
Vote:146 Public Service Commission

V1: Vote Overview

I. Vote Mission Statement

To provide Government with competent human resources, for effective and efficient Public Service delivery.

II. Strategic Objective

A competent, motivated and highly performing Public Service for effective service delivery

III. Major Achievements in 2017/18

Appointments:

682 Appointments were made,

228 Confirmations,

16 Study Leave, 6 Lifting of interdiction, 22 interdicted on half pay, 5 Interdiction lifted,

01 Abandonment of duty and resignation and 07 Retired on abolition of office, Public Interest, Medical grounds.

The E-Recruitment System was launched on 13th December, 2017. Training of Users was conducted

Selection Systems Department:

31 Tests administered, 4265 Applicants tested where 633 successful applicants were recommended for oral interviews

16 Selection instruments were developed for assessing the applicants suitability for appointment to various posts. 14 were competence tests, while 2 were aptitude.

2 Competence profiles developed.

The Department also developed the Risk Management Policy and Operational framework which were submitted to Auditor General and Cabinet Secretariat for further scrutiny.

Guidance and Monitoring:

16 Members out of 18 were approved from the DSCs of Adjumani, Soroti, Namisindwa and Bunyangabu

3 DSCs visited by Board A. Isingiro, Kanungu and Rukungiri.

In line with Article 166 (1) (d) of the Constitution, guidance was tendered to the Districts of Nakaseke, Sironko, Adjumani, Bushenyi, Soroti, Zombo, Kagadi, Kyenjojo, Amolatar, Kapchorwa, Buliisa, Buyende, Kiryandongo, Manafwa.

7 DSCs monitored and guidance tendered by District Monitoring visits in the Districts of Kamuli, Iganga, Sembabule, Bukomansimbi, Adjumani, Kitgum, Lamwo, Gulu and Omoro

Capacity Building:

37 Inducted o/w 23 were Members of DSCs, 7 were Secretaries to the DSCs and 7 PHROs from CAOs offices from the Districts of Moroto, Napak, Abim, Nakapiripirit, Kotido, Amudat and Kaabong were inducted.

9 Secretaries DSCs and 7 PHROs CAOs Office from the Districts of Moroto, Napak, Abim, Nakapiripirit, Kotido, Amudat and Kaabong were mentored.

Demand driven induction training was conducted in the DSCs of Oyam and Maracha

Appeals:

38 out of 44 Appeals received were determined and decisions communicated. Adjumani, Kamwenge, Bukwo, Apac,

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Kole, Omoro, Mpigi, Sembabule, Wakiso, Mbarara, Kumi, Bushenyi, Iganga, Manafwa, Kabarole, Jinja, Busia, Namutumba, Lwengo, Jinja, Kanungu, Bududa and Kole.

IV. Medium Term Plans

In the medium term, the Commission is upgrading the E-recruitment system which is currently under development. This will improve the business processes of the Commission in regard to recruitment.

Develop an Electronic Data Management System (Digitize records).

Develop a case management system.

Review the Structure of the Public Service Commission.

Develop and provide reference material to District Service Commissions.

Develop a Communication Strategy.

Procure motor vehicles to replace old ones.

Enhance the capacity and develop competence.

Secure land and construct office block.

Retool and equip the Public Service Commission.

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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	1.632	1.737	0.827	1.772	1.950	2.047	2.149	2.257	
Non Wage	4.375	4.201	2.034	5.201	6.345	7.296	8.756	10.507	
Devt.									
GoU	0.784	0.484	0.033	0.484	0.591	0.709	0.709	0.709	
Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
GoU Total	6.791	6.422	2.894	7.457	8.885	10.052	11.614	13.472	
Total GoU+Ext Fin (MTEF)	6.791	6.422	2.894	7.457	8.885	10.052	11.614	13.472	
Arrears	0.001	0.041	0.041	0.000	0.000	0.000	0.000	0.000	
Total Budget	6.792	6.464	2.936	7.457	8.885	10.052	11.614	13.472	
A.I.A Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Grand Total	6.792	6.464	2.936	7.457	8.885	10.052	11.614	13.472	
Total Vote Budget Excluding Arrears	6.791	6.422	2.894	7.457	8.885	10.052	11.614	13.472	

