
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 2018/19

- i. During the period under review, a workshop on formulation of the Proceeds of Crime Bill was conducted. Male and female participants came from all the anti-corruption institutions.
- ii. A consultative meeting on amendment of Leadership Code (Declaration Form) Regulations with members of the Legal Task Force from member institutions under the InterAgency Forum (IAF) was organised. The task force included both men and women. The regulations were signed by the Minister and published as Statutory Instrument No.11 of 2018.
- iii. With compliance to Uganda's obligation under United Nations Convention against Corruption (UNCAC), a total of 21 meetings were conducted, because Uganda is undergoing self-assessment of its implementation of UNCAC. All the Anti-corruption Agencies, Government ministries, Private Sector and Civil Society Organisations (CSOs) equally selected from all regions in Uganda participated. The self-assessment Report has been submitted to UNCAC. Still under UNCAC, DEI supported three (03) officers to attend meetings in Vienna.
- iv. DEI conducted a study on Religious and Faith Based Organisations (RFBO) policy. It covered all regions of Uganda and views captured were from men, women, the youth, elderly, persons with disabilities and the private sector. Information from the study is intended to inform the ongoing RFBO policy development process. About 50 million shilling was spent on RFBO policy activities.
- v. In line with follow-up meetings to provide technical support to District Integrity Promotion Forums (DIPFs), follow-up meetings were held in Rukungiri, Ntungamo and Kisoro districts. A total of 106 people attended of whom 80 were men and 26 were women, four (04) were persons with disabilities. In all the three follow-ups district officials pledged to implement the recommendations agreed upon. About UGX 15 million shillings was spent on those activities.
- vi. In line with sensitising Secondary School students on National Ethical Values (NEVs), male and female students from St. Maria Gorret Girls, West Ville High, Kyebambe Girls and Mpanga all in Fort Portal Municipality were sensitised. About 20 million shilling was spent on NEVs.
- vii. Pornography Control Committee (PCC) conducted sensitisation meetings with parents and leaders of Cultural institutions of Teso, and Japadhola. Both male and female participants attended. There were 2 persons with disability. HIV issues were discussed as the resultant vice from pornography that has invaded the young people. About 20 million shillings was spent on this activity.
- viii. With on spot inspection of possible pornography materials, PCC conducted surveillance and inspection of New-Best Hotel Busega. Majority of victims and perpetrators of pornography at this place were women. The brothel at the Hotel was considered a hub for HIV infection. The management of the Hotel has since been put under close inspection to ensure that erotic and naked dances do not happen there again.
- ix. National Anti-corruption Strategies (NACS) review process started and a number of consultations were held in 21 districts equally selected from all regions of Uganda. Men, women, the youth, elderly, persons with disabilities and the private sector attended. About 60 million shillings was spent on activities.
- x. Collected data from 8 districts on implementation of NACS through DIPFs. Analysis show that functionality of DIPFs was

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being affected by lack of funds needed e.g. to facilitate DIPF meetings or carrying out joint operations such as joint monitoring. Data was collected from both men and women from local Governments equitably selected from all regions of Uganda. About 20 million shillings was spent on data collection and management.

xi. Data was collected on mainstreaming of NEVs in teaching- learning of pupils in schools. The team established that behavior and performance of both teachers and children had improved since introduction of NEVs. The challenge identified was that these values were not publicized in the schools visited; schools requested DEI to provide reading materials on NEVs. Schools included Namunyumba Primary School and Karibu primary schools, both in Iganga district. Bright Parents Junior School, Lulwanda Children's Home School and Joshua Primary school in Mbale district. Male and female respondents were given equal opportunity in provision of the data. A total of 8 million was spent on that activity.

xii. Human Resource department continued filling the new organizational structure, it is now 51% filled. All qualified women and men from any district in Uganda and outside our country have equal chance of being recruited.

IV. Medium Term Plans

1. In the medium term the Directorate for Ethics and Integrity (DEI) will continue with coordination of Anti-Corruption efforts in Uganda. Will implement National Anti-corruption Strategies (NACS) 2019-2024 in all regions in Uganda involving men, women, the youth, elderly and persons with disabilities.

2. DEI will continue promoting public participation of men, women, the youth, elderly and persons with disabilities in the fight against corruption and promoting public demand for accountable and transparent leadership. Will strengthen Anti-Corruption Public Private Partnership (ACPPP) aimed at strengthening collaboration between stakeholders involved in the anti-corruption crusade. DEI will enhance communication of Government efforts against corruption and offshoots of moral decadence. All Ugandans, men, women, the youth, elderly and persons with disabilities from all regions of Uganda will be involved.

3. The DEI will continue Promoting ethical conduct, accountability and effective leadership at the local government level through popularizing National Ethical Values (NEVs) in Public and private institutions of both girls and boys equally selected from all regions in Uganda. The Directorate will also ensure functionality of DIPFs. A bout UGX 150 million has been budgeted for NEVs activities.

4. DEI will continue strengthening the Legal and Policy framework such as completion of 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.

5. Pornography Control Committee (PCC) will continue its operations covering all regions of Uganda, targeting men, women, children, the elderly and persons with disabilities.

