

# 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

Objectives:

- i) To enhance compliance with Citizenship and Immigration laws.
- ii) To facilitate Citizens and alien movement in and out of the country.
- iii) To enhance ICT enabled service delivery.
- iv) To Strengthen Institutional Capacity

### II. Strategic Objective

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

### III. Major Achievements in 2018/19

Successfully introduced Electronic East African Passport on 10th December, 2018 pretested and is in use. 3,406 citizens (1,876 female, 1,530 males) were issued electronic passports as at 31st December, 2018; the average time for issuing passports is 10 working days from the targeted 5 days; this due to backlog created during the transition period. In total Issued 61,811 travel documents issued to beneficiaries (comprising of 25,650 males, 36,161 females). By type, 60,951 issued ordinary passports, 129 citizens diplomatic passports, 54 citizens official passports, 100 beneficiaries Machine Readable East African Passports and 577 resident deserving refugees issued Conventional Travel Documents (CTD). In terms of location, 12,339 citizens' passports ( 5,652 males and 6,687 females) were processed and issued at the regional offices of Gulu, Mbale, Mbarara, Jinja, Moroto, Lira, Hoima, Fort Portal, Masaka, Arua, and Masindi. UGX 6.24bn was utilised to commence that transition to e-passports.

Following a request from Government of South Sudan, Immigration Training Academy (ITA) provided joint training to 25 Senior Officers of the Integrated Border Management Committee (IBMC) from Nimule border. Uganda was represented by 9 Immigration Officers(7 male and 2 Female) on the training Team. The training covered areas including EAC Free movement of Persons, One Stop Border Point (OSBP) and transnational organized crimes. <https://www.youtube.com/watch?v=ri4T24P-opc&feature=share>

Granted Citizenship to 692 persons. In an effort to ease access to services, the Directorate of Citizenship was represented at the Diaspora Missions in Norway, Netherlands, United Kingdom, USA and at Mestil Hotel -Uganda where 461 former Ugandans were issued dual citizenship, 15 foreigners issued dual citizenship and 75 other foreigners registered as citizens; while 7 foreigners were naturalised. Most citizenship applicants were of Indian and British origin recounting the historical attachments. UGX 0.116bn utilised to undertake this activity.

1,133 suspected illegal immigrants were arrested and investigated during the joint security surveillance and inspections comprising of 464 suspects arrested at the regional offices. 677 arrested suspects were found with valid immigration facilities and 251 are pending investigation. 184 illegal immigrants were removed from the country. In line with the Uganda Citizenship and Immigration Control Act, Cap 66, the Directorate handled 168 appeals of the rejected work permits within 7 days. UGX 0.742bn was utilised to undertake the countrywide surveillance and inspections in the quarter.

The Directorate cleared 1,414,848 travellers(792,315 males and 622,533 females) through the borders comprising of 718,082 arrivals and 696,766 departures. 3,689 travellers were denied entry for being destitute, carrying chronic disease and lack of proper documentation. 1,674 visitors (988 males and 686 females) with East African tourists visas were authorized for entry into the EAC countries in support of the integration process. Each of these travelers was cleared within an average of 2 minutes and 40 seconds during the interface with an Immigration Official; UGX 0.715bn was spent under the border control activities..

Clusters carried out joint operations with sister security agencies in a bid to enforce compliance with the immigration laws in which 921 illegal immigrants were arrested at borders of Cyanika, Vurra, Mpondwe, Busia, Malaba, Katuna. 122 non Ugandans holding NID were withdrawn and 23 female suspected victims of trafficking (11 intercepted and 12 brought back to Uganda) were rescued and supported.

The Immigration Training Academy conducted its inaugural training for 22 staff {(15 Immigration Officers(Females) and 7 Immigration Assistants(Males)}, who were skilled in the Migration Foundation Course on officers. The training strengthened

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the skills and capacity of the Officers towards maintenance of border integrity and security.

Non tax revenue of UGX 105.53bn was collected from issuance of immigration facilities as at 31st December, 2018.

Produced, reviewed and submitted the annual performance reports for FY 2017/18 to JLOS, OPM, MoFPED, & MIA; the BFP FY 2019/20; the NSI Framework (Meta data and indicators); and departmental statistical reports (e-immigration report, citizenship, passport received and NTR reports)

The Directorate digitized 334,660 files (cumulative 906,594 files) of the targeted 4,000,000 aimed at fast tracking file retrievals and efficient service delivery.

