

Vote:146 Public Service Commission

V1: Vote Overview

I. Vote Mission Statement

To provide Government with competent human resources, for effective and efficient Public Service delivery.

II. Strategic Objective

A competent, motivated and highly performing Public Service for effective service delivery

III. Major Achievements in 2018/19

The following are the achievements registered during the FY 2018/19

I. Approved 30 DSC Chairpersons and Members of which 12 were Female and 18 were Male. These included 2 People with Disabilities.

II. Carried out performance Audits out in the 50 DSCs in the Districts of: Kagadi, Jinja, Mayuge, Bugiri, Kisoro, Ntungamo, Nwoya, Moyo, Rukungiri, Kiruhura, Kole, Oyam, Omoro, Hoima, Buliisa, Masindi, Apac, Amolatar, Dokolo, Nakapiripirit, Amudat, Moroto, Serere, Ngora, Kibuku, Adjumani, Masaka, Rakai, Kalangala, Wakiso, Mukono, Butambala, Mpigi, Gomba, Kayunga, Kyotera, Sembabule, Kasanda, Lyantonde, Kiboga, Kyankwanzi, Buvuma, Buikwe, Nakasongola, Nakaseke, Luwero, Mityana, Mubende, Bukomansimbi, Kalungu

III. Monitored a total of 43 DSCs in the Districts of: Rakai, Kalangala, Wakiso, Mukono, Butambala, Mpigi, Gomba, Kayunga, Kyotera, Sembabule, Kasanda, Lyantonde, Kiboga, Kyankwanzi, Buvuma, Buikwe, Nakasongola, Nakaseke, Luwero, Bukomansimbi, Kalungu, Mityana, Mubende, kamwenge, Bushenyi, Ntungamo, Kisoro, Kabale, Isingiro, Katakwi, Soroti, Kaberamaido, Serere, Ngora, Kumi, Bukedea, Amuria, Otuke, Dokolo, Amolatar, Tororo and Koboko.

IV. Mentored a total of 42 Secretaries of the DSCs of Kumi, Soroti, Katakwi, Bulambuli, Sironko, Bududa, Bunyangabo, Kabarole, Kamwenge, Rubanda, Kabale, Rukiga, Pakwach, Nebbi, Zombo, Wakiso, Abim, Kotido, Kaabong, Masaka, Rakai, Kalangala, Mukono, Butambala, Mpigi, Gomba, Kayunga, Kyotera, Sembabule, Kasanda, Lyantonde, Kiboga, Kyankwanzi, Buvuma, Buikwe, Nakasongola, Nakaseke, Luwero, Mityana, Mubende, Bukomansimbi, Kalungu

V. Inducted 26 DSC Members from the Districts of: Masaka, Rakai, Kalangala, Wakiso, Mukono, Butambala, Mpigi, Gomba, Kayunga, Kyotera, Sembabule, Kasanda, Lyantonde, Kiboga, Kyankwanzi, Buvuma, Buikwe, Nakasongola, Nakaseke, Luwero, Mityana, Mubende, Bukomansimbi, Kalungu, Iganga, Lwengo and Kyankwanzi.

VI. Held one stakeholders' Conference in Mbarara on DSCs involving a total of 220 participants.

VII. A total of 1,294 cases were concluded. These included: 401 appointments, 2 appeals, 79 promotions, 224 contract appointments, 454 confirmations in appointment, 115 re-designations and 19 approvals of study leave.

VIII. A total of 60 disciplinary cases were concluded. These included: 17 cases of abandonment of duty/resignation, 6 dismissals from the Public Service, 15 noting of interdiction on half pay, 11 lifting of interdiction, and 11 retirements from the Public Service

IX. A total of 106 fresh graduates were recruited under the Graduate Recruitment Exercise of which 61 were male and 45 were female.

X. Administered 29 selection Exams (Competence and Aptitude tests)

XI. 28 competence assessment tests were developed

XII. Sixteen (16) draft Job competence profiles were developed and these are to be validated before they can be used.

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XIII. Purchased 5 Computers, 10 projectors, 3 Projector screens and 4 Printers for E-Recruitment.