6. Leadership Code Tribunal will be set up and start its operations. Qualified Ugandans, men, women, the youth and persons with disabilities will have equal chance of being recruited and work with the Tribunal.

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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	0.766	0.908	0.363	2.584	2.713	2.848	2.991	3.140	
Non Wage	4.958	4.033	1.841	4.021	4.624	5.549	6.658	7.990	
Devt.									
GoU	0.211	0.211	0.000	0.211	0.253	0.253	0.253	0.253	
Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
GoU Total	5.935	5.152	2.205	6.815	7.589	8.650	9.902	11.383	
Total GoU+Ext Fin (MTEF)	5.935	5.152	2.205	6.815	7.589	8.650	9.902	11.383	
Arrears	0.029	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
Total Budget	5.964	5.152	2.205	6.815	7.589	8.650	9.902	11.383	
A.I.A Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Grand Total	5.964	5.152	2.205	6.815	7.589	8.650	9.902	11.383	
Total Vote Budget Excluding Arrears	5.935	5.152	2.205	6.815	7.589	8.650	9.902	11.383	

VI. Budget By Economic Classification

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

Billion Uganda Shillings	2018/19 Approved Budget				2019/20 Draft Estimates			
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	AIA	Total
Output Class : Outputs Provided	4.942	0.000	0.000	4.942	6.604	0.000	0.000	6.604
211 Wages and Salaries	1.613	0.000	0.000	1.613	3.388	0.000	0.000	3.388
212 Social Contributions	0.042	0.000	0.000	0.042	0.046	0.000	0.000	0.046
213 Other Employee Costs	0.191	0.000	0.000	0.191	0.191	0.000	0.000	0.191
221 General Expenses	1.333	0.000	0.000	1.333	1.283	0.000	0.000	1.283
222 Communications	0.092	0.000	0.000	0.092	0.058	0.000	0.000	0.058
223 Utility and Property Expenses	0.633	0.000	0.000	0.633	0.678	0.000	0.000	0.678
224 Supplies and Services	0.049	0.000	0.000	0.049	0.049	0.000	0.000	0.049
225 Professional Services	0.030	0.000	0.000	0.030	0.050	0.000	0.000	0.050
227 Travel and Transport	0.564	0.000	0.000	0.564	0.702	0.000	0.000	0.702
228 Maintenance	0.393	0.000	0.000	0.393	0.158	0.000	0.000	0.158
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
Grand Total :	5.152	0.000	0.000	5.152	6.815	0.000	0.000	6.815
Total excluding Arrears	5.152	0.000	0.000	5.152	6.815	0.000	0.000	6.815

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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
52 Ethics and Integrity	5.964	5.152	2.205	6.815	7.589	8.650	9.902	11.383
01 General Administration and Support Services	4.473	3.302	1.429	4.879	5.578	3.450	4.470	5.114
02 Ethics	0.514	0.211	0.086	0.251	0.000	0.800	0.800	1.000
03 Law, Policy Formulation and Dissemination	0.463	0.150	0.075	0.274	0.000	0.700	0.800	0.900
04 Internal Audit Department	0.040	0.040	0.020	0.040	0.000	0.040	0.040	0.080
05 Religious Affairs	0.000	0.360	0.176	0.400	0.000	0.360	0.400	0.400
06 Coordination of National Anti-Corruption Strategies (NACS)	0.264	0.250	0.115	0.160	0.000	0.400	0.400	0.800
07 Pornography Control Committee (PCC)	0.000	0.629	0.304	0.600	0.000	0.800	0.800	0.800
1226 Support to Directorate of Ethics and Integrity	0.211	0.211	0.000	0.211	0.253	0.253	0.253	0.253
Total for the Vote	5.964	5.152	2.205	6.815	7.589	8.650	9.902	11.383
Total Excluding Arrears	5.935	5.152	2.205	6.815	7.589	8.650	9.902	11.383

VIII. Programme Performance and Medium Term Plans

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

Programme :	52 Ethics and Integrity
Programme Objective :	<ol style="list-style-type: none"> 1. To provide political leadership and coordinate national efforts against corruption and moral decadence in the whole country. 2. To mainstream ethics and integrity to propel good governance in across the country. 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.
Responsible Officer:	Permanent Secretary
Programme Outcome:	National Ethical Values (NEVs) mainstreamed in public
Sector Outcomes contributed to by the Programme Outcome	
1. Value for money in the management of public resources	
Outcome Indicators	Performance Targets
	2019/20 2020/21 2021/22
	Baseline Base year Target Projection Projection

