
Vote:005 Ministry of Public Service

V1: Vote Overview

I. Vote Mission Statement

“To provide human resource policies, management systems and structures for an effective and efficient public service that facilitates national development”.

II. Strategic Objective

1. To enhance performance and accountability in the Public Service.
2. To establish and strengthen management structures and systems for effective and efficient service delivery.
3. To facilitate attraction and retention of qualified, competent and motivated workforce in the Public service.
4. To improve operational efficiency and effectiveness of the Ministry of Public Service.

III. Major Achievements in 2019/20

For the FY 2019/20, Parliament approved a total Budget of Shs. 31.534Bn for Ministry of Public Service comprising of Shs. 5.231Bn for wage, Shs. 21.228Bn for Non-Wage, Shs. 0.161Bn for arrears and Shs. 4.913Bn for Development. As at 31st December 2019, a total of Shs. 14.254Bn had been released representing 45.2% of the approved Budget Estimates. Out of the above total release Shs. 10.472Bn had been spent representing 73.5% absorption rate. Below is an account of the physical performance by Program and Sub-Program.

Prog 1312: Human Resource Management

Performance Management:

Technical support provided to 17/89 (19%) MDAs on implementation of performance management initiatives.

Human Resource Planning and Development:

Technical support provided to HR managers on Human resource planning in 3 MDAs and 6 LGs; Technical support on implementation of capacity building and training interventions was provided in 15/20 (75%) LGs.

Human Resource Policy and Procedures:

Consultative meetings to review the draft Public Service Standing Orders were held; Support Supervision on implementation of HR Policies was provided to 17/42 (40%) MDAs; Needs Assessment for the Public Service Act was conducted in 6 LGs and 6 MDAs; A readiness assessment for the Human Capital Management System was conducted in 60 pilot Votes; Functional and technical support on IPPS provided at 13 Regional Support Centers.

Compensation:

Full decentralization of pension processing was undertaken in 17 Votes; Technical and functional support and monitoring in the management of pension and gratuity was conducted in 95/144 (66%) Votes; Post retirement training/Pension clinics for 2000 pensioners was conducted.

Prog. 1310: Inspection and Quality Assurance

Public Service Inspection: Compendium of Service Delivery Standards for the Land sector was documented; Service Delivery standards for 6 LGs were documented; Compliance Inspections were carried out in 29/78 (37%) MDAs and LGs; PAIPAS was rolled out to 24 LGs; Technical support

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on development, documentation and implementation of client charters was undertaken in 18/37 (48%) DLGs and MDAs; Feedback Mechanism

was institutionalized in 3 LGs & 3 MDAs.

Records and Information Management: The draft National Records and Information Management Policy was presented to TMT; 25/49 (51%) were

supported to set up RIM systems; Capacity of 29 Records and Archives Trainers was built and developed in Training of Trainer skills.

Prog. 1311: Management Services:

Institutional Assessment: 17/42 (40%) MDA and LG structures were reviewed and customised; Technical Support, Supervision and inspection on

the construction of Kasese MC SUC was provided; Technical document for presentation to Cabinet on location of SUCs across the country was

presented to Cabinet and 19 SUCs were approved; Technical support on implementation of reviewed structures was provided to 12 Votes;

Business process narratives for Agricultural Extension Services System were identified and developed.

Research and Standards: Schemes of service for the Information, Communication and Technology (ICT) Cadre were developed, draft schemes of

service for the Economist and the Management Analyst cadres were developed.

Prog.1349: Policy, Planning and Support Services:

Civil Service College Uganda: 1151/3000 (38%) officers were trained at the Civil Service College Uganda.

IV. Medium Term Plans

- Roll out of Human Capital Management System to automate all human resource management functions, automate transition from active payroll to pension payroll thereby eliminating delays in payment of pension;
- Implement the pay policy to eliminate the prevailing salary disparity and distortions in the public service;
- Construction of Hostels at the civil service college to improve affordability of training programs by local governments;
- Improvement of access to employment opportunities and productivity for staff with disability in the Public Service;
- Roll out of balance scorecard to enable the Public Service Performance management system measure results/ improvements in the welfare of the citizens in addition to the outputs.
- Develop and implement a sign language program for front desk officers
- Develop and operationalize a framework for measuring productivity of the public service by gender.
- Establish regional Service Uganda Centers to extend public services closer to the citizens especially the women, children, elderly and poor who cannot afford transport costs to Kampala.
- Develop and implement gender and equity sensitive Sector Service Delivery Standards;

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V. Summary of Past Performance and Medium Term Budget Allocations