80% (21,244) of the received 26,561 application for different categories of immigration facilities were approved comprising of 8,898 work permits (Indian, China, USA and Kenya nationalities ranking high), 3,555 dependent passes(reunifying 2,591 females, 964 males to their families -1,469 being children of work permit holders); 6,386 student passes(providing access to quality education to 2,812 females and 3,574 male foreign students) , and 285 foreigners granted Certificate of Residence (uniting 106 females and 179 malesto the Uganda community through marriage, long stay and former Ugandans to their origin). UGX 1.2bn utilised to implement this intervention..

Finalized construction works for Goli & Vurra staff houses each accommodating 8 immigration officers operating on a shift basis; Sebagoro border post was completed & the first phase of construction of Arua Regional Immigration Office was completed aimed at improving the quality of decentralised immigration services to the locals and foreigners. Jinja Regional Immigration Office was also renovated to improve service delivery. These interventions has improved the number of borders meeting the minimum set standards to 48% of the 52 gazette borders.

With excellent working relationship with sister security agencies, held 12 snap checks, arrested 397 suspected illegal immigrants and 230 immigrants were prosecuted. Enforced compliance to the immigration law through joint operations; border patrols, snap checks, surveillance, Trafficking in persons, intelligence and information sharing.

Reviewed the National Standard Indicator Framework component for DCIC after consultations in an effort to domesticate and facilitate implementation of the sustainable development goals 2030.

### IV. Medium Term Plans

In the Medium term the Directorate will consider the following interventions to improve facilitation and control of migration:

- a) Effective detection of irregular immigrant and transnational organized crime including human traffickers by use of automated verification and monitoring.
- b) Adopt electronic methods of monitoring the entry, stay and exit of aliens.
- c) Ensure timely service delivery through deployment of e-immigration systems including the e-passport, e-citizenship, e-visa to more locations and further ensure expansion of 24 hours a day and 7 days a week service to the target clients.
- d) Implement the integrated border management concept to address porousness.
- e) Improve awareness of Migration issues and trends through active engagement of the masses through barazas, radio and TV talk shows.
- f) Sustain development transformation through balanced strategy for migration for security, labour, health, interstate cordial relation and environment. Sustain the benefits, impacts of migration while mitigating the challenges. In addition to balancing the responsibility of the state with the interest of the citizens.
- g) Continue with land acquisition, infrastructure development aimed at preparing all borders and regions ready for automation
- h) Construct the Ministry of Internal Affairs headquarters to house the expanded and automated mandate of the Directorate Citizenship and Immigration Control
- i) Finalize the National Migration and Immigration Policies and align them to the International commitments especially the

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African Union Migration Policy Framework and the EAC protocol on movement of persons.

j) Review processes, regulations for issuance of migration facilities.

k) Enhance collaboration with institution and states that have a role in migration management especially in line with mitigation of conflict and its effects, health and its impacts, security and Migration.

l) Secure accreditation for the Immigration Training Academy, Nakasongola and train staff with at least 90% of staff with level 2 skills in Migration operations and management.

m) Deploy the e-immigration system (Border Management System, e-visa system, e-citizenship and e-passport) to more borders and missions abroad. Continuously maintain the e-system and upgrade it to meet the changing requirements.

n) Implement the provision of public finance management act especially; provision of equal opportunity, compliance to the fiscal framework, and alignment to the planning frameworks.