XIV. Purchased One (1) Station Wagon Motor vehicle for the Chairperson, PSC.

IV. Medium Term Plans

Fully implement the E-Recruitment System

Develop the Electronic Database Management System (EDMS)

Fill the Public Service Commission staff structure

Acquire enough Station Wagon Motorvehicles for Members of the Public Service Commission

Acquire land and construct an office block for the Commission

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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	1.656	2.658	0.830	2.658	2.791	2.930	3.077	3.231	
Non Wage	4.188	5.555	2.486	5.914	6.801	8.161	9.793	11.752	
Devt.									
GoU	0.483	0.484	0.094	0.484	0.581	0.581	0.581	0.581	
Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
GoU Total	6.326	8.697	3.410	9.056	10.173	11.673	13.451	15.564	
Total GoU+Ext Fin (MTEF)	6.326	8.697	3.410	9.056	10.173	11.673	13.451	15.564	
Arrears	0.041	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
Total Budget	6.367	8.697	3.410	9.056	10.173	11.673	13.451	15.564	
A.I.A Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Grand Total	6.367	8.697	3.410	9.056	10.173	11.673	13.451	15.564	
Total Vote Budget Excluding Arrears	6.326	8.697	3.410	9.056	10.173	11.673	13.451	15.564	

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	8.203	0.000	0.000	8.203	8.562	0.000	8.562
211 Wages and Salaries	2.989	0.000	0.000	2.989	2.989	0.000	2.989
212 Social Contributions	0.201	0.000	0.000	0.201	0.230	0.000	0.230
213 Other Employee Costs	0.832	0.000	0.000	0.832	0.832	0.000	0.832
221 General Expenses	2.281	0.000	0.000	2.281	2.296	0.000	2.296
222 Communications	0.079	0.000	0.000	0.079	0.080	0.000	0.080
223 Utility and Property Expenses	0.127	0.000	0.000	0.127	0.237	0.000	0.237
224 Supplies and Services	0.048	0.000	0.000	0.048	0.060	0.000	0.060
225 Professional Services	0.102	0.000	0.000	0.102	0.102	0.000	0.102
227 Travel and Transport	1.047	0.000	0.000	1.047	1.249	0.000	1.249
228 Maintenance	0.497	0.000	0.000	0.497	0.487	0.000	0.487
Output Class : Outputs Funded	0.010	0.000	0.000	0.010	0.010	0.000	0.010
262 To international organisations	0.010	0.000	0.000	0.010	0.010	0.000	0.010
Output Class : Capital Purchases	0.484	0.000	0.000	0.484	0.484	0.000	0.484
312 FIXED ASSETS	0.484	0.000	0.000	0.484	0.484	0.000	0.484

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Grand Total :	8.697	0.000	0.000	8.697	9.056	0.000	9.056
Total excluding Arrears	8.697	0.000	0.000	8.697	9.056	0.000	9.056

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 Public Service Selection and Recruitment	6.367	8.697	3.410	9.056	10.173	11.673	13.451	15.564
01 Headquarters (Finance and Administration)	5.055	6.394	2.401	6.301	5.118	6.078	7.227	8.603
02 Selection Systems Department (SSD)	0.181	0.459	0.194	0.521	0.573	0.682	0.811	0.966
03 Guidance and Monitoring	0.610	1.313	0.706	1.699	3.842	4.264	4.752	5.320
0388 Public Service Commission	0.483	0.484	0.094	0.484	0.581	0.581	0.581	0.581
04 Internal Audit Department	0.038	0.047	0.015	0.051	0.058	0.068	0.079	0.093
Total for the Vote	6.367	8.697	3.410	9.056	10.173	11.673	13.451	15.564
Total Excluding Arrears	6.326	8.697	3.410	9.056	10.173	11.673	13.451	15.564

VIII. Programme Performance and Medium Term Plans

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

Programme :	52 Public Service Selection and Recruitment				
Programme Objective :	To provide government with competent human resources for effective and efficient public service delivery.				
Responsible Officer:	Dr. John Geoffrey Mbabazi.				
Programme Outcome:	An efficient and transparent public service recruitment process				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Improved institutional and human resource management at central and local government level					
Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection

