

Vote:020 Ministry of ICT and National Guidance

V1: Vote Overview

I. Vote Mission Statement

To increase access and usage of ICT infrastructure and services throughout the country, ensure effective communication of government policies and programmes and promotion of a national ideology for socio economic transformation.

II. Strategic Objective

Our strategic objectives are as indicated below:

- i. Improve the legal and regulatory frameworks to respond to the industry needs.
- ii. Enhance the ICT expertise
- iii. Promote an informed and ideologically aware citizenry for socio-economic transformation
- iv. Enhance access, usage, security and application of ICT infrastructure and Services

Outcomes are indicated below

- i. Responsive ICT legal and regulatory environment
- ii. Increased employment and growth opportunities
- iii. Shared national vision, national interest, national values and common good
- iv. Secure ICT access and usage for all.

III. Major Achievements in 2018/19

Under enabling environment for ICT Development and Regulation:

- a) Technical Support was provided to implementation of the Academic Information Management System; including support to the Netherlands Trust Fund (NTF4) IV project that promotes IT enabled services and Business Process Outsourcing;
- b) The first Draft of the E-Commerce strategy was developed and awaits wider stakeholder consultations;
- c) A Roadmap for institutionalization of ICT cadres in Government was developed;
- d) A Paper for Information Technology Enabled Services (ITES) /Business Process Outsourcing (BPO) communication and sensitization Strategy was prepared.
- e) Consultations on the Regulatory Impact Assessment of the e-Government interoperability policy undertaken;
- f) Participated in Open Source Software workshops organized by the Uganda Open Source Software Association and software clinics organized by the Innovation Hubs;
- g) Costed implementation Action plan for the Draft media local content Policy developed;
- h) Baseline study on development of ICT infrastructure blue print carried out in Western and Northern region;
- i) Special Postcodes developed for special interest areas (Parks, Government offices, tourist sites, monuments, land marks, historical sites) in all Districts of Uganda;
- j) Postal sector monitored in Eastern and Northern Uganda to determine readiness of Postal and supporting infrastructure for the new Postcode and Addressing System;

Under the National ICT Support Programme:

- a) Three ICT hubs supported namely: Resilient African Network, Tech Buzz Hub and Hive Collab; these hubs provide space and mentorship to young innovators across the social divide;
- b) 150 Innovators were attached to innovation hubs for mentorship;
- c) Activities of ICT Innovators supported under the first call for Innovations in FY2017/18 under the NIISP monitored;
- d) Second call for Innovators was finalized and approved by the Selection Committee and published;
- e) Furnishing of the ICT Innovation /Incubation Center at UICT Nakawa was ongoing: Steel structure completed, Roofing was completed as well;

Under Effective Communication and National Guidance:

- a) Held engagement meeting with the media personnel in the Elgon region on the need to emphasize objective and balanced reporting in both the print and electronic media for emergency response in Elgon prone areas;
- b) Received and handled citizens' queries totaling 115 from citizens. Of these, 29 were handled and closed while 86 were escalated to relevant MDAs;
- c) Provided a channel for feedback and suggestions from citizens;
- d) Conducted civic education workshops for appointed and elected leaders in Promoting Good Governance in a multiparty system in various districts;
- e) 92 media coverage coordinated by the Uganda Media Centre including provision of online coverage for 15 press briefings;
- f) Consultations on RIA for the draft "National Guidance policy undertaken;

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Under General Administration, Policy and Planning:

- a) Relevant financial accounts reports submitted to relevant authorities;
- b) BFPs prepared and submitted to relevant authorities.
- c) The ICT&NG Sector Report to the National Development Report FY 2017/18 prepared & submitted to the National Planning Authority;
- d) Three project proposals prepared and submitted for consideration by the Development Committee at MoFPED;
- e) Progress report for Q1 FY2018/19 prepared and submitted to MoFPED and other relevant authorities;