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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
<b>Recurrent</b>								
Wage	4.320	4.417	2.015	4.417	4.638	4.870	5.114	5.369
Non Wage	17.684	12.637	7.517	78.613	90.405	108.486	130.183	156.220
<b>Devt.</b>								
GoU	6.803	8.813	0.156	8.813	10.576	10.576	10.576	10.576
Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
<b>GoU Total</b>	<b>28.806</b>	<b>25.868</b>	<b>9.688</b>	<b>91.843</b>	<b>105.619</b>	<b>123.932</b>	<b>145.873</b>	<b>172.165</b>
<b>Total GoU+Ext Fin (MTEF)</b>	<b>28.806</b>	<b>25.868</b>	<b>9.688</b>	<b>91.843</b>	<b>105.619</b>	<b>123.932</b>	<b>145.873</b>	<b>172.165</b>
Arrears	1.046	0.899	0.000	0.000	0.000	0.000	0.000	0.000
<b>Total Budget</b>	<b>29.853</b>	<b>26.767</b>	<b>9.688</b>	<b>91.843</b>	<b>105.619</b>	<b>123.932</b>	<b>145.873</b>	<b>172.165</b>
<b>A.I.A Total</b>	<b>17.491</b>	<b>21.000</b>	<b>4.775</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>
<b>Grand Total</b>	<b>47.344</b>	<b>47.767</b>	<b>14.463</b>	<b>91.843</b>	<b>105.619</b>	<b>123.932</b>	<b>145.873</b>	<b>172.165</b>
<b>Total Vote Budget Excluding Arrears</b>	<b>46.297</b>	<b>46.868</b>	<b>14.463</b>	<b>91.843</b>	<b>105.619</b>	<b>123.932</b>	<b>145.873</b>	<b>172.165</b>

## 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
<b>Output Class : Outputs Provided</b>	<b>17.055</b>	<b>0.000</b>	<b>17.285</b>	<b>34.340</b>	<b>83.030</b>	<b>0.000</b>	<b>83.030</b>
211 Wages and Salaries	5.644	0.000	1.200	6.843	8.656	0.000	8.656
212 Social Contributions	0.193	0.000	0.000	0.193	0.243	0.000	0.243
213 Other Employee Costs	0.373	0.000	0.030	0.403	0.402	0.000	0.402
221 General Expenses	8.388	0.000	9.314	17.702	60.357	0.000	60.357
222 Communications	0.130	0.000	0.182	0.312	2.843	0.000	2.843
223 Utility and Property Expenses	0.322	0.000	0.058	0.381	1.313	0.000	1.313
224 Supplies and Services	0.236	0.000	0.551	0.788	1.105	0.000	1.105
225 Professional Services	0.096	0.000	0.090	0.186	0.128	0.000	0.128
227 Travel and Transport	1.419	0.000	4.957	6.377	6.367	0.000	6.367
228 Maintenance	0.253	0.000	0.902	1.155	1.615	0.000	1.615
<b>Output Class : Capital Purchases</b>	<b>8.813</b>	<b>0.000</b>	<b>3.715</b>	<b>12.528</b>	<b>8.813</b>	<b>0.000</b>	<b>8.813</b>
281 Property expenses other than interest	0.020	0.000	1.000	1.020	0.000	0.000	0.000
311 NON-PRODUCED ASSETS	0.500	0.000	0.000	0.500	0.000	0.000	0.000
312 FIXED ASSETS	8.293	0.000	2.715	11.008	8.813	0.000	8.813

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Output Class : Arrears	0.899	0.000	0.000	0.899	0.000	0.000	0.000
321 DOMESTIC	0.899	0.000	0.000	0.899	0.000	0.000	0.000
<b>Grand Total :</b>	<b>26.767</b>	<b>0.000</b>	<b>21.000</b>	<b>47.767</b>	<b>91.843</b>	<b>0.000</b>	<b>91.843</b>
<b>Total excluding Arrears</b>	<b>25.868</b>	<b>0.000</b>	<b>21.000</b>	<b>46.868</b>	<b>91.843</b>	<b>0.000</b>	<b>91.843</b>

## 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
<b>11 Citizenship and Immigration Services</b>	<b>24.848</b>	<b>33.960</b>	<b>5.948</b>	<b>78.757</b>	<b>91.504</b>	<b>104.427</b>	<b>125.994</b>	<b>152.599</b>
02 Inspection and Legal Services	0.922	1.823	0.284	2.523	3.658	3.798	6.210	16.556
03 Citizenship and Passport Control	3.732	13.132	5.120	56.987	67.099	78.806	82.687	95.547
04 Immigration Control	13.391	6.059	0.387	10.434	10.172	11.248	26.521	29.920
1230 Support to National Citizenship and Immigration Control	6.803	12.946	0.156	8.813	10.576	10.576	10.576	10.576
<b>25 General administration, planning, policy and support services</b>	<b>5.005</b>	<b>13.807</b>	<b>3.740</b>	<b>13.087</b>	<b>14.115</b>	<b>19.504</b>	<b>19.878</b>	<b>19.566</b>
01 Office of the Director	5.005	13.807	3.740	13.087	14.115	19.504	19.878	19.566
<b>Total for the Vote</b>	<b>29.853</b>	<b>47.767</b>	<b>9.688</b>	<b>91.843</b>	<b>105.619</b>	<b>123.932</b>	<b>145.873</b>	<b>172.165</b>
<b>Total Excluding Arrears</b>	<b>28.806</b>	<b>46.868</b>	<b>9.688</b>	<b>91.843</b>	<b>105.619</b>	<b>123.932</b>	<b>145.873</b>	<b>172.165</b>

