31.984	0.000	11.890	43.874	36.767	0.000	21.000	57.767
Total excluding Arrears	30.938	0.000	11.890	42.827	35.868	0.000	21.000	56.868

VII. Budget By Programme And Subprogramme

Table V7.1: Past Expenditure Outturns and Medium Term Projections by Programme and SubProgramme

Billion Uganda shillings	FY 2016/17 Outturn	FY 2017/18		2018-19 Proposed Budget	Medium Term Projections			
		Approved Budget	Spent By End Dec		2019-20	2020-21	2021-22	2022-23
11 Citizenship and Immigration Services	107.910	37.207	6.812	43.960	48.782	55.585	54.131	56.286
01 Office of the Director	6.059	0.000	0.000	0.000	0.000	0.000	0.000	0.000
02 Inspection and Legal Services	1.181	1.958	0.558	1.823	1.897	2.226	2.526	2.926
03 Citizenship and Passport Control	3.043	6.977	2.026	13.132	12.680	14.681	13.681	13.681
04 Immigration Control	5.446	17.591	2.503	6.059	10.526	10.438	9.684	11.440
1167 National Security Information Systems Project	83.645	0.000	0.000	0.000	0.000	0.000	0.000	0.000
1230 Support to National Citizenship and Immigration Control	8.536	10.682	1.725	22.946	23.679	28.240	28.240	28.240
25 General administration, planning, policy and support services	0.000	6.667	2.386	13.807	14.446	14.789	20.045	22.412
01 Office of the Director	0.000	6.667	2.386	13.807	14.446	14.789	20.045	22.412
Total for the Vote	107.910	43.874	9.198	57.767	63.229	70.375	74.176	78.699
Total Excluding Arrears	107.210	42.827	8.505	56.868	63.229	70.375	74.176	78.699

VIII. Programme Performance and Medium Term Plans

Table V8.1: Programme Outcome and Outcome Indicators (Only applicable for FY 2018/19)

Programme :	11 Citizenship and Immigration Services
Programme Objective :	The overall objective is: "To facilitate, control and regulate citizenship and immigration services for the development of Uganda". The outcome has 3 strategic objectives; 1. To enhance compliance with citizenship and immigration control policies, laws and regulations. 2. To facilitate citizens and aliens movement in and out of the country. 3. To enhance information communication technology (ICT) enabled service delivery.
Responsible Officer:	Director, National Citizenship and Immigration Control
Programme Outcome:	Enhanced access to Citizenship and Immigration services
<i>Sector Outcomes contributed to by the Programme Outcome</i>	

Vote:120 National Citizenship and Immigration Control

1. Infrastructure and access to JLOS services enhanced			
Outcome Indicators	Performance Targets		
	2018/19	2019/20	2020/21
	Target	Projection	Projection
• Average time taken to issue passports(Days)	7	5	5
• Level of compliance to immigration laws	Good	Good	Good
• proportion of investor work permits issued out of applications received	90	95	95
SubProgramme: 02 Inspection and Legal Services			
<i>Output: 03 Legal advisory, enforcement, compliance and removal of illegal immigrants.</i>			
% of cases won against those registered against suspected illegal immigrants	97	97	100
Number of illegal immigrants removed	240	200	200
SubProgramme: 03 Citizenship and Passport Control			
<i>Output: 01 Citizens facilitated to travel in and out of the country.</i>			
% of passports issued out of applications received	95%	97%	97%
No. of days taken to issue of a passports.	5	5	5
SubProgramme: 04 Immigration Control			
<i>Output: 02 Facilitated entry, stay and exit of foreigners</i>			
Number of days taken to issue a Work Permit	5	3	3
<i>Output: 05 Border Control.</i>			
% of immigration service delivery points which meet set standards	50%	55%	60%
Average time taken in clearing travelers at the borders (Minutes)	3	2	2
Programme :	25 General administration, planning, policy and support services		
Programme Objective :	1. To coordinate and monitor implementation of citizenship and immigration programmes and projects. 2. To strengthen the Institutional capacity of DCIC 3. To initiate, in consultation with the National Citizenship and Immigration Control Board, appropriate policies for improved delivery of immigration services.		
Responsible Officer:	Director, National Citizenship and Immigration Control		
Programme Outcome:	Efficient and effective Directorate of Citizenship and Immigration Control		
<i>Sector Outcomes contributed to by the Programme Outcome</i>			
1. Infrastructure and access to JLOS services enhanced			
Outcome Indicators	Performance Targets		
	2018/19	2019/20	2020/21
	Target	Projection	Projection