IV. Medium Term Plans

- a) Improve the legal and regulatory frameworks to respond to the industry needs to become gender responsive and also to match the new technological developments;
- b) Implementation of the Institutionalization of ICT Function in MDAs and LGs;
- c) Integration of e-government systems and services;
- d) Increase job creation especially for the Youth through ICT Research and Innovation;
- e) Establish model incubation centres /hubs to encourage innovation and creation of local content at regional level;
- f) Extend the ICT Infrastructure network to cover the entire country to ensure digital inclusion;
- g) Develop, adopt technologies, policies and strategies that safeguard communities and the environment (such as e-waste management, consumer protection, use of renewable energy, sharing ICT infrastructure);
- h) Enhance the usage and application of ICT services in business and service delivery;
- i) Increase the stock of ICT skilled and industry ready workforce;
- j) Improve the information security system to be secure, reliable, resilient and capable of responding to cyber security threats;
- k) Implement the National Postcode and Addressing System;
- l) Promote the manufacturing and assembling of ICT devices in Uganda
- m) Develop Schemes of service for the ICT cadre
- n) Establish the Ministry library and documentation Centre
- o) Operationalise regional ideological and civic education training epicenters in the two (2) regions of Uganda; Eastern and West Nile regions.
- p) Finalise and implement the Development of National guidance policy.
- q) Mainstream the GoU communication function through support to MDAs and LGs to establish and operationalise communication units;
- r) Review the media legal and regulatory framework;
- s) Create Partnerships with higher institutions of learning to review the training curriculum for media practitioners.

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V. Summary of Past Performance and Medium Term Budget Allocations

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

	2017/18 Outturn	2018/19		2019/20	MTEF Budget Projections				
		Approved Budget	Expenditure by End Dec		2020/21	2021/22	2022/23	2023/24	
Recurrent									
Wage	1.636	5.937	2.233	5.937	6.234	6.545	6.873	7.216	
Non Wage	21.195	5.936	2.736	19.069	21.929	26.315	31.578	37.894	
Devt.									
GoU	12.545	15.223	2.142	15.223	18.267	18.267	18.267	18.267	
Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
GoU Total	35.376	27.096	7.111	40.229	46.430	51.128	56.718	63.377	
Total GoU+Ext Fin (MTEF)	35.376	27.096	7.111	40.229	46.430	51.128	56.718	63.377	
Arrears	0.728	11.200	0.000	0.000	0.000	0.000	0.000	0.000	
Total Budget	36.104	38.296	7.111	40.229	46.430	51.128	56.718	63.377	
A.I.A Total	2.552	3.500	0.807	0.000	0.000	0.000	0.000	0.000	
Grand Total	38.656	41.796	7.918	40.229	46.430	51.128	56.718	63.377	
Total Vote Budget Excluding Arrears	37.928	30.596	7.918	40.229	46.430	51.128	56.718	63.377	

VI. Budget By Economic Classification

Table V6.1 2018/19 and 2019/20 Budget Allocations by Item

<i>Billion Uganda Shillings</i>	2018/19 Approved Budget				2019/20 Draft Estimates		
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	Total
Output Class : Outputs Provided	16.881	0.000	3.287	20.167	29.671	0.000	29.671
211 Wages and Salaries	7.034	0.000	0.435	7.468	8.074	0.000	8.074
212 Social Contributions	0.299	0.000	0.000	0.299	0.343	0.000	0.343
213 Other Employee Costs	0.249	0.000	0.010	0.259	0.259	0.000	0.259
221 General Expenses	1.176	0.000	1.590	2.765	9.966	0.000	9.966
222 Communications	0.179	0.000	0.013	0.192	0.465	0.000	0.465
223 Utility and Property Expenses	2.311	0.000	0.505	2.816	2.298	0.000	2.298
224 Supplies and Services	0.086	0.000	0.000	0.086	0.082	0.000	0.082
225 Professional Services	4.350	0.000	0.147	4.497	4.991	0.000	4.991
227 Travel and Transport	1.030	0.000	0.511	1.540	2.913	0.000	2.913
228 Maintenance	0.168	0.000	0.076	0.244	0.280	0.000	0.280
Output Class : Outputs Funded	3.454	0.000	0.000	3.454	8.154	0.000	8.154
263 To other general government units	0.700	0.000	0.000	0.700	1.200	0.000	1.200
291 Tax Refunds	2.754	0.000	0.000	2.754	6.954	0.000	6.954
Output Class : Capital Purchases	6.761	0.000	0.213	6.974	2.404	0.000	2.404

