
Vote:132 Education Service Commission

V1: Vote Overview

I. Vote Mission Statement

The Mission of the Education Service Commission is: “To provide professional and competent Male and Female Education Service personnel”.

II. Strategic Objective

- a. To recruit qualified and competent Education Service personnel.
- b. To review terms and conditions of service of Education Service personnel.
- c. To tender advice to Government in respect to development and implementation of policies in Education.
- d. To contribute to the development and implementation of cross cutting policy issues
- e. To establish and maintain a record of Public Officers in the Education Service and ESC Decisions
- f. Construction of Office Block of the Education Service Commission

III. Major Achievements in 2018/19

- Appointment 599 personnel; 404 males, 195 females in all regions
- Confirmation 368 personnel; 253 males, 115 females in all regions
- Validation 94 personnel; 66 males, 28 females in all regions
- Study leave 12 personnel; 6 males, 6 females in all regions
- Corrigenda 95 Cases; 58 males, 37 females in all regions
- Regularization 49 Cases; 34 males and 15 females in all regions
- Retirement on medical grounds 7 Case; 7 males in all regions
- Redesignation 263 Cases; 189 males, 74 females in all regions
- Disciplinary 20 Cases; 16 males, 4 females in all regions

IV. Medium Term Plans

- Recruit & appoint both teaching and non-teaching personnel in as per submissions received from MoES and other relevant MDAs
- Validate appointments of education service personnel to ensure proper service delivery
- Confirm & regularize appointments to ensure continuity in service
- Grant study leave and handle disciplinary cases in the service for regulatory best practices in the service.
- Monitor and guide District Service Commissions in recruitment of Education personnel in order to maintain national standards
- Continue to lobby for the Implementation the Teachers' Scheme of Service in all Institutions to enhance motivation in the service

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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	1.249	2.816	0.568	2.816	2.957	3.105	3.260	3.423	
Non Wage	4.814	5.142	2.722	6.424	7.388	8.865	10.638	12.766	
Devt.									
GoU	0.352	0.352	0.079	0.352	0.422	0.422	0.422	0.422	
Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
GoU Total	6.415	8.309	3.369	9.592	10.767	12.392	14.320	16.611	
Total GoU+Ext Fin (MTEF)	6.415	8.309	3.369	9.592	10.767	12.392	14.320	16.611	
Arrears	0.000	0.026	0.000	0.000	0.000	0.000	0.000	0.000	
Total Budget	6.415	8.335	3.369	9.592	10.767	12.392	14.320	16.611	
A.I.A Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Grand Total	6.415	8.335	3.369	9.592	10.767	12.392	14.320	16.611	
Total Vote Budget Excluding Arrears	6.415	8.309	3.369	9.592	10.767	12.392	14.320	16.611	

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	7.958	0.000	0.000	7.958	9.240	0.000	9.240
211 Wages and Salaries	3.182	0.000	0.000	3.182	3.204	0.000	3.204
212 Social Contributions	0.581	0.000	0.000	0.581	0.675	0.000	0.675
213 Other Employee Costs	0.838	0.000	0.000	0.838	0.818	0.000	0.818
221 General Expenses	2.307	0.000	0.000	2.307	3.353	0.000	3.353
222 Communications	0.080	0.000	0.000	0.080	0.070	0.000	0.070
223 Utility and Property Expenses	0.082	0.000	0.000	0.082	0.092	0.000	0.092
224 Supplies and Services	0.011	0.000	0.000	0.011	0.008	0.000	0.008
225 Professional Services	0.020	0.000	0.000	0.020	0.070	0.000	0.070
227 Travel and Transport	0.527	0.000	0.000	0.527	0.641	0.000	0.641
228 Maintenance	0.330	0.000	0.000	0.330	0.310	0.000	0.310
Output Class : Capital Purchases	0.352	0.000	0.000	0.352	0.352	0.000	0.352
312 FIXED ASSETS	0.352	0.000	0.000	0.352	0.352	0.000	0.352
Output Class : Arrears	0.026	0.000	0.000	0.026	0.000	0.000	0.000
321 DOMESTIC	0.026	0.000	0.000	0.026	0.000	0.000	0.000

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Grand Total :	8.335	0.000	0.000	8.335	9.592	0.000	9.592
Total excluding Arrears	8.309	0.000	0.000	8.309	9.592	0.000	9.592

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 Education Personnel Policy and Management	6.415	8.335	3.369	9.592	10.767	12.392	14.320	16.611
01 Headquarters	6.063	7.958	3.290	9.240	10.345	11.970	13.899	16.189
1271 Support to Education Service Commission	0.352	0.377	0.079	0.352	0.422	0.422	0.422	0.422
Total for the Vote	6.415	8.335	3.369	9.592	10.767	12.392	14.320	16.611
Total Excluding Arrears	6.415	8.309	3.369	9.592	10.767	12.392	14.320	16.611