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

	2018/19 Outturn	2019/20		2020/21	MTEF Budget Projections			
		Approved Budget	Expenditure by End Dec		2021/22	2022/23	2023/24	2024/25
Recurrent								
Wage	2.893	5.231	1.383	5.231	5.231	5.231	5.231	5.231
Non Wage	18.126	21.228	7.928	19.992	23.990	28.788	34.545	41.455
Devt.								
GoU	3.930	4.913	1.057	4.913	4.913	4.913	4.913	4.913
Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total	24.949	31.373	10.368	30.136	34.134	38.932	44.690	51.599
Total GoU+Ext Fin (MTEF)	24.949	31.373	10.368	30.136	34.134	38.932	44.690	51.599
Arrears	0.266	0.161	0.161	0.112	0.000	0.000	0.000	0.000
Total Budget	25.214	31.534	10.529	30.248	34.134	38.932	44.690	51.599
A.I.A Total	0.453	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Grand Total	25.667	31.534	10.529	30.248	34.134	38.932	44.690	51.599
Total Vote Budget Excluding Arrears	25.401	31.373	10.368	30.136	34.134	38.932	44.690	51.599

VI. Budget By Economic Classification

Table V6.1 2019/20 and 2020/21 Budget Allocations by Item

<i>Billion Uganda Shillings</i>	2019/20 Approved Budget				2020/21 Draft Estimates		
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	Total
Output Class : Outputs Provided	27.331	0.000	0.000	27.331	26.565	0.000	26.565
211 Wages and Salaries	8.428	0.000	0.000	8.428	8.820	0.000	8.820
212 Social Contributions	2.384	0.000	0.000	2.384	1.956	0.000	1.956
213 Other Employee Costs	2.292	0.000	0.000	2.292	1.624	0.000	1.624
221 General Expenses	8.508	0.000	0.000	8.508	8.093	0.000	8.093
222 Communications	0.196	0.000	0.000	0.196	0.486	0.000	0.486
223 Utility and Property Expenses	0.386	0.000	0.000	0.386	0.597	0.000	0.597
224 Supplies and Services	0.235	0.000	0.000	0.235	0.331	0.000	0.331
225 Professional Services	0.239	0.000	0.000	0.239	0.125	0.000	0.125
227 Travel and Transport	3.523	0.000	0.000	3.523	3.833	0.000	3.833
228 Maintenance	1.139	0.000	0.000	1.139	0.701	0.000	0.701
Output Class : Outputs Funded	0.150	0.000	0.000	0.150	0.000	0.000	0.000
262 To international organisations	0.150	0.000	0.000	0.150	0.000	0.000	0.000
Output Class : Capital Purchases	3.892	0.000	0.000	3.892	3.571	0.000	3.571
281 Property expenses other than interest	0.400	0.000	0.000	0.400	0.400	0.000	0.400

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312 FIXED ASSETS	3.492	0.000	0.000	3.492	3.171	0.000	3.171
Output Class : Arrears	0.161	0.000	0.000	0.161	0.112	0.000	0.112
321 DOMESTIC	0.161	0.000	0.000	0.161	0.112	0.000	0.112
Grand Total :	31.534	0.000	0.000	31.534	30.248	0.000	30.248
Total excluding Arrears	31.373	0.000	0.000	31.373	30.136	0.000	30.136