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281 Property expenses other than interest	0.500	0.000	0.000	0.500	0.000	0.000	0.000
312 FIXED ASSETS	6.261	0.000	0.213	6.474	2.404	0.000	2.404
Output Class : Arrears	11.200	0.000	0.000	11.200	0.000	0.000	0.000
321 DOMESTIC	11.200	0.000	0.000	11.200	0.000	0.000	0.000
Grand Total :	38.296	0.000	3.500	41.796	40.229	0.000	40.229
Total excluding Arrears	27.096	0.000	3.500	30.596	40.229	0.000	40.229

VII. Budget By Programme And Subprogramme

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

Billion Uganda shillings	FY 2017/18 Outturn	FY 2018/19		2019-20 Proposed Budget	Medium Term Projections			
		Approved Budget	Spent By End Dec		2020-21	2021-22	2022-23	2023-24
01 Enabling environment for ICT Development and Regulation	8.018	2.366	0.710	2.718	1.647	1.860	2.111	2.406
02 Information Technology	0.415	0.707	0.242	0.663	0.371	0.369	0.414	0.466
03 Information Management Services	6.842	0.540	0.276	0.697	0.413	0.454	0.560	0.587
04 Broadcasting Infrastructure	0.367	0.518	0.104	0.648	0.412	0.530	0.563	0.699
05 Posts and Telecommunications	0.393	0.601	0.087	0.711	0.450	0.508	0.575	0.655
02 Effective Communication and National Guidance	16.122	3.834	0.946	13.483	16.687	19.878	23.699	28.277
08 Uganda Media Center	1.092	1.111	0.425	1.611	1.954	2.430	1.708	2.899
09 National Guidance	0.518	0.511	0.072	0.585	0.853	0.909	0.973	0.747
10 Information	8.601	0.935	0.058	11.287	13.880	16.539	21.018	24.632
1006 Support to Information and National Guidance Project	5.910	1.277	0.391	0.000	0.000	0.000	0.000	0.000
49 General Administration, Policy and Planning	11.965	35.597	5.455	24.027	28.097	29.390	30.908	32.694
01 Headquarters (Finance and Administration)	5.220	20.104	3.652	8.599	9.510	10.779	12.162	13.896
06 Internal Audit	0.110	0.141	0.051	0.206	0.319	0.343	0.478	0.530
0990 Strengthening Ministry of ICT	6.635	15.352	1.752	15.223	18.267	18.267	18.267	18.267
Total for the Vote	36.104	41.796	7.111	40.229	46.430	51.128	56.718	63.377
Total Excluding Arrears	35.376	30.596	7.111	40.229	46.430	51.128	56.718	63.377

VIII. Programme Performance and Medium Term Plans

Table V8.1: Programme Outcome and Outcome Indicators (Only applicable for FY 2019/20)

Programme :	01 Enabling environment for ICT Development and Regulation
Programme Objective :	To harness the existing and future ICT resources to improve service delivery in line with the national development agenda.

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Responsible Officer: Commissioner Information Technology					
Programme Outcome: Competitive and vibrant ICT sector					
Sector Outcomes contributed to by the Programme Outcome					
1. Increased ICT skills, employment and entrepreneurship					
Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection
• Proportion of formal (registered) ICT enterprises			5%	7.5%	10%
• Number of e-services offered			350	360	400
• Number of locally developed applications/ innovations			50	60	70
SubProgramme: 02 Information Technology					
Output: 01 Enabling Policies,Laws and Regulations developed					
No. of dissemination activities carried out			4	7	10
Status of data protection and privacy policy			100%		
Status of the electronics manufacturing strategy			80%	100%	
Output: 02 E-government services provided					
No. of monitoring activities undertaken			4	6	8
No. of MDAs and LGs supported			20	25	30
Output: 04 Hardware and software development industry promoted					
No. of reports on technical support provided to MDAs and LGs			10	12	15
Output: 05 Human Resource Base for IT developed					
No of MDAs & LGs supported to develop their ICT policies			4	6	8
SubProgramme: 03 Information Management Services					
Output: 01 Enabling Policies,Laws and Regulations developed					
No. of dissemination activities carried out			4	4	4
Status of data protection and privacy policy			100%		
Status of ICT Policy Development			2	5	7
Output: 02 E-government services provided					
No. of monitoring activities undertaken			4	4	4
No. of MDAs and LGs supported			16	16	16
NO. of BPO initiatives supported			1	1	1
Proportion of government services provided online			25%	30%	40%

