
Vote:112 Ethics and Integrity

V1: Vote Overview

I. Vote Mission Statement

To provide leadership in rebuilding ethics and integrity in the Ugandan society and coordinate national efforts against corruption.

II. Strategic Objective

- a. To provide political leadership and coordinate national efforts against corruption and moral decadence
- b. To Mainstream ethics and integrity to propel good governance
- c. To spearhead the development of laws, policies and strategies to promote ethics and integrity in the Ugandan society
- d. To coordinate and advise Government on the operations of religious and Faith Based Organisations in the Country

III. Major Achievements in 2017/18

1. Conducted two capacity building workshops for Zombo and Nebbi District Integrity Promotion Forums (DIPFs). A total of 40 participants attended of whom 10 were women and 30 men. Three (3) persons with disabilities were among the participants. About 0.04bn was spent on this exercise.
2. Conducted District Integrity Promotion Forum (DIPF) follow up meetings in Mayuge, Iganga, Luuka and Kaliro districts. While at the districts, the visiting team interacted with both male and female district officials. About 0.02bn was spent on this exercise.
3. Organized Anti-Corruption Public Private Partnership (ACPPP) quarterly review. Participants were drawn from all regions of Uganda, men, women, old people, youths and persons with disabilities attended the review. At the end, members pledged to implement recommendations that came out during the workshop. About 0.04 bn was spent on this activity.
4. In line with dissemination of Anti-corruption laws, Luo, Runyankore and Luganda translation of the simplified version of the laws and the citizens Handbook were pretested in Gulu, Mbarara and Mukono districts respectively. In the three workshops, participants comprised of Political leaders, technical Heads of Departments, Civil Society, Elders, Religious leaders, Councilors, cultural leaders, teachers, women, youth, persons with disability (PWDs) and the media. Another workshop to disseminate anti-corruption laws was conducted in Kabalye Police Training School in Masindi district. Both male and female Police Officers attended activity. About 0.025b was spent on this exercise.
5. Conducted consultative meeting of stakeholders on development of the Religious and Faith Based Organizations Policy (RFBO). Participants from the districts of Abim, Moroto, Kaabong, Nakapiripirit, Napak, Moroto, Mbarara, Bushenyi, Ntungamo, Kisoro, Rukungiri, Kanungu, Isingiro, Ibanda, Kiruhura, Kabale, Arua, Yumbe, Koboko, Nebbi, Moyo, Adjumani and Zombo attended. Participants comprised of Christians and Muslims, women, men, the elderly, persons with disabilities, media and youth representatives. About 0.05bn was spent on this exercise.
6. On Uganda's implementation of United Nations Convention Against Corruption (UNCAC), DEI attended the 7th Session of the Conference of State Parties to UNCAC in Vienna, Austria. One lady and two gentlemen represented DEI at the Conference.
7. Monitored implementation of the National Anti-corruption Strategies (NACS) in districts. Districts were equally selected from all regions of Uganda. There was no bias during Data collection. Both men and women of different age groups were interviewed and had equal opportunity. Focus was on functionality of DIPFs. Key issues noted were: District officials appreciated importance of the forum but they are being challenged by inadequate resources which hinder its operations e.g. undertaking joint monitoring, organizing meetings. They requested that DEI provides annual financial support to fund forum activities. About 0.016bn was spent on this activity.
8. In line with awareness creation, DEI conducted media programs to create awareness about corruption, for example, during International anti-corruption week 2017, DEI prepared and produced materials aimed at fighting corruption. Media programs covered the whole country targeting the entire population of Uganda i.e. men women, youth, children, old people and persons with disabilities. A bout 0.012bn was spent.
9. Inter-agency Forum (IAF) activities such as quarterly meeting were held. Members pledged to continue working together and intensify the fight against corruption in all regions of Uganda involving men, women, youths, old persons, the media and persons

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with disabilities. A consultative meeting with members of IAF Legal Task Force to review the draft Leadership Code Regulations was organized.

10. Arch Bishop Janani Luwum Day was commemorated on 16th February 2018 at Mucwin in Kitgum District. Believers came from all regions of Uganda and beyond our borders. Children, the youths, PWDs, elderly, men and women attended the celebration. A bout 0.2bn was spent on this annual event.