VIII. Programme Performance and Medium Term Plans

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

Programme :	52 Education Personnel Policy and Management				
Programme Objective :	(i) To recruit qualified and competent male and female Education Service personnel in all regions; (ii) To review terms and conditions of service of all Education Service personnel; (iii) To tender advice to Government in respect to development and implementation of policies in inclusive Education; (iv) To contribute to the development and implementation of cross cutting policy issues for Education Service personnel; (v) To establish and maintain a record of all Public Officers in the Education Service;				
Responsible Officer:	Dr. Asuman Lukwago Secretary/Education Service Commission.				
Programme Outcome:	Professional and Competent Male and Female Education Service Personnel				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Increased enrolment for male and female at all levels					
Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection

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• Percentage of Male and Female Education Service Personnel Recruited.	90%	2017	95%	97%	100%
• Proportion of Education Service Personnel Policy implemented and managed.	60%	2017	70%	80%	90%
• Proportion of Male and Female Education Service Personnel professionally managed (Confirmed, Validated, Regularized and Disciplined)	90%	2017	95%	97%	100%
SubProgramme: 01 Headquarters					
<i>Output: 01 Management of Education Service Personnel</i>					
Number of Education Service Personnel Confirmed			2,000	2,500	3,000
Number of Education Service Personnel Validated			3,000	3,500	4,000
Number of established Technical staff vacancies filled			2,000	2,500	3,000

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

- The Commission's office space is limited and therefore affects the operations. The staff establishment has not been achieved due to limited space. The Commission also lacks storage facilities.
- The Scheme of Service not fully implemented;
- Increasing forgeries in the Education and Sports Sector;
- The appointment of staff depends on submissions from the Ministry of Education and Sports and other MDAs;
- Large numbers of applicants for a few advertised jobs makes the recruitment process longer;

Plans to improve Vote Performance

- The Commission is engaging Uganda Properties Holding to acquire space within Farmer's House.
- The Commission is engaging the Ministry of Education and Sports for more timely declaration of vacancies for teachers. The Commission is working closely with Chief Administrative Officers through the Human Resource Officers of Districts to identify the availability of wage in their respective districts and make submissions to the Ministry of Education and Sports for onward submissions to the Commission for recruitment.
- The Commission carries out validation to identify these people and forwards it relevant authorities for actions.
- The Commission is planning to develop an e-recruitment system to reduce on the challenge of large numbers of applicants.
- The Commission has started on the process to review the Scheme of Service and continues to lobby different stakeholder for its implementation.

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

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Issue Type: HIV/AIDS

Objective :	<ul style="list-style-type: none"> • Provide psycho-social support to Education Service Commission Staff living with HIV/AIDS • Organize HIV/AIDS voluntary testing and counseling exercise and blood donation drive;
Issue of Concern :	<ul style="list-style-type: none"> • Mitigating effects of HIV/AIDS on Staff Performance • Create awareness of Impact of HIV/AIDS
Planned Interventions :	<ul style="list-style-type: none"> • Continuous sensitization and free medical checkups and Blood donation on an annual basis • Providing incentive in terms of medical allowance to facilitate staffs living with HIV/AIDS.
Budget Allocation (Billion) :	0.075
Performance Indicators:	<ul style="list-style-type: none"> • HIV/AIDS workplace policy put in Place • Number of Workshops and Blood donation drives held

Issue Type: Gender

Objective :	<ul style="list-style-type: none"> • To recruit qualified and competent Male and Female Education Service Personnel into the Service • To Promote Gender Equality during recruitment processes • To offer equal opportunities to regions and people with special needs while conducting interviews
Issue of Concern :	<ul style="list-style-type: none"> • Gender and Physical responsiveness • Gender Discrimination and Stereotyping
Planned Interventions :	<ul style="list-style-type: none"> • The ESC plans to recruit, confirm and validate 9000 personnel into service. Of 4000 will be female, 300 people with special needs candidates and recruitment in all regions.
Budget Allocation (Billion) :	3.000
Performance Indicators:	<ul style="list-style-type: none"> • Number of Males and Female Education Service Personnel recruited per region • Percentage of recruitment budget Non-wage (70%)

Issue Type: Environment

Objective :	<ul style="list-style-type: none"> • To Save Energy and creation of a healthy working environment • To Reduce on the Use of Paper
Issue of Concern :	<ul style="list-style-type: none"> • Power wastage and use of a lot of stationery • Pollution of Environment
Planned Interventions :	<ul style="list-style-type: none"> • Use of ICT resources to communicate and share information instead of printing • Enhance use of Electronic Data Management System (EDMS)
Budget Allocation (Billion) :	0.100
Performance Indicators:	<ul style="list-style-type: none"> • Percentage reduction in the budget for stationary • Percentage Increase in ICT resources.

XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

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Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Senior Internal Auditor	U3 upper	1	0
Senior Procurement Officer	U3 upper	1	0
Assistant Secretary	U4 lower	3	2
Systems Administrator	U4 SC	1	0
Assistant Accountant	U6 upper	2	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	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Assistant Accountant	U6 upper	2	1	1	1	416,617	4,999,404
Assistant Secretary	U4 lower	3	2	1	1	798,535	9,582,420
Senior Internal Auditor	U3 upper	1	0	1	1	1,131,209	13,574,508
Senior Procurement Officer	U3 upper	1	0	1	1	1,131,209	13,574,508
Systems Administrator	U4 SC	1	0	1	1	1,094,258	13,131,096
Total		8	3	5	5	4,571,828	54,861,936