## VIII. Programme Performance and Medium Term Plans

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

<b>Programme :</b>	11 Citizenship and Immigration Services
<b>Programme Objective :</b>	The overall objective is: "To facilitate, control and regulate citizenship and immigration services for the development of Uganda". The outcome has 3 strategic objectives;
	<ol style="list-style-type: none"> <li>1. To enhance compliance with citizenship and immigration control policies, laws and regulations.</li> <li>2. To facilitate citizens and aliens movement in and out of the country.</li> <li>3. To enhance information communication technology (ICT) enabled service delivery.</li> </ol>
<b>Responsible Officer:</b>	Director, National Citizenship and Immigration Control
<b>Programme Outcome:</b>	Enhanced access to Citizenship and Immigration services
<b>Sector Outcomes contributed to by the Programme Outcome</b>	
<b>1. Infrastructure and access to JLOS services enhanced</b>	

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Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection
• Average time taken to issue passports(Days)			5	5	5
• Level of compliance to immigration laws			Good	Good	Good
• proportion of investor work permits issued out of applications received			95%	95%	97%
<b>SubProgramme: 02 Inspection and Legal Services</b>					
<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	97
Number of illegal immigrants removed			240	240	240
<b>SubProgramme: 03 Citizenship and Passport Control</b>					
<i>Output: 01 Citizens facilitated to travel in and out of the country.</i>					
% of passports issued out of applications received			97%	98%	98%
<b>SubProgramme: 04 Immigration Control</b>					
<i>Output: 02 Facilitated entry, stay and exit of foreigners</i>					
Number of days taken to issue a Work Permit			5	4	4
<i>Output: 05 Border Control.</i>					
% of immigration service delivery points which meet set standards			52%	55%	60%
Average time taken in clearing travelers at the borders (Minutes)			3	3	3
<b>Programme :</b>	25 General administration, planning, policy and support services				
<b>Programme Objective :</b>	1. To coordinate and monitor implementation of citizenship and immigration programmes and projects. 2. To strengthen the Institutional capacity of the Directorate of Citizenship and Immigration Control. 3. To initiate, in consultation with the National Citizenship and Immigration Control Board, appropriate policies for improved delivery of immigration services.				
<b>Responsible Officer:</b>	Director, National Citizenship and Immigration Control				
<b>Programme Outcome:</b>	Efficient and effective Directorate of Citizenship and Immigration Control				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
<b>1. Infrastructure and access to JLOS services enhanced</b>					
Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection

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N / A			
<b>SubProgramme: 01 Office of the Director</b>			
<i>Output: 01 Policy, monitoring and public relations.</i>			
% of the population satisfied with DCIC service delivery	90%	95%	95%