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• Percentage of staff recruited against the declared posts	30%	2018	70%	80%	85%
SubProgramme: 01 Headquarters (Finance and Administration)					
Output: 04 Administrative Support Services					
No of Internal Audit Reports produced			4	4	1
Level of Services Rendered			100%	100%	100%
Output: 19 Human Resource Management Services					
Staffing Levels			95%	100%	100%
No of Trainings conducted			4	4	4
SubProgramme: 02 Selection Systems Department (SSD)					
Output: 02 Selection Systems Development					
Number of Competence tests developed and administered by posts			40	50	50
Number of aptitude tests developed and administered			40	50	50
SubProgramme: 03 Guidance and Monitoring					
Output: 05 DSC Capacity Building					
Number of DSC Members Inducted.			150	150	150
Number of DSC Secretaries Mentored			25	25	25
Output: 06 Recruitment Services					
Number of advisory notes prepared for and tendered to HE the President			4	4	4
Number of personnel appointed by gender and region, age and PWDs			500	500	500
Number of disciplinary cases handled at Central Government			25	25	25

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

Inadequate Office Space; The problem of inadequate office space still persisted. The efforts to get a permanent home were still on and the Commission lobbied all the relevant Stakeholders through the Inter Commissions Forum (ICF) to make the Offices' Block Project for all appointing Service Commissions a reality

High Number of Applicants Competing for Few Jobs; Each year, the number of candidates applying for jobs in the Public Service increases without a corresponding increase in job opportunities. This resulted into high costs of administering selection tests.

Increased Number of Districts and Municipalities; With the increased number of Districts and Municipalities, the workload of the Commission has also increased and yet the budget and human resources have remained almost the same. For example, the Selection Systems Department is run by only three (3) staff

Functionality of District Service Commissions; A total of 120 District Service Commissions were functional out of which, 37

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DSCs had 4 Members each, 24 DSCs had 3 Members each while 58 DSCs were fully constituted with 5 Members each. Even in cases where submissions were made, some of the nominees were found to be wanting in terms of the minimum requirements for appointment.

Capacity Enhancement for DSCs; Although PSC conducted inductions and sensitization programmes for DSCs, political interference in the work of the DSCs as well as other inappropriate practices such as nepotism and failure to adhere to Human Resource Management (HRM) rules, policies and procedures still persisted.

Non Response/Delayed Response by DSCs to Issues Raised by PSC on Cases of Appeal; In order to determine the appeals in line with the principles of natural justice, PSC normally requests for comments from the relevant DSCs. However, the DSCs either delayed to respond or did not respond at all, thereby resulting in prolonged period for resolution of some of the cases.

Failure to Fill Vacant Posts; None of the establishment structures both in Local Governments and at the Centre were fully filled, mainly due to inadequate wage provision. As a result, many staff in Local Governments held positions in acting capacity.

Reported Cases of Corruption; Reported cases of bribery by DSCs were corroborated by a number of DSC candidates when they appeared for interviews. Some of the cases were investigated by IGG and PSC. However, it was difficult to prove many of the cases as complainants feared to come out to testify.

Plans to improve Vote Performance

Fill the Public Service Commission staff structure

Fully implement the E-Recruitment System

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 :	Training on HIV/AIDs Blood donation drive and HIV testing and counselling Hepatitis B vaccination for staff Review of HIV/AIDS policy Medical support/ purchase of drugs and supplements Physical exercise drills and aerobics
Issue of Concern :	HIV/AIDS has effects ranging from sickness, to financial,
Planned Interventions :	The Commission has counselling programs and is developing a workplace policy.
Budget Allocation (Billion) :	0.010
Performance Indicators:	Number of HIV/AIDS Workshops, Focal point Person appointed,

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Issue Type:	Gender
Objective :	Equal opportunity to Members of Society.
Issue of Concern :	The Commission serves members of society with different capabilities, the blind, the lame, breastfeeding mothers, the sick, the pregnant, etc
Planned Interventions :	The Commission is working on a holding area for breastfeeding mothers, pregnant women and the sick. In all cases, these are given priority when being attended to. The blind/deaf are afforded more time during tests.
Budget Allocation (Billion) :	0.000
Performance Indicators:	no targets set