11. The following positions in the new DEI structure were filled; Principal Human Resource Officer, Senior Accounts Assistant, Senior Assistant Secretary/Personal Assistant to the Hon. Minister, Senior Human Resource Officer, Senior Accountant, Economist and Assistant Secretary. These are now occupied by seven officers, 4 men and 3 women.

12. Under capacity building, the following were undertaken;

i. paid fees for 5 DEI staff who are pursuing Master degree

ii. Principal Legal Officer continued with her Masters' program in Austria,

iii. Records management training for all DEI staff, male and female was conducted with the help of facilitators -from Ministry of Public Service.

13. Under Human Resource Management Information Systems, there was continuous Implementation of IPPS. Salary and pension were paid by 28th of each month.

14. Under Human Resource wellness and welfare programs, DEI started a wellness staff program. On every Friday evening, staffs both men and women go to Royale Suites Hotel, Bugolobi for exercises. These exercises are aimed at improving staff health, team building and improved performance.

15. With Support to DEI Project, DEI is in the final stages of procuring one field vehicle. This will ease staff movement especially with field work The vehicle will be available for both male and female staff. It will cost about 0.20bn.

IV. Medium Term Plans

1. In the medium term, the Directorate for Ethics and Integrity (DEI) will develop the Sixth Cycle of NACS. 8 Regional Workshops are planned for this exercise, 2 per region. Wide consultations at both Local and Central Governments will involve men and women, old people, youths and persons with disabilities. About 0.3bn is planned for this exercise

2. DEI will continue her coordination role of Anti-Corruption efforts in the country, covering all districts. This will involve men and women of different age groups, the youths, old people and persons with disabilities. A bout 0.40bn is budgeted for this exercise per year.

3. The Directorate for Ethics and Integrity (DEI) with technical support from Equal Opportunities Commission will ensure that during Workshops and meetings, issues of Gender and equity mainstreaming in local Government activities will be emphasised. Participants will include men, women, children, PWDs and the youths from all regions in Uganda. If resources are available, we plan to have a 20% annual budget increment for this activity.

4. DEI will continue promoting public participation of men, women, youths, old people and persons with disabilities in all regions in Uganda in the fight against corruption and promoting public demand for accountable and transparent leadership. Will strengthen Public Private Partnership (ACPPP) aimed at strengthening collaboration between stakeholders involved in the anti-corruption crusade. DEI will also enhance communication of Government efforts against corruption and offshoots of moral decadence. About 0.70bn is required for this activity.

5. The Directorate will continue Promoting ethical conduct, accountability and effective leadership at the local government level through operationalisation of DIPFs. The districts will be equally selected from all the four regions of Uganda. This will involve all officers, men and women irrespective of one's position of responsibility (Designation). About 0.20bn is planned for this exercise per year.

6. DEI will continue promoting ethics and integrity through popularizing NEVs in public and private institutions of both male and female participants equally selected from all regions in Uganda (East, West, North and Central), covering all age groups and persons with disabilities. An annual amount of about UGX 1.2bn is required for this exercise.

7. The Directorate will continue building capacity of primary school teachers in all regions in Uganda to integrate ethical values

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in the teaching and learning process. Both female and male officers will be involved. The knowledge acquired will enable them to effectively integrate ethical values in school activities. About UGX 1.0bn is required for this activity.

8. DEI will continue strengthening the Legal and Policy framework by; (i) completing the policy and legal framework for the coordination and monitoring of Religious and Faith based Organizations in Uganda. The policy will equally give direction to all Ugandans irrespective of one's sex, religion/faith, area of origin, physical appearance/capability, age group, Men, and women. (ii) Work towards Operationalisation of the Leadership Code Tribunal and (iii) Continue to play her role in development of the proceeds of Crime law (Asset Recovery). A bout 1.0bn is planned for this role.

9. The Directorate will continue to communicate and publicise Government efforts against corruption and offshoots of moral decadence. Communication will cover all districts in the country, targeting men, women, children, old people, the youths and persons with disabilities. About 0.05 is planned for this activity

10. Under Development Project, DEI will procure a number of vehicles and get rid of old ones in order to reduce expenditure on vehicle maintenance. The acquired vehicles will ease staff movement; both men and women will have equal opportunity of using the vehicles while on official duty.