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SubProgramme: 04 Broadcasting Infrastructure					
Output: 01 Enabling Policies,Laws and Regulations developed					
Status of ICT Policy Development			Draft Bill Prepared	completed and enforced	Completed and Enforced
Programme :	02 Effective Communication and National Guidance				
Programme Objective :	To ensure effective communication and national guidance				
Responsible Officer:	Director Information and National Guidance				
Programme Outcome:	Degree of interaction between Citizens and the Government				
Sector Outcomes contributed to by the Programme Outcome					
1. Informed citizenry					
Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection
• Number of inquiries raised by citizens through GCIC			2,500	3,500	5,000
• Proportion of inquiries responded to through GCIC			70%	80%	90%
• No of MDAs participating in Open Government Sessions			15	20	25
SubProgramme: 08 Uganda Media Center					
Output: 08 Media and communication support provided					
No of inquiries from citizens registered			2,500	3,500	5,000
No of citizens provided with feedback			2,000	2,500	2,700
No. of print and electronic media engaged			492	500	510
No of MDAs provided with media communication support			60	65	70
SubProgramme: 09 National Guidance					
Output: 07 National Guidance					
Status of the National Guidance Policy			Stage 7	Stage 7	Stage 7
No of sensitization and awareness programs undertaken			8	12	16
SubProgramme: 10 Information					
Output: 06 Dissemination of public information					
Status of implementation of the institutionalization of the government communication function.			At 50%	At 75%	At 100%
Status of the review process and implementation of the Press and Journalism Act (CAP 105)			At 50%	At 75%	At 100%
No of Open Government Sessions held			4	8	12
Programme :	49 General Administration, Policy and Planning				
Programme Objective :	To provide policy guidance, strategic direction and to generate sector statistics to inform planning and policy review				
Responsible Officer:	Under Secretary, Finance and Administration				

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Programme Outcome: Harmonized and compliant Policy, Planning and Administrative documents /reports with existing legal, Policy & planning frameworks					
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Informed citizenry					
Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection
• Level of Compliance to the planning, budgeting and Financial Management to National frameworks and Guidelines			55%	60%	65%
• Proportion of strategic plans that are implemented			67%	69%	70%
SubProgramme: 01 Headquarters (Finance and Administration)					
<i>Output: 01 Policy, consultation, planning and monitoring services</i>					
No. of ICT Policy consultations conducted and documented			4	4	4
<i>Output: 02 Ministry Support Services (Finance and Administration)</i>					
Ministry assets and staff maintained			Four times	Four times	Four times
<i>Output: 03 Ministerial and Top Management Services</i>					
No. of Top management activities supported			20	22	25
<i>Output: 19 Human Resource Management Services</i>					
Payments of salary, pension and gratuity paid on time			100%	100%	100%
SubProgramme: 06 Internal Audit					
<i>Output: 05 Financial Management Services</i>					
No. of internal audit reports produced			4	4	4
SubProgramme: 0990 Strengthening Ministry of ICT					
<i>Output: 01 Policy, consultation, planning and monitoring services</i>					
No. of ICT Policy consultations conducted and documented			4	4	4

IX. Major Capital Investments And Changes In Resource Allocation

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

FY 2018/19		FY 2019/20
Appr. Budget and Planned Outputs	Expenditures and Achievements by end Dec	Proposed Budget and Planned Outputs
Vote 020 Ministry of ICT and National Guidance		
<i>Program : 05 49 General Administration, Policy and Planning</i>		
Development Project : 0990 Strengthening Ministry of ICT		
Output: 05 49 72 Government Buildings and Administrative Infrastructure		