## 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	
<b>Vote 120 National Citizenship and Immigration Control</b>			
<i>Program : 12 11 Citizenship and Immigration Services</i>			
Development Project : 1230 Support to National Citizenship and Immigration Control			
<b>Output: 12 11 72 Government Buildings and Administrative Infrastructure</b>			
<p>Suam river border post public washroom constructed. Construction works monitored Gate House renovated Architectural, Structural and Engineering designs produced Passport registry renovated</p>	<p>Evaluation Report for Suam River border post public washroom compiled. Completed renovation of Jinja Passport Registry and Office, including installation of waterborne restrooms.</p>	<p>Phase I staff accommodation constructed at Malaba border. Phase II Immigration Office constructed at Hdqtrs. 1 Staff accommodation constructed at Mirama Hills. Regional Immigration Office in Arua completed Kikagati border built Design for border produced</p>	
<b>Total Output Cost(Ushs Thousand)</b>	<b>2,122,000</b>	<b>19,480</b>	<b>3,744,000</b>
Gou Dev't:	918,000	19,480	3,744,000
Ext Fin:	0	0	0
A.I.A:	1,204,000	0	0
<b>Output: 12 11 76 Purchase of Office and ICT Equipment, including Software</b>			
<p>Bar code readers and passport readers procured Biometric Personalization Workstations procured E-immigration consumable procured. 1,675,000 files digitized Border and regional offices inter-connectivity improved. Procure 63 MIFI internet routers for the regional offices and border posts inter-connectivity.</p> <p>E-immigration consumable procured. E-immigration consumable procured. 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 Rollout e-visa/ permit system to 10 borders (Katuna, Mpondwe, Mirama, Vurra, Bunagana, Oraba, Goli, Ntoroko, Suam River, Afogi). Secure and encrypt the data Procure local servers for passport data Procure software and licences for passport data requirements Passport data linked with NIRA</p>	<p>The Directorate digitized 334,660 files (cumulative 906,594 files) of the targeted 4,000,000 files.</p> <p>Contract for e-immigration consumables was awarded and E consumables were procured and delivered. Procured e-immigration consumables(toners, laminates, printers). Initiated the procurement of a unified communication system.</p> <p>Procurement of e-immigration hardware(All in one Personalisation machines) at invitation of bids.</p>	<p>15 All in One workstations procured for 1 missions abroad, 10 local borders, Kabale International Airport and 4 local regional offices (Lira, Moroto, Hoima, Jinja). 55 mobile passport enrollment kits procured 550,000 files digitized. 3 local servers 6 lap tops and 4 desktop computers procured 5 printers Assorted e-visa spares procured AFIS for BCMS procured API procured to interface with NIRA, URA, and other MDA Border Management System (exit function all in ones) rolled out to 10 local borders. E-immigration system upgrade to accommodate new fees.</p>	
<b>Total Output Cost(Ushs Thousand)</b>	<b>8,756,400</b>	<b>0</b>	<b>4,126,000</b>

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Gou Dev't:	6,651,400	0	4,126,000
Ext Fin:	0	0	0
A.I.A:	2,105,000	0	0

## X. Vote Challenges and Plans To Improve Performance

### Vote Challenges

The Directorate is faced with the following challenges:

(a) Government of Uganda, in October 2018, concluded a supply contract for a turnkey solution for the supply of the e-Passport system and related hardware, personalization center and 300,000 blank e-passport booklets, service, maintenance and deployment of equipment to 7 missions abroad and 3 regional local passport issuance centers; all these interventions are tagged on the price of a passport. Next FY 2019/20, UGX 67.703bn is required to procure 300,000 blank e-passport booklets; yet the current funding accommodated into the ceiling is UGX 47.829bn which can only procure 211,936 e-passport booklets. The implementation of e-passport will require additional UGX 19.874bn to provide for contractual obligation for the supply contract.

(b) The Directorate of Citizenship and Immigration Control has a running contract for the upgrade and supply of e-visa system and automation of the border including e-gates which requires additional UGX 5.98bn is required, but is unfunded.

(c) The National Citizenship and Immigration Control Board has not been fully constituted since March 2017 when the terms of service for the previous members of Board expired, except for the Chairperson. This has constrained the operations of the Directorate of Citizenship and Immigration Control.

(d) The unresolved border demarcations between South Sudan DRC and Uganda is constraining development of border posts such as Ngomoromo, Opotpot, Afogi and Oraba. The Directorate requests the Committee to involve the Ministry of Land, Housing and Urban Development and Ministry of Foreign Affairs to resolve this problem.

(e) Support to automation of immigration process which includes the procurement of workstations to roll out the e-visa system to 5 borders which requires Ushs. 1.575bn however, the Directorate can accommodate Ushs. 1.197bn. the Directorate requires additional Ushs 0.378bn to support expedited automation of border control.

(f) Procurement of Stickers to provide for permission to travelers entering Uganda and conditions of stay to replenish the stock delivered in FY 2014/15. The Directorate requires Ushs. 6.256bn however, on Ushs. 2.425 has been accommodated in the budget, leaving Ushs. 3.831bn unfunded.

(g) DCIC requires UGX 0.412bn in the FY 2019/20 in respect of payment of gratuity for retiring staff members which has not been provided by MoFPED.