Issue Type:	Environment
Objective :	E-recruitment; minimizing paper wastage Intra-net and network based reporting to reduce on toxic gas and printers Gas cooker instead of wood fuel and charcoal Safe waste disposal methods
Issue of Concern :	Using a lot of toner and paper produces fumes that are inhaled by staff, this is harmful to their health
Planned Interventions :	The Commission has procured centralized Printers which are networked and can print back-to-back to lessen the amount of paper used.
Budget Allocation (Billion) :	0.000
Performance Indicators:	reduction in paper and tonner

XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
CHAIRPERSON	SPEC OFF - 1	1	1
DEPUTY CHAIRPERSON	SPEC OFF - 1	1	1
MEMBER	SPEC OFF - 1	7	7
ACPERSPSC	U1-LWR - 1	4	2
PSPSC	U1-S - 3	1	1
DSPSCPSC	U1-SE - 3	1	1
COMPGMPSC	U1-SE - 5	2	2
CSSDPSC	U1-SE - 5	1	0
PPOPSC	U2-LWR - 1	6	6
PPOQPSC	U2-LWR - 1	1	1
PSSDOPSC	U2-LWR-1-3	10	7
SAROPSC	U3-LWR - 1	2	2
SINFOSPSC	U3-LWR - 1	1	1
SPOPSC	U3-LWR - 1	5	5

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SSSDOPSC	U3-LWR - 1	11	6
SAPSC	U3-UP - 1	2	2
IAPSC	U4-LWR - 1	2	2
PERSECQPSC	U4-LWR - 1	4	4
AROPSC	U5-LWR - 1	2	2
SAAPSC	U5-LWR - 1	1	1
PSTENOUPSC	U6-UP - 1	2	2
ASKRPSC	U8-LWR - 1	3	3
ACCTPSC	U8-UP - 1	1	1
OFFATTPSC	U8-UP - 1	4	4
OFFATTTPSC	U8-UP - 1	3	3
RECSASPSC	U8-UP - 1	2	2

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)
ACCTPSC	U8-UP - 1	1	1	0	0	0	0
ACPERSPSC	U1-LWR - 1	4	2	2	2	3,249,868	38,998,416
AROPSC	U5-LWR - 1	2	2	0	0	0	0
ASKRPSC	U8-LWR - 1	3	3	0	0	0	0
CHAIRPERSON	SPEC OFF - 1	1	1	0	0	0	0
COMPGMPC	U1-SE - 5	2	2	0	0	0	0
CSSDPSC	U1-SE - 5	1	0	1	0	0	0
DEPUTY CHAIRPERSON	SPEC OFF - 1	1	1	0	0	0	0
DSPSCPSC	U1-SE - 3	1	1	0	0	0	0
IAPSC	U4-LWR - 1	2	2	0	0	0	0
MEMBER	SPEC OFF - 1	7	7	0	0	0	0
OFFATTPSC	U8-UP - 1	4	4	0	0	0	0
OFFATTTPSC	U8-UP - 1	3	3	0	0	0	0
PERSECQPSC	U4-LWR - 1	4	4	0	0	0	0
PPOPSC	U2-LWR - 1	6	6	0	0	0	0
PPOQPSC	U2-LWR - 1	1	1	0	0	0	0
PSPSC	U1-S - 3	1	1	0	0	0	0
PSSDOPSC	U2-LWR-1-3	10	7	3	3	3,707,556	44,490,672
PSTENOUPSC	U6-UP - 1	2	2	0	0	0	0
RECSASPSC	U8-UP - 1	2	2	0	0	0	0
SAAPSC	U5-LWR - 1	1	1	0	0	0	0
SAPSC	U3-UP - 1	2	2	0	0	0	0
SAROPSC	U3-LWR - 1	2	2	0	0	0	0
SINFOSPSC	U3-LWR - 1	1	1	0	0	0	0
SPOPSC	U3-LWR - 1	5	5	0	0	0	0

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SSSDOPSC	U3-LWR - 1	11	6	5	5	4,513,060	54,156,720
Total		80	69	11	10	11,470,484	137,645,808