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The ICT Innovation /Incubation Centre at UICT Nakawa completed, furnished and operationalised	Continued with construction and supervision of the works at Nakawa ICT hub; Furnishing of the ICT Innovation /Incubation Center at UICT Nakawa ongoing: Steel structure completed, Roofing was completed.	Three Spaces/Structures of Partner institutions in the Innovation ecosystem renovated and converted into ICT Innovation Hubs;
Total Output Cost(Ushs Thousand)	5,200,000	146,912
Gou Dev't:	5,200,000	146,912
Ext Fin:	0	0
A.I.A:	0	0
Output: 05 49 76 Purchase of Office and ICT Equipment, including Software		
Assorted ICT equipment band software procured, installed and tested	Initiated procurement of laptops and computers for the Ministry staff; Procurement ongoing for laptops and computers for the ministry staff;	ICT Equipment procured for the ICT innovation Hubs/Spaces; Assorted office equipment procured for the ICT Innovation Spaces/Hubs of partner institutions in the innovation ecosystem;
Total Output Cost(Ushs Thousand)	327,317	0
Gou Dev't:	113,985	0
Ext Fin:	0	0
A.I.A:	213,332	0

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

- a) The fast paced technological changes Vs the Policy development process
- b) Low levels of digital literacy and general apprehension to ICTs
- c) Inadequate complimentary infrastructure for effective roll out of ICT facilities such as the national electricity grid
- d) Vandalism of ICT infrastructure
- e) High taxation regime for the ICT sector
- f) Fragmented ICT initiatives across government due to disparate mandates
- g) Limited local and relevant content for internet and broadcasting
- h) Limited access and affordability for broadband services and equipment
- i) Inadequate Statistics, Research and Development in ICT
- j) Inadequate implementation of Government Communication strategy
- k) Limited Inter agency and Ministerial collaboration in relation to ICT infrastructure and services;
- l) Lack of subvention/lack of funding for the UICT & Uganda Media Council;
- m) Inadequate funding for the Ministry / Limited budget to facilitate service delivery at the Ministry;
- n) High cost of rent for office premises

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Plans to improve Vote Performance

- a) Implementation of the new structure of MoICT&NG
- b) Strengthening partnerships with local, regional and international ICT bodies
- c) Enhancing advocacy for ICT development
- d) Rationalization of available funds in the ICT&NG Sector and mobilizing additional funding for ICT activities
- e) Improving coordination and collaboration with complementary ICT service providers
- f) Collaboration with development partners: Through writing proposals and projects for funding
- g) Rationalisation of resources.
- h) Continuous sensitization and mentoring of officers to address attitudinal issues.
- i) Leveraging synergies with other stakeholders
- j) Continuous mentoring of officers to improve customer care appreciation;
- k) Supporting staff to attain the relevant professional certification;
- l) Support recruit manpower with skills that close the current gaps

XI Off Budget Support

Table 11.1 Off-Budget Support by Sub-Programme

N/A

XII. Vote Cross Cutting Policy And Other Budgetary Issues

Table 12.1: Cross- Cutting Policy Issues

Issue Type: HIV/AIDS

Objective :	To formulate and implement the workplace HIV/AIDS policy;
Issue of Concern :	Lack of a workplace HIV/AIDS policy
Planned Interventions :	Developing and implementing the HIV/AIDS Policy at the Ministry of ICT and National Guidance; Arranging HIV/AIDS awareness campaigns at the Ministry of ICT and National; Undertake Quarterly sensitization workshops;
Budget Allocation (Billion) :	0.050
Performance Indicators:	An approved HIV/AIDS workplace policy. No of HIV/AIDS awareness campaigns undertaken at the Ministry of ICT and National Guidance; Stock outs of HIV/AIDS tool kits in places of convenience;