### Plans to improve Vote Performance

In line with NDP II, the Directorate strives to become a model of excellence in the delivery of immigration services. The key tenets of achieving this include:

- 1) Automation- ICT enabled service delivery.
- 2) Increased compliance to immigration laws.
- 3) Facilitation of movements in and out of the country.
- 4) Strengthening Institutional Capacity.

The Strategies for improving performance are designed along the above tenets and include:

- a) Ensure the average time for issuance of travel documents and immigration facilities is reduced through redesign of the business processes as a result of automation.
- b) Ensure the processes for application for travel documents and immigration facilities are effective and efficient through implementation of the e-Passport and e-immigration systems.
- c) Increase the number of border posts operating 24 hours a day and 7 days to 8 from the current 6 borders.
- d) Continue to automate all the processes including post entry investigation and surveillance.
- e) Monitor public satisfaction of the services provided by the Directorate, aimed at improving service delivery
- f) Standardize physical infrastructure for inland stations and border points.



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g) Ensure compliance of immigrants to immigration laws through regular inspections, surveillance in conjunction with other agencies such as Internal Security.

h) Develop a work permit policy to streamline management of work permits and related immigration services.

### 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

<b>Objective :</b>	To prevent transmission of HIV/ AIDS with in the workplace
<b>Issue of Concern :</b>	Immigration staff live far apart from their families
<b>Planned Interventions :</b>	Conduct free HIV/AIDS testing and counselling for staff and clients once a year Provide a special feeding allowance for staff with HIV/ Aids Budget for medical support
<b>Budget Allocation (Billion) :</b>	0.020
<b>Performance Indicators:</b>	Information, Education and Communication (IEC): Health educational materials and workshop conducted

**Issue Type:** Gender

<b>Objective :</b>	To streamline gender into migration service delivery.
<b>Issue of Concern :</b>	Access to migration services for people with disabilities, the elderly, pregnant women and breast feeding mothers at each center for all nationalities and at borders and 11 regional offices. Foster family reunion amongst holders of work permits.
<b>Planned Interventions :</b>	i. Designate a desk for handling people with disabilities, the elderly, pregnant women and breast feeding mothers at each center where immigration facilities are offered. ii. Procure special chairs for people with disabilities in the waiting area.
<b>Budget Allocation (Billion) :</b>	0.030
<b>Performance Indicators:</b>	proportion of persons- disability issued passports. 50% of spouses of work permit holders granted dependent passes. 50% of female granted student passes. % of persons aware about immigration services
<b>Objective :</b>	To promote knowledge of human rights among the women and men so that they can identify violations, demand, access, seek redress and enjoy their rights at passport issuance centers and in all immigration detention centers.
<b>Issue of Concern :</b>	The recruitment of girls in the disguise of better opportunities abroad is on the increase.
<b>Planned Interventions :</b>	Sensitize Ugandans on illegal migration and human trafficking Intercept suspected victims of human trafficking at borders Conduct refresher staff training for Immigration Officers on trafficking of persons and principles of labour externalisation
<b>Budget Allocation (Billion) :</b>	0.106

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**Performance Indicators:** Number of suspected victims of TIP intercepted  
No of staff trained on trafficking in persons  
Proportion of border staff sensitised on trafficking in persons.

**Issue Type:** **Enviroment**

<b>Objective :</b>	To complement other institutions in sustainable utilization of the Environment
<b>Issue of Concern :</b>	DCIC provides entry and exit to travelers whose impact is over population, effects on land use, transmission of contagious diseases, deforestation related; to manual paper processes and a unique need for investment.
<b>Planned Interventions :</b>	Implementation e-immigration system in processing of permits, passes and passports. Increased dissemination of information on procedures for acquiring immigration services
<b>Budget Allocation (Billion) :</b>	0.032
<b>Performance Indicators:</b>	90% of the population satisfied with immigration service delivery Proportion of immigration clients served through online system.
<b>Objective :</b>	To Preserve and Conserve of the environment
<b>Issue of Concern :</b>	Preservation and conservation of the environment
<b>Planned Interventions :</b>	i. Develop and implement strategies for e-waste management as part of the ICT policy ii. Partner with Community service in tree planting drives
<b>Budget Allocation (Billion) :</b>	0.005
<b>Performance Indicators:</b>	Number of tree planning drives participated in. No. of trees planted.

## XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
ASSISTANT COMMISSIONER- IMMIGRATION	U1E(L)	6	4
COMMISSIONER FOR IMMIGRATION	U1SE	3	2
DIRECTOR FOR IMMIGRATION	U1SE	1	1
PRINCIPAL PROCUREMENT OFFICER	U2	1	0
PRINCIPAL IMMIGRATION OFFICER	U2L	8	2
PRINCIPAL ACCOUNTANT	U2U	1	1
PRINCIPAL INTERNAL AUDITOR	U2U	1	0
SENIOR ACCOUNTANT	U3	1	1
SENIOR PROCUREMENT OFFICER	U3	1	0
SENIOR IMMIGRATION OFFICER	U3 LOWER	41	32

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SENIOR INTERNAL AUDITOR	U3 LOWER	1	1
SENIOR STATISTICIAN	U3U	1	1
PROCUREMENT OFFICER	U4	1	1
IMMIGRATION OFFICER	U4L	312	303
PERSONAL SECRETARY	U4L	4	3
RECORDS OFFICER	U4L	1	1
ACCOUNTANT	U4U	3	3
INTERNAL AUDITOR	U4U	2	1
STENOGRAPHER	U5L	5	1
ASSISTANT RECORDS OFFICER	U5U	1	1
OFFICE SUPERVISOR	U5U	1	1
SENIOR ACCOUNTS ASSISTANT	U5U	3	3
ASSISTANT IMMIGRATION OFFICER	U6U	8	6
CLERICAL OFFICER	U7L	1	1
IMMIGRATION ASSISTANT	U7L	185	170
ACCOUNTS ASSISTANT	U7U	6	4
OFFICE TYPIST	U7U	13	4
RECORDS ASSISTANT	U7U	10	9
DRIVER	U8U	11	11
OFFICE ATTENDANT	U8U	45	42

**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)
ACCOUNTANT	U4U	3	3	0	0	0	0
ACCOUNTS ASSISTANT	U7U	6	4	2	2	755,562	9,066,744
ASSISTANT COMMISSIONER-IMMIGRATION	U1E(L)	6	4	2	2	4,857,424	58,289,088
ASSISTANT IMMIGRATION OFFICER	U6U	8	6	2	0	0	0
ASSISTANT RECORDS OFFICER	U5U	1	1	0	0	0	0
CLERICAL OFFICER	U7L	1	1	0	0	0	0
COMMISSIONER FOR IMMIGRATION	U1SE	3	2	1	1	2,848,560	34,182,720
DIRECTOR FOR IMMIGRATION	U1SE	1	1	0	0	0	0
DRIVER	U8U	11	11	0	0	0	0
IMMIGRATION ASSISTANT	U7L	185	170	15	0	0	0
IMMIGRATION OFFICER	U4L	312	303	9	0	0	0

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INTERNAL AUDITOR	U4U	2	1	1	1	940,366	11,284,392
OFFICE ATTENDANT	U8U	45	42	3	0	0	0
OFFICE SUPERVISOR	U5U	1	1	0	0	0	0
OFFICE TYPIST	U7U	13	4	9	1	361,867	4,342,404
PERSONAL SECRETARY	U4L	4	3	1	0	0	0
PRINCIPAL ACCOUNTANT	U2U	1	1	0	0	0	0
PRINCIPAL IMMIGRATION OFFICER	U2L	8	2	6	6	7,751,280	93,015,360
PRINCIPAL INTERNAL AUDITOR	U2U	1	0	1	1	1,527,241	18,326,892
PRINCIPAL PROCUREMENT OFFICER	U2	1	0	1	1	1,510,753	18,129,036
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	32	9	9	8,915,301	106,983,612
SENIOR INTERNAL AUDITOR	U3 LOWER	1	1	0	0	0	0
SENIOR PROCUREMENT OFFICER	U3	1	0	1	1	1,085,341	13,024,092
SENIOR STATISTICIAN	U3U	1	1	0	0	0	0
STENOGRAPHER	U5L	5	1	4	0	0	0
<b>Total</b>		<b>678</b>	<b>610</b>	<b>68</b>	<b>26</b>	<b>30,900,997</b>	<b>370,811,964</b>