Vote:120 National Citizenship and Immigration Control

N / A			
SubProgramme: 01 Office of the Director			
<i>Output: 01 Policy, monitoring and public relations.</i>			
% of the population satisfied with DCIC service delivery	80%	85%	90%

IX. Major Capital Investments And Changes In Resource Allocation

Table 9.1: Major Capital Investment (Capital Purchases outputs over 0.5Billion)

FY 2017/18		FY 2018/19	
Appr. Budget and Planned Outputs	Expenditures and Achievements by end Dec	Proposed Budget and Planned Outputs	
Vote 120 National Citizenship and Immigration Control			
<i>Program : 12 11 Citizenship and Immigration Services</i>			
Development Project : 1230 Support to National Citizenship and Immigration Control			
Output: 12 11 71 Acquisition of Land by Government			
Land surveyed and titled;Kaboong, Kizinga, Ntoroko, Afogi, Oraba, Ngomoromo, and Sabagoro.	Commenced the process for acquisition of land and creation of an inventory and procedures manual for constructions. Estates unit initiated procurement for a service provider for surveying Kizinga, Ntoroko Sebagoro.	Land for Mirama Hill accomodation units procured.	
Total Output Cost(Ushs Thousand)	103,250	0	500,000
Gou Dev't:	103,250	0	500,000
Ext Fin:	0	0	0
A.I.A:	0	0	0
Output: 12 11 72 Government Buildings and Administrative Infrastructure			
2 border posts constructed. (Kizinga and Ngomoromo). 2 Staff houses constructed. (Vurra and Opot pot) 2 passport centers procured. (Arua and Fortportal) Nakasogola immigration training school phase II concluded. Phase I for Construction of Ministry Headquarter completed. Washrooms constructed at 9 borders	Kizinga Border post 90% complete. Initiated procurement for construction works at Ssebagoro, Vurra & Goli. Identified land for Arua regional passport office, the government valuer developed a valuation report. Intitiated procurement of construction of washrooms in 9 border posts. Finalized development of specifications for Immigration Headquarter designs. Initiated procurement and prepared a contract for lifting chain link in Nakasongola. Finalized designs and BOQs for ablution blocks and mini Dispensary.	Suam river border post public washroom constructed. Construction works monitored Gate House renovated Architectural, Structural and Engineering designs produced Passport registry renovated	
Total Output Cost(Ushs Thousand)	3,746,740	33,431	2,122,000
Gou Dev't:	3,245,905	33,431	918,000
Ext Fin:	0	0	0
A.I.A:	500,835	0	1,204,000
Output: 12 11 75 Purchase of Motor Vehicles and Other Transport Equipment			

Vote:120 National Citizenship and Immigration Control

2 Vans purchased 3 motorcycles procured 2 Customized Vans purchased 3 motorcycles procured	Contract awarded for purchase of Motor Vehicles Contract awarded for purchase of Motor Vehicles	13 motorcycles procured(for Bugango, Dei, Kasensero, Kayanja, Waligo, Ishasha, Kamwezi, Nakabat, Odramachaku, Lwakhakha, Afogi, Madi Opei and Malaba)	
		Marine vessel procured for Sigulu and Lolwe Islands. Van for inspection and legal services procured.	
Total Output Cost(Ushs Thousand)	480,780	41,950	716,000
Gou Dev't:	366,100	41,950	310,000
Ext Fin:	0	0	0
A.I.A:	114,680	0	406,000
Output: 12 11 76 Purchase of Office and ICT Equipment, including Software			
E-Visa Contractual Obligation 500,000 files digitized. e-visa/ permit upgraded to a citizenship application and post border management systems. E-payment system implemented E-visa/permit equipment procured Internal communication switch board procured Internal passport application tracking and alert system procured	Completed the physical indexing and zoning of the warehouse and digitized 467,411 records comprising of 71,930 immigration files and 395,481 passport records. Signed the contract for upgrade of e-visa/permit system into e-immigration system with the incorporation of a citizenship application system. Completed evaluation for supply of workstations and local sPaid contractual obligations in respect of supply of workstations and accessories in respect of e-visa equipment and disaster recovery system(last FY 2016/17 contract) ervers. Issued bids on 6/10/2017 for a post entry management systems. Completed the E-visa change request. Signed the contract for acquisition of passport application tracking and alert system.	Biometric Personalization Workstations procured E-immigration consumable procured. 1,675,000 files digitized E-immigration consumable procured. Headquarters and borders unified communication system procured. Phase II file tracking system implemented e-immigration card readers procured Computer procured 65 MIFI equipment procured Phase IV Border Management System (BMS) implemented. Rollout BMS to 15 borders (Katuna, Busia, Malaba, Cyanika, Mutukula, Elegu, Mpondwe, Mirama, Vurra, Bunagana, Oraba, Goli, Ntoroko, Suam River, Afogi). Gates and Kiosks procured Border and regional offices inter-connectivity improved. Procure 63 MIFI internet routers for the regional offices and border posts inter-connectivity. Bar code readers and passport readers procured Secure and encrypt the data Procure local servers for passport data Procure software and licences for passport data requirements Passport data linked with NIRA	
Total Output Cost(Ushs Thousand)	5,978,998	1,649,334	18,756,400
Gou Dev't:	4,725,995	1,649,334	16,651,400
Ext Fin:	0	0	0
A.I.A:	1,253,003	0	2,105,000