11. Pornography Control Committee (PCC) will undertake the following;

- i. create Public awareness on dangers of Pornography, covering the entire country involving men, women, old people, children, the youths and persons with disabilities
- ii. destroy Pornographic objects
- iii. apprehend and prosecuted Pornography offenders. Men, women, the young, the youths, the old and persons with disabilities have equal chances of being apprehended and prosecuted if involved in acts of pornography

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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	0.613	0.852	0.320	0.908	0.999	1.049	1.102	1.157	
Non Wage	3.612	4.909	1.960	4.033	4.920	5.658	6.790	8.148	
Devt.									
GoU	0.211	0.211	0.000	0.211	0.257	0.308	0.308	0.308	
Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
GoU Total	4.435	5.971	2.280	5.152	6.177	7.016	8.200	9.613	
Total GoU+Ext Fin (MTEF)	4.435	5.971	2.280	5.152	6.177	7.016	8.200	9.613	
Arrears	0.000	0.031	0.031	0.000	0.000	0.000	0.000	0.000	
Total Budget	4.435	6.003	2.311	5.152	6.177	7.016	8.200	9.613	
A.I.A Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Grand Total	4.435	6.003	2.311	5.152	6.177	7.016	8.200	9.613	
Total Vote Budget Excluding Arrears	4.435	5.971	2.280	5.152	6.177	7.016	8.200	9.613	

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	5.761	0.000	0.000	5.761	4.942	0.000	0.000	4.942
211 Wages and Salaries	1.599	0.000	0.000	1.599	1.613	0.000	0.000	1.613
212 Social Contributions	0.042	0.000	0.000	0.042	0.042	0.000	0.000	0.042
213 Other Employee Costs	0.126	0.000	0.000	0.126	0.191	0.000	0.000	0.191
221 General Expenses	1.907	0.000	0.000	1.907	1.333	0.000	0.000	1.333
222 Communications	0.124	0.000	0.000	0.124	0.092	0.000	0.000	0.092
223 Utility and Property Expenses	0.633	0.000	0.000	0.633	0.633	0.000	0.000	0.633
224 Supplies and Services	0.049	0.000	0.000	0.049	0.049	0.000	0.000	0.049
225 Professional Services	0.040	0.000	0.000	0.040	0.030	0.000	0.000	0.030
227 Travel and Transport	1.012	0.000	0.000	1.012	0.564	0.000	0.000	0.564
228 Maintenance	0.228	0.000	0.000	0.228	0.393	0.000	0.000	0.393
Output Class : Capital Purchases	0.211	0.000	0.000	0.211	0.211	0.000	0.000	0.211
312 FIXED ASSETS	0.211	0.000	0.000	0.211	0.211	0.000	0.000	0.211
Output Class : Arrears	0.031	0.000	0.000	0.031	0.000	0.000	0.000	0.000
321 DOMESTIC	0.031	0.000	0.000	0.031	0.000	0.000	0.000	0.000

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Grand Total :	6.003	0.000	0.000	6.003	5.152	0.000	0.000	5.152
Total excluding Arrears	5.971	0.000	0.000	5.971	5.152	0.000	0.000	5.152

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 Ethics and Integrity	4.435	6.003	2.311	5.152	6.177	7.016	8.200	9.613
01 General Administration and Support Services	2.663	4.506	1.833	3.302	5.920	6.708	7.892	9.305
02 Ethics	0.816	0.516	0.217	0.211	0.000	0.000	0.000	0.000
03 Law, Policy Formulation and Dissemination	0.708	0.464	0.196	0.150	0.000	0.000	0.000	0.000
04 Internal Audit Department	0.039	0.040	0.000	0.040	0.000	0.000	0.000	0.000
05 Religious Affairs	0.000	0.000	0.010	0.360	0.000	0.000	0.000	0.000
06 Coordination of National Anti-Corruption Strategies (NACS)	0.000	0.267	0.055	0.250	0.000	0.000	0.000	0.000
07 Pornography Control Committee (PCC)	0.000	0.000	0.000	0.629	0.000	0.000	0.000	0.000
1226 Support to Directorate of Ethics and Integrity	0.211	0.211	0.000	0.211	0.257	0.308	0.308	0.308
Total for the Vote	4.435	6.003	2.311	5.152	6.177	7.016	8.200	9.613
Total Excluding Arrears	4.435	5.971	2.280	5.152	6.177	7.016	8.200	9.613