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	5.888	0.000	0.000	5.888	6.963	0.000	0.000	6.963
211 Wages and Salaries	1.920	0.000	0.000	1.920	2.103	0.000	0.000	2.103
212 Social Contributions	0.193	0.000	0.000	0.193	0.201	0.000	0.000	0.201
213 Other Employee Costs	0.498	0.000	0.000	0.498	0.478	0.000	0.000	0.478
221 General Expenses	1.466	0.000	0.000	1.466	2.281	0.000	0.000	2.281
222 Communications	0.079	0.000	0.000	0.079	0.079	0.000	0.000	0.079
223 Utility and Property Expenses	0.121	0.000	0.000	0.121	0.127	0.000	0.000	0.127
224 Supplies and Services	0.048	0.000	0.000	0.048	0.048	0.000	0.000	0.048
225 Professional Services	0.105	0.000	0.000	0.105	0.102	0.000	0.000	0.102
227 Travel and Transport	0.974	0.000	0.000	0.974	1.047	0.000	0.000	1.047
228 Maintenance	0.486	0.000	0.000	0.486	0.497	0.000	0.000	0.497
Output Class : Outputs Funded	0.050	0.000	0.000	0.050	0.010	0.000	0.000	0.010
262 To international organisations	0.050	0.000	0.000	0.050	0.010	0.000	0.000	0.010
Output Class : Capital Purchases	0.484	0.000	0.000	0.484	0.484	0.000	0.000	0.484
312 FIXED ASSETS	0.484	0.000	0.000	0.484	0.484	0.000	0.000	0.484

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Output Class : Arrears	0.041	0.000	0.000	0.041	0.000	0.000	0.000	0.000
321 DOMESTIC	0.041	0.000	0.000	0.041	0.000	0.000	0.000	0.000
Grand Total :	6.464	0.000	0.000	6.464	7.457	0.000	0.000	7.457
Total excluding Arrears	6.422	0.000	0.000	6.422	7.457	0.000	0.000	7.457

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
52 Public Service Selection and Recruitment	6.792	6.464	2.936	7.457	8.885	10.052	11.614	13.472
01 Headquarters (Finance and Administration)	3.576	5.149	2.517	5.154	6.075	6.791	7.842	9.088
02 Selection Systems Department (SSD)	0.609	0.181	0.083	0.459	0.560	0.644	0.773	0.927
03 Guidance and Monitoring	1.807	0.610	0.280	1.313	1.602	1.842	2.211	2.653
0388 Public Service Commission	0.784	0.484	0.033	0.484	0.591	0.709	0.709	0.709
04 Internal Audit Department	0.015	0.039	0.023	0.047	0.058	0.066	0.080	0.095
Total for the Vote	6.792	6.464	2.936	7.457	8.885	10.052	11.614	13.472
Total Excluding Arrears	6.791	6.422	2.894	7.457	8.885	10.052	11.614	13.472

VIII. Programme Performance and Medium Term Plans

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

Programme :	52 Public Service Selection and Recruitment		
Programme Objective :	To provide government with competent human resources for effective and efficient public service delivery.		
Responsible Officer:	Dr. John Geoffrey Mbabazi.		
Programme Outcome:	An efficient and transparent public service recruitment process		
<i>Sector Outcomes contributed to by the Programme Outcome</i>			
1. Increased use of the mechanisms and enhanced service delivery			
Outcome Indicators	Performance Targets		
	2018/19	2019/20	2020/21
	Target	Projection	Projection

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• Percentage of staff recruited against the declared posts	30%	50%	50%
SubProgramme: 02 Selection Systems Department (SSD)			
<i>Output: 02 Selection Systems Development</i>			
Number of Competence tests developed and administered by posts	40	50	50
SubProgramme: 03 Guidance and Monitoring			
<i>Output: 01 DSC Monitored and Technical Assistance provided</i>			
Number of DSCs Monitored and technical guidance tendered	100	121	146
Number of DSC appeal cases received and concluded	100%	100%	100%
<i>Output: 05 DSC Capacity Building</i>			
Number of DSC Members Inducted.	100	100	100
Number of DSC Secretaries Mentored	50	50	50

IX. Major Capital Investments And Changes In Resource Allocation

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

N/A

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

Overwhelming numbers of applicants coupled with Manual Recruitment System that is tedious and time consuming, the Commission is planning to move to e-recruitment.

Forgeries and presentation of forged documents, this translates into high costs of verification of documents, which when presented by applicants, the Commission has to verify through UNEB and other agencies who charge a fee per document, this constrains the Commission financially.

Increased number of Districts and municipalities which requires more resources for coordinating and guiding District Service Commission.

In filling District Service Commission Members' slots, this has rendered some DSCs non-functional and yet their performance affects the performance of PSC.

Delayed responses by DSCs to issues raised by PSC on cases of Appeals. In order to determine the appeals and in line with the principles of natural justice, the PSC normally requests for comments from the relevant DSCs.

Failure and delays in filling vacant slots of District Service Commission Members. There is need to review the requirements for appointment of Members of DSC.

Inadequate office space which compromises of confidentiality of recruitment processes

Plans to improve Vote Performance

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Move to e-recruitment system will cut back some processes and make recruitment cheaper, the Commission is in the process of developing the E-Recruitment System.

Convening stakeholder conferences so as to continuously dialogue on how to improve DSC performance.

Development and implementing a Communications strategy

Implementing the Electronic Data Management System and Case Management System.

XI. Vote Cross Cutting Policy And Other Budgetary Issues

Table 11.1: Cross- Cutting Policy Issues

XII. Personnel Information

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)
ACPERSPSC	U1-LWR - 1	1	0	1	1	1,624,934	19,499,208
Total		1	0	1	1	1,624,934	19,499,208