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

Vote:120 National Citizenship and Immigration Control

Challenges Facing the Directorate of Citizenship and Immigration

(i) To fast-track implementation of the Border Control Management system to cover more borders, there is need to put up border infrastructures that are compatible with automation. In the FY 2019/20, DCIC plans to roll out the automated border management system to more borders including Kikagati, Ngomoromo, Paidha, Wanseko and Kayanja. However, these borders are in temporary structures-hence the need to construct them at a cost of UGX 2.25bn; but is unfunded.

(ii) Services of e-immigration have been decentralised to 15 Missions abroad to facilitate Ugandans in diaspora as well as other investors, tourists etc; additional 10 Missions are planned to be connected to the e-immigration system this Financial Year. The continued reliance on Foreign Service Officers to perform immigration mandate is slowing down service delivery at the Missions; since they have other designated responsibilities. The Directorate of Citizenship and Immigration Control requires additional funding to attach Immigration Staff to Missions abroad to undertake tasks that include visas processing and issuance, processing and management of citizenship and issuance of passports. To undertake the deployment of Immigration attaché's to missions abroad for the start requires UGX 2.89bn each year, which is unfunded.

(iii) Outstanding Arrears: The Directorate incurred arrears under Maintenance of passport issuance system, foreign exchange loss to Mulbauer Identity Systems, remodelling UPPC Entebbe to house the national Identification data and personalisation center among others to the tune of UGX 3.740bn. However, arrears of UGX 0.899bn was provided in the budget leaving a shortfall of UGX 2.84bn unfunded.

(iv) Whereas the Directorate of Citizenship and Immigration Control requires UGX 0.474bn in gratuity payments to retiring staff in the FY 2018/19, it has been provided with UGX 0.343bn, leaving a shortfall of UGX 0.131bn.

(v) No connectivity of operations-National Identification database. Clusters and regions lack interconnectivity with the PISCES, e-immigration and MIDAS systems, frustrating border control efforts of detection and investigation of crime. This gives chance to immigrants denied entry at one border to take advantage of using other borders. It is expected that the implementation of the Automated Border Control Management system will address the issues of border interconnectivity.

(v) Poor Working Environment: Immigration services are offered under unconducive working environment not only at the Headquarters, but also at Regional offices and Border posts; The challenge of staff accommodation in the Cluster arrangement;-a concept built on the principle of rotation of staff between small and a big border with the aim of maintaining small borders operational. Once officers are posted to the clusters, they tend to rent in the locality of the cluster office, when they are rotated to small borders, they then foot an extra bill of rent at the small border. At Headquarters, services are still provided under tents that is not conducive for efficient and effective service delivery.

(vi) Inadequate funding to operationalize processing of immigration facilities on a 24 hour basis considering the difference in world time zones. The Directorate automated issuance of some immigration facilities such as visas, permits and passes, however, it lacks funds to ensure that staff are at work 24 hours on a 7 day on shift basis to ensure processing, approval and handling of client online applications and inquiries on time.

(vii) Porous borders in the region complicate achievement of tight security at the borders compounded by incompatibility of systems operated by Partner States. Uganda has gazette only 52 border points which are operational through the cluster approach, however given the length of the borderline this leaves part of the border unmanned.

(vii) The Ministry is insufficiently funded to undertake a review of the institutional and staff structure of the Directorate of Immigration and Citizenship Control. The performance management structure remains unclear and this hinders on the performance of some offices.

Plans to improve Vote Performance

Vote:120 National Citizenship and Immigration Control

1. Promote corporate and public relations through a satisfaction survey, increased visibility of offices and functions.
2. Carryout phased implementation of Border Control Management System (BCMS) to cover all borders.
3. Upgrade the e-immigration system to include the e-passports application processing and issuance system and roll out to all missions and border posts.
4. Promote interagency cooperation on enforcement of immigration laws and regulations; investigations of migration matters be intelligence led.
5. Operationalize collaboration with all other key agencies that can provide either cost sharing on construction, accept Memoranda on designs and ownership and engage interstate agencies on the fast-tracking of the delineation and demarcation of the South Sudan and DRC borderlines.