Issue Type: Gender

Objective :	To formulate and implement ICT Policy /guidelines for PWDs
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Issue of Concern :	Inadequate implementation of a gender mainstreaming policy;
Planned Interventions :	Implementing the gender mainstreaming policy for Public Service Promoting ICT research and Innovations by youths; Promote ICT as an alternative career for women, youth and PWDs in the informal and formal educational system;
Budget Allocation (Billion) :	4.000
Performance Indicators:	An approved gender mainstreaming policy; No of youths supported in the ICT Innovation programme;

Issue Type: **Enviroment**

Objective :	Promote use of ICTs to safeguard the environment
Issue of Concern :	Inadequate e-waste management in the country
Planned Interventions :	Organise awareness campaigns on the hazards of e-waste among the public sector and business sector as well as NGOs; Launch the e-waste collection centre;
Budget Allocation (Billion) :	0.300
Performance Indicators:	Number of advocacy campaigns carried out;

XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Principal Accountant	U3	1	0
Receptionist	HRC-9	2	2
Asst. Commissiner Policy and Planning	U1 E U	1	1
Assist. Comm./Telecom & Posts	U1 ESC	1	1
Assistant Commissioner, Broadcasting Infrastructure	U1 ESC	1	0
Commissioner, Broadcasting Infrastructure	U1 ESC	1	0
Permanent Secretary	U1 SE	1	1
Under Secretary	U1 SE	1	1
Assistant Commissioner Information	U1E	2	1
Assistant Commissioner, Information	U1E	4	2
Commissioner IMS	U1SE	1	1
Commissioner Information	U1SE	1	1
Commissioner National Guidance	U1SE	1	1
Commissoner IT	U1SE	1	1
Director Information and National Guidance	U1SE	1	0

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Director, ICT, Infrastructure & Investment	U1SE	1	0
Commissioner/Telecom & Posts	U1SE SC	1	0
Princ. Nat Guid Officer	U2	4	0
Principal Communications Officer	U2	6	3
Principal National Guidance Officer (Community Development)	U2	2	1
Principal National Guidance Officer (Programmes)	U2	1	1
Principal National Guidance Officer (Research)	U2	1	0
Principal Assistant Secretary	U2 L	1	1
Principal Human Resource Officer	U2 L	1	1
Principal Policy Analyst	U2 L	1	1
Principal Proc. Officer	U2 L	1	1
Principal Inform. Technology Officer	U2 SC	2	1
Principal Broadcasting Engineer	U2SC	4	1
Principal Economist	U2U	1	1
Senior National Guidance Officer	U3	3	3
Senior Assistant Secretary	U3 LOWER	3	3
Senior Human Resource Officer	U3 LOWER	1	1
Senior Internal Auditor	U3 LOWER	1	1
Senior Policy Analyst	U3 LOWER	1	0
Senior Broad casting Engineer	U3 SC	1	0
Senior Communications Officer	U3 SC	12	3
Senior Information Technology Officer	U3 SC	2	2
Senior Accountant	U3 U	1	1
Economist	U4	1	0
Information Officer	U4	3	0
Broadcasting Engineer	U4 (SC)	10	0
Communications Officer	U4 (SC)	9	6
Information Technology Officer	U4 (SC)	7	6
Systems Analyst	U4 (SC)	1	1
Information officer	U4 SC	1	1
Accountant	U4 U	2	1
Internal Auditor	U4 U	1	1
Procurement Officer	U4 U	1	1

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Personal Secretary	U4-L	10	7
Human Resource Officer	U4U	1	1
Assistant Records Officer	U5 L	2	1
Stenographer Secretary	U5 L	2	2
Office Supervisor	U6	1	1
Pool Stenographer	U6 U	3	0
Accounts Assistant	U7 U	2	2
Records Assistant	U7 U	1	1
Senior Accounts Assistant	U7 U	1	1
Office Typist	U8	3	2
Askari	U8 L	2	2
Driver	U8 U	14	5
Office Attendant	U8 U	17	15
Assistant Commissioner Human Resource	UIE	1	1