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• Proportion of LGs with functional District Integrity Promotion Forum (DIPFs)	65%	85%	100%
• Proportion of Primary Schools equitably selected from all regions of Uganda who have mainstreamed NEVs in their activities	10%	15%	20%
• Proportion of Secondary Schools equitably selected from all regions of Uganda who have mainstreamed NEVs in their activities	10%	14%	18%
SubProgramme: 01 General Administration and Support Services			
<i>Output: 05 DEI Support Services</i>			
No of final accounts made	3	3	3
Level of implementation of the Vote Strategic Plan	85%	90%	100%
SubProgramme: 02 Ethics			
<i>Output: 02 Public education and awareness</i>			
No of Schools equitably selected from all regions in Uganda in which NEVs have been disseminated	40	40	40
No of Cultural Institutions involved in mainstreaming of NEVs	4	4	4
No of LGs where IEC Materials on NEVs are popularised	157	157	157
No of media programs conducted	8	8	8
No of DIPF capacity building interventions conducted in all regions in Uganda	6	6	6
SubProgramme: 03 Law, Policy Formulation and Dissemination			
<i>Output: 01 Formulation and monitoring of Policies, laws and strategies</i>			
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.	2	2	2
SubProgramme: 04 Internal Audit Department			
<i>Output: 09 Internal Management Controls</i>			
No. of Internal Audits reports prepared	4	4	4
SubProgramme: 05 Religious Affairs			
<i>Output: 06 Harmonisation of Religious Organisations</i>			
% of Site developed (10 Year Development Plan)	10%	10%	10%
Data Management System in Place	50%	50%	50%
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	16	16	16

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SubProgramme: 07 Pornography Control Committee (PCC)			
Output: 07 Elimination of Pornography			
No of public awareness campaigns	12		
SubProgramme: 1226 Support to Directorate of Ethics and Integrity			
Output: 09 Internal Management Controls			
No. of Internal Audits reports prepared	1	1	1

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

DEI faces a number of challenges. These include:

- a) Inadequate budgetary provisions/Budget cuts and short falls. These affected implementation of planned activities in the work plan like
 - i. Sensitisation on National Ethical values (NEVs) in schools,
 - ii. Completion of RFBO policy;
 - iii. Implementation of some PCC activities
 - iv. Commemoration of St. Janani Luwum day
- b) Lack of a facility at DEI where breast feeding mothers can keep their babies during working hours
- c) Lack of appreciation of the importance of mainstreaming Gender and Equity (G&E) in DEI activities

Plans to improve Vote Performance

1. Continuously engaging with Ministry of Finance, Planning and Economic Development (MFPED) for additional resources
2. Engaging CSOs (involved in the anti-corruption crusade) and cultural institutions in rebuilding morals in the fight against corruption
3. Reprioritising of scarce resources during the planning and execution process
4. Developed a discussion paper with proposals on how to fill vacant posts.
5. Engage management at DEI to create a facility for breast feeding mothers
6. Sensitise staff on the importance of mainstreaming G&E issues in DEI activities.

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 increase awareness about the dangers of HIV/AIDS at DEI work place and within the public, involving men, women and persons with disabilities.
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Issue of Concern :	HIV/AIDS epidemic has robbed the country by taking lives of citizen and affected the economy by spending a lot of money on drugs. There is need to raise awareness among the DEI staff and the community
Planned Interventions :	i) Organize, workshops/Seminars and invite HIV/AIDS experts to guide staff and management of DEI on how to prevent the spread of HIV AIDS ii) Provide free HIV voluntary counseling and testing to all staff, both women and men
Budget Allocation (Billion) :	0.020
Performance Indicators:	i) Number of Workshops/Conferences conducted to sensitize staff and community on HIV/AIDS ii) Number of staff receiving the services

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 women in rebuilding Ethics and Integrity
Planned Interventions :	Increase the participation of women during all DEI workshops.
Budget Allocation (Billion) :	0.200
Performance Indicators:	Number of women participating during DEI workshops/conferences.

Issue Type: Environment

Objective :	To sensitise the public, men, women, children, the elderly and persons with disabilities in all regions in Uganda to cherish and uphold the values of preserving the environment.
Issue of Concern :	Environmental degradation
Planned Interventions :	During workshops and conferences to disseminate the national ethical values of Uganda emphasizing the significance of respecting the environment and the dangers related to environmental degradation
Budget Allocation (Billion) :	0.020
Performance Indicators:	Number of Workshops/Conferences conducted to sensitize the public on the national ethical values of Uganda

XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Assistant Commissioner Ethics Compliance	U1S	1	0
Assistant Commissioner Ethics Policy & Standards	U1S	1	0
Assistant Commissioner Religious Affairs (M & E)	U1S	1	0
Assistant Commissioner Religious Affairs, Policy & Standards	U1S	1	0
Commissioner Ethics Compliance	U1SE	1	0
Commissioner Ethics Policy & Standards	U1SE	1	0
Commissioner Religious Affairs	U1SE	1	0

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Director Ethics	U1SE	1	0
Director Legal	U1SE	1	0
Principal Ethics Officer Religious Affairs, Policy & Standards	U2	1	0
Senior League Officer	U3	1	0

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	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 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 Ethics	U1SE	1	0	1	1	2,369,300	28,431,600
Director Legal	U1SE	1	0	1	1	4,064,736	48,776,832
Principal Ethics Officer Religious Affairs, Policy & Standards	U2	1	0	1	1	1,201,688	14,420,256
Senior League Officer	U3	1	0	1	1	1,578,720	18,944,640
Total		11	0	11	11	23,292,533	279,510,396