XI. Vote Cross Cutting Policy And Other Budgetary Issues

Table 11.1: Cross- Cutting Policy Issues

Issue Type: HIV/AIDS

Objective :	Increase staff awareness and Knowledge about HIV/Aids
Issue of Concern :	Knowledge about behavior in the prevention of HIV/ AIDS especially for those living away from their families.
Planned Interventions :	Sensitizing of staff on HIV issues - IEC material
Budget Allocation (Billion) :	0.001
Performance Indicators:	Number of Staff sensitized

Issue Type: Gender

Objective :	Strengthen Gender based budgeting
Issue of Concern :	Insufficient Infrastructure
Planned Interventions :	Construct separate restrooms for male and female staff at Saum River border post
Budget Allocation (Billion) :	0.030
Performance Indicators:	Existence of separate public washrooms for male and female by March 30th 2018
Objective :	Gender related furniture
Issue of Concern :	Insufficient Infrastructure: right to privacy enforced
Planned Interventions :	Provide furniture in inadmissible room at Namanve holding facility.
Budget Allocation (Billion) :	0.071
Performance Indicators:	Detention Center furnished

Table 11.2: AIA Collections

<i>Source of AIA(Ush Bn)</i>	2017/18 Budget	2017/18 Actual by Dec	2018/19 Projected
Migration Permits	11.890	0.000	21.000
Total	11.890	0.000	21.000

XII. Personnel Information

Vote:120 National Citizenship and Immigration Control

Table 12.1 Staff Recruitment Plan

Post Title	Salary Scale	No. Of Approved Posts	No Of Filled Posts	Vacant Posts	No. of Posts Cleared for Filling FY2018/19	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
ACCOUNTANT	U4U	3	3	0	0	0	0
ACCOUNTS ASSISTANT	U7U	6	6	0	0	0	0
ASSISTANT COMMISSIONER- IMMIGRATION	U1E(L)	4	2	2	2	4,857,424	58,289,088
ASSISTANT IMMIGRATION OFFICER	U6U	8	6	2	2	873,354	10,480,248
ASSISTANT RECORDS OFFICER	U5U	1	1	0	0	0	0
CLERICAL OFFICER	U7L	2	2	0	0	0	0
COMMISSIONER FOR IMMIGRATION	U1SE	3	3	0	0	0	0
DIRECTOR FOR IMMIGRATION	U1SE	1	1	0	0	0	0
DRIVER	U8U	13	13	0	0	0	0
IMMIGRATION ASSISTANT	U7L	185	170	15	15	4,340,415	52,084,980
IMMIGRATION OFFICER	U4L	312	305	7	7	4,902,142	58,825,704
INTERNAL AUDITOR	U4U	2	1	1	1	940,366	11,284,392
OFFICE ATTENDANT	U8U	45	43	2	2	474,138	5,689,656
OFFICE SUPERVISOR	U5U	1	1	0	0	0	0
OFFICE TYPIST	U7U	13	5	8	8	2,894,936	34,739,232
PERSONAL SECRETARY	U4L	4	3	1	1	766,589	9,199,068
PRINCIPAL ACCOUNTANT	U2U	1	1	0	0	0	0
PRINCIPAL IMMIGRATION OFFICER	U2L	19	17	2	2	2,583,760	31,005,120
PRINCIPAL INTERNAL AUDITOR	U2U	1	1	0	0	0	0
PRINCIPAL PROCUREMENT OFFICER	U2	1	1	0	0	0	0
PROCUREMENT OFFICER	U4	1	1	0	0	0	0
RECORDS ASSISTANT	U7U	10	9	1	1	347,302	4,167,624
RECORDS OFFICER	U4L	1	1	0	0	0	0
SENIOR ACCOUNTANT	U3	1	1	0	0	0	0
SENIOR ACCOUNTS ASSISTANT	U5U	3	3	0	0	0	0
SENIOR IMMIGRATION OFFICER	U3 LOWER	41	37	4	4	3,962,356	47,548,272
SENIOR INTERNAL AUDITOR	U3 LOWER	1	1	0	0	0	0
SENIOR PROCUREMENT OFFICER	U3	1	1	0	0	0	0
STENOGRAPHER	U5L	5	1	4	4	1,851,408	22,216,896
Total		689	640	49	49	28,794,190	345,530,280