Table 13.2 Staff Recruitment Plan

Post Title	Salary Scale	No. Of Approved Posts	No Of Filled Posts	Vacant Posts	No. of Posts Cleared for Filling FY2019/20
Accountant	U4 U	2	1	1	0
Accounts Assistant	U7 U	2	2	0	0
Askari	U8 L	2	2	0	0
Assist. Comm./Telecom & Posts	U1 ESC	1	1	0	0
Assistant Commissioner Human Resource	UIE	1	1	0	0
Assistant Commissioner Information	UIE	2	1	1	1
Assistant Commissioner, Broadcasting Infrastructure	U1 ESC	1	0	1	1
Assistant Commissioner, Information	UIE	4	2	2	2
Assistant Records Officer	U5 L	2	1	1	0
Asst. Commissioner Policy and Planning	U1 E U	1	1	0	0
Broadcasting Engineer	U4 (SC)	10	0	10	5
Commissioner IMS	U1SE	1	1	0	0
Commissioner Information	U1SE	1	1	0	0
Commissioner National Guidance	U1SE	1	1	0	0
Commissioner, Broadcasting Infrastructure	U1 ESC	1	0	1	1
Commissioner/Telecom & Posts	U1SE SC	1	0	1	1
Commissioner IT	U1SE	1	1	0	0
Communications Officer	U4 (SC)	9	6	3	3
Director Information and National Guidance	U1SE	1	0	1	1

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Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
0	0
0	0
0	0
0	0
0	0
1,690,871	20,290,452
2,278,680	27,344,160
5,700,324	68,403,888
0	0
0	0
5,447,665	65,371,980
0	0
0	0
0	0
2,304,587	27,655,044
2,154,910	25,858,920
0	0
3,268,599	39,223,188
2,369,300	28,431,600

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Director, ICT, Infrastructure & Investment	U1SE	1	0	1	1
Driver	U8 U	14	5	9	1
Economist	U4	1	0	1	1
Human Resource Officer	U4U	1	1	0	0
Information Officer	U4	3	0	3	3
Information officer	U4 SC	1	1	0	0
Information Technology Officer	U4 (SC)	7	6	1	1
Internal Auditor	U4 U	1	1	0	0
Office Attendant	U8 U	17	15	2	1
Office Supervisor	U6	1	1	0	0
Office Typist	U8	3	2	1	0
Permanent Secretary	U1 SE	1	1	0	0
Personal Secretary	U4-L	10	7	3	1
PoolStenographer	U6 U	3	0	3	1
Princ. Nat Guid Officer	U2	4	0	4	4
Principal Accountant	U3	1	0	1	0
Principal Assistant Secretary	U2 L	1	1	0	0
Principal Broadcasting Engineer	U2SC	4	1	3	3
Principal Communications Officer	U2	6	3	3	1
Principal Economist	U2U	1	1	0	0
Principal Human Resource Officer	U2 L	1	1	0	0
Principal Inform. Technology Officer	U2 SC	2	1	1	1
Principal National Guidance Officer (Community Development)	U2	2	1	1	0
Principal National Guidance Officer (Programmes)	U2	1	1	0	0
Principal National Guidance Officer (Research)	U2	1	0	1	0
Principal Policy Analyst	U2 L	1	1	0	0
Principal Proc. Officer	U2 L	1	1	0	0
Procurement Officer	U4 U	1	1	0	0
Receptionist	HRC-9	2	2	0	0
Records Assistant	U7 U	1	1	0	0
Senior Accountant	U3 U	1	1	0	0
Senior Accounts Assistant	U7 U	1	1	0	0
Senior Assistant Secretary	U3 LOWER	3	3	0	0
Senior Broad casting Engineer	U3 SC	1	0	1	0
Senior Communications Officer	U3 SC	12	3	9	7
Senior Human Resource Officer	U3 LOWER	1	1	0	0
Senior Information Technology Officer	U3 SC	2	2	0	0
Senior Internal Auditor	U3 LOWER	1	1	0	0
Senior National Guidance Officer	U3	3	3	0	0
Senior Policy Analyst	U3 LOWER	1	0	1	0
Stenographer Secretary	U5 L	2	2	0	0
Systems Analyst	U4 (SC)	1	1	0	0
Under Secretary	U1 SE	1	1	0	0

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Total	168	97	71	41
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55,979,286	671,751,432
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