VIII. Programme Performance and Medium Term Plans

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

Programme :	52 Ethics and Integrity
Programme Objective :	<ol style="list-style-type: none"> 1. To provide political leadership and coordinating national efforts against corruption and moral decadence. 2. To mainstream ethics and integrity to propel good governance. 3. To spearhead the development of laws, policies and strategies to promote ethics and integrity in the Ugandan society. 4. To coordinate and advise Government on the operations of religious and Faith Based Organisations in the country 5. To communicate Government effort in the fight against corruption and offshoots of moral decadence.
Responsible Officer:	Permanent Secretary
Programme Outcome:	National Ethical Values (NEVs) mainstreamed in public
Sector Outcomes contributed to by the Programme Outcome	
1. Fiscal Credibility and Sustainability	

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Outcome Indicators	Performance Targets		
	2018/19	2019/20	2020/21
	Target	Projection	Projection
• Proportion of LGs with functional District Integrity Promotion Forum (DIPFs)	46%	65%	85%
• Proportion of Primary Schools equitably selected from all regions of Uganda who have mainstreamed NEVs in their activities	6%	10%	15%
• Proportion of Secondary Schools equitably selected from all regions of Uganda who have mainstreamed NEVs in their activities	6%	10%	14%
• Proportion of MDAs & LGs where awareness of ant-corruption laws and NEVs has been created.	40%	47%	55%
• Proportion of Taxes collected against target.	20%	20%	20%
SubProgramme: 01 General Administration and Support Services			
Output: 05 DEI Support Services			
No of final accounts made	3	3	3
Level of implementation of the Vote Strategic Plan	80%	100%	100%
SubProgramme: 02 Ethics			
Output: 02 Public education and awareness			
No of Schools equitably selected from all regions in Uganda in which NEVs have been disseminated	40	50	55
No of Cultural Institutions involved in mainstreaming of NEVs	4	4	4
No of LGs where IEC Materials on NEVs are popularised	40	40	40
No of media programs conducted	8	10	10
No of DIPF capacity building interventions conducted in all regions in Uganda	6	6	6
Output: 04 National Anti Corruption Strategy Coordinated			
No of gender and equity responsive Meetings of the IAF Technical Working Groups	4	4	4
SubProgramme: 03 Law, Policy Formulation and Dissemination			
Output: 01 Formulation and monitoring of Policies, laws and strategies			
No. of dissemination workshops equitably conducted on anti-corruption Laws and policies	8	8	8
No of consultative workshops equitably conducted in the development of Anti-corruption laws and policies	4	4	4
No.of sessions on implementation of Regional and International Legal Instruments participated in, taking social inclusion into account.	8	8	8
Number of Dissemination activities equitably conducted on Anti-Corruption laws and policies	8	8	8
Number of consultative workshops equitably conducted in the development of Anti-corruption laws and policies	4	4	4
Number of sessions on implementation of Regional and International legal instruments participated in, taking social inclusion into account	2	2	2
SubProgramme: 04 Internal Audit Department			
Output: 09 Internal Management Controls			
No. of Internal Audits reports prepared	4	4	4

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SubProgramme: 05 Religious Affairs			
<i>Output: 06 Harmonisation of Religious Organisations</i>			
% of Site developed (10 Year Development Plan)	10%	30%	40%
Data Management System in Place	50%	70%	100%
Janani Luwum Day commemorated (Annually)	1	1	1
SubProgramme: 06 Coordination of National Anti-Corruption Strategies (NACS)			
<i>Output: 04 National Anti Corruption Strategy Coordinated</i>			
No. of Reports	4	4	4
No of gender and equity responsive Meetings of the IAF Technical Working Groups	4	4	4
No of Consultative meetings held.	8	0	0
SubProgramme: 07 Pornography Control Committee (PCC)			
<i>Output: 07 Elimination of Pornography</i>			
No of public awareness campaigns	30	40	45
No of Pornographic objects destroyed	20	30	40
No. of Pornography offenders apprehended and Prosecuted	20	30	40

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

Directorate for Ethics and Integrity (DEI) faces a number of challenges. These include:

1. Inadequate operational funding for the operationalization of the Directorate's Work plan especially the Department of Religious Affairs
2. Public perception about the fight against corruption: there is limited participation by citizens in the anti-corruption crusade.
3. Immorality in different forms especially among the youth is on the increase.
4. Recent insecurity happening in state and non-state institutions which need immediate interventions.
5. DEI has noted increased gender-based sexual harassment of workers in some MDAs/LGs which need immediate intervention

Plans to improve Vote Performance

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1. Improve human resource capacity through training.
2. Joint implementation of activities/programs: The DEI will conduct some departmental/Unit activities together e.g. organising workshops.
3. During Dissemination workshops, e.g. Dissemination of Anti-corruption laws, DEI will work closely with other stakeholders, for example Equal Opportunities Commission to sensitise participants on issues of gender and equity
4. DEI will continue to improve on financial management.

XI. Vote Cross Cutting Policy And Other Budgetary Issues

Table 11.1: Cross- Cutting Policy Issues

Issue Type:	HIV/AIDS
Objective :	To increase awareness about the dangers of HIV/AIDS at DEI work place and within the public, involving men, women and persons with disabilities.
Issue of Concern :	Increased HIV/AIDS infection rate
Planned Interventions :	1) Discuss HIV/AIDS pandemic during workshops/Seminars. 2) Provide free HIV voluntary counseling, sensitization, treatment, nutrition and testing to all staff, both male and female.
Budget Allocation (Billion) :	0.020
Performance Indicators:	1) Number of Workshops/Conferences conducted to sensitise staff and community on HIV/AIDS (In 100% targeted number of work shops) 2) Number of DEI Staff both men and women receiving HIV/AIDS related services, targeting 100% DEI Staff.

Issue Type:	Gender
Objective :	To increase the awareness of both men and women on their roles and responsibilities in the fight against corruption and moral decadence.
Issue of Concern :	Limited involvement of men and women in rebuilding Ethics and Integrity.
Planned Interventions :	Increase participation of men and women during all DEI workshops and activities.
Budget Allocation (Billion) :	0.020
Performance Indicators:	1) Number of women sensitised on roles and responsibilities in fighting corruption , targeting 100% invited. 2) Number of men sensitised on roles and responsibilities in fighting corruption , targeting 100% invited. 3) Number of Workshops, 100%

Issue Type:	Enviroment
Objective :	To sensitize the public, men, women, children, the elderly and persons with disabilities to cherish and uphold the values of preserving the environment.

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Issue of Concern :	Environmental degradation
Planned Interventions :	In workshops and conferences for both men women and persons with disabilities from all regions in Uganda to emphasize the significance of respecting the environment and the dangers associated with environmental degradation and climate change,
Budget Allocation (Billion) :	0.020
Performance Indicators:	Number of participants in a Workshop/Conference taking into consideration issues of gender and equity and PWDs. (In 100% of targeted Workshops)

XII. Personnel Information

Table 12.1 Staff Recruitment Plan

Post Title	Salalry 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)
Assistant Commissioner Ethics Compliance	U1S	1	0	1	1	1,624,934	19,499,208
Assistant Commissioner Ethics Policy & Standards	U1S	1	0	1	1	1,624,934	19,499,208
Assistant Commissioner Legal Compliance	U1E	1	0	1	1	2,428,712	29,144,544
Assistant Commissioner Legal Drafts and Development	U1E	1	0	1	1	2,428,712	29,144,544
Assistant Commissioner Religious Affairs (M & E)	U1S	1	0	1	1	2,624,934	31,499,208
Assistant Commissioner Religious Affairs, Policy & Standards	U1S	1	0	1	1	2,624,934	31,499,208
Commissioner Ethics Compliance	U1SE	1	0	1	1	1,859,451	22,313,412
Commissioner Ethics Policy & Standards	U1SE	1	0	1	1	1,859,451	22,313,412
Commissioner Religious Affairs	U1SE	1	0	1	1	1,859,451	22,313,412
Director Legal	U1SE	1	0	1	1	4,064,736	48,776,832
Principal Ethics Officer	U2	1	0	1	1	1,291,880	15,502,560
Principal Ethics Officer PCC Support Unit	U2	1	0	1	1	1,201,688	14,420,256
Principal Ethics Officer Religious Affairs, Policy & Standards	U2	1	0	1	1	1,201,688	14,420,256
Principal Ethics Officer Religious Affairs (M & E)	U2	1	0	1	1	1,201,688	14,420,256
Principal Legal Officer	U2	1	0	1	1	2,104,960	25,259,520
Under Secretary Finance & Administration	U1SE	1	0	1	1	1,859,450	22,313,400
Total		16	0	16	16	31,861,603	382,339,236