VII. Budget By Programme And Subprogramme

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

<i>Billion Uganda shillings</i>	FY 2018/19 Outturn	FY 2019/20		2020-21 Proposed Budget	Medium Term Projections			
		Approved Budget	Spent By End Dec		2021-22	2022-23	2023-24	2024-25
10 Inspection and Quality Assurance	0.816	1.448	0.369	1.648	2.290	3.290	5.290	7.290
06 Public Service Inspection	0.407	0.672	0.155	0.672	1.014	1.514	2.514	3.514
08 Records and Information Management	0.409	0.776	0.214	0.976	1.276	1.776	2.776	3.776
11 Management Services	1.573	2.323	0.669	1.723	2.723	3.723	5.723	7.723
07 Management Services	1.573	2.323	0.669	0.000	2.723	3.723	5.723	7.723
17 Institutional Assessment	0.000	0.000	0.000	1.279	0.000	0.000	0.000	0.000
18 Research and Standards	0.000	0.000	0.000	0.445	0.000	0.000	0.000	0.000
12 Human Resource Management	6.382	7.257	2.557	7.291	8.703	9.703	11.703	13.703
03 Human Resource Management	5.408	5.800	2.065	0.000	0.000	0.000	0.000	0.000
04 Human Resource Development	0.343	0.522	0.135	0.586	0.986	1.486	2.086	2.486
05 Compensation	0.631	0.934	0.357	0.904	1.404	1.704	2.504	3.204
14 Performance Management	0.000	0.000	0.000	0.749	0.949	1.149	1.349	1.549
15 Human Resource Policies and Procedures	0.000	0.000	0.000	1.050	1.250	1.172	1.372	1.572
16 Human Resource Management Systems	0.000	0.000	0.000	4.001	4.113	4.191	4.391	4.891
49 Policy, Planning and Support Services	16.896	20.506	6.933	19.586	20.417	22.215	21.973	22.882
01 Finance and Administration	6.210	6.374	3.113	6.496	6.446	6.946	6.946	7.246
02 Administrative Reform	0.477	0.821	0.377	0.412	0.540	0.940	0.940	1.940
10 Internal Audit	0.128	0.121	0.060	0.121	0.000	0.000	0.000	0.000
11 Civil Service College	1.875	2.648	0.402	2.495	2.446	3.446	3.446	3.446
1285 Support to Ministry of Public Service	3.955	4.913	1.057	0.000	0.000	0.000	0.000	0.000
13 Public Service Pensions	4.251	5.630	1.923	4.300	5.224	5.122	4.880	4.489
1682 Retooling of Public Service	0.000	0.000	0.000	4.913	4.913	4.913	4.913	4.913
19 Policy and Planning	0.000	0.000	0.000	0.849	0.849	0.849	0.849	0.849
Total for the Vote	25.667	31.534	10.529	30.248	34.134	38.932	44.690	51.599
Total Excluding Arrears	25.401	31.373	10.368	30.136	34.134	38.932	44.690	51.599

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VIII. Programme Performance and Medium Term Plans

Table V8.1: Programme Outcome and Outcome Indicators (Only applicable for FY 2020/21)

Programme :	10 Inspection and Quality Assurance				
Programme Objective :	To promote compliance with policies, standards, rules, regulations and procedures in order to enhance efficiency and effectiveness of MDAs and LGs.				
Responsible Officer:	Director Inspection and Quality Assurance				
Programme Outcome:	Enhanced performance and accountability in the public service				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Coordinated monitoring and evaluation of policies and programmes at Central and Local Government level					
Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection
• Percentage of MDAs and LGs with up to date client charters	52%	2019	59%	66%	75%
• Percentage of MDAs and LGs with service	29%	2018	42%	48%	53%
SubProgramme: 06 Public Service Inspection					
<i>Output: 02 Service Delivery Standards developed, disseminated and utilised</i>					
Number of sectors that have disseminated service delivery standards.			3	3	4
<i>Output: 03 Compliance to service delivery standards enforced</i>					
Number of MDAs and LGs inspected for compliance with service delivery standards			108	118	131
SubProgramme: 08 Records and Information Management					
<i>Output: 05 Development and dissemination of policies, standards and procedures</i>					
Number of MDAs and LGs supported to set up RIM systems			77	85	90
Programme :	11 Management Services				
Programme Objective :	To develop and review management and operational structures, systems and productivity practices for efficient and effective service delivery.				
Responsible Officer:	Director Management Services				
Programme Outcome:	Enhanced efficiency and effectiveness of service delivery structures and systems.				
<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				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection

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• Percentage of identified cumbersome systems in public service institutions re-engineered	11%	2019	33%	44%	55%
• % of jobs with approved job Descriptions	88%	2019	100%	100%	100%
SubProgramme: 17 Institutional Assessment					
Output: 01 Organizational structures for MDAs developed and reviewed					
No. of MDA and LG structures reviewed and customised			7	7	7
Percentage of MDA and LGs with structures that are responsive to their mandate			75	85	100
Output: 02 Review of dysfunctional systems in MDAs and LGs					
Number of Systems analysed and Re-engineered			2	3	4
Output: 04 Integrated Public Services Delivery Model Implemented					
Number of service Uganda Centers established and operationalized			4	4	4
SubProgramme: 18 Research and Standards					
Output: 03 Analysis of cost centres/constituents in MDAs and LGs					
Number of MDA & LG cost centers evaluated			10	20	30
Number of management and operational standards developed and disseminated			2	2	2
Programme :	12 Human Resource Management				
Programme Objective :	To initiate, formulate and plan policies and management of human resource functions for the entire public service.				
Responsible Officer:	Director HRM				
Programme Outcome:	Increased stock of competent and professional workforce attracted , motivated and retained in the Public Service				
Sector Outcomes contributed to by the Programme Outcome					
1. Improved institutional and human resource management at central and local government level					
			Performance Targets		

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Outcome Indicators			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection
• % of public officers that have attained the approved long term pay policy target for the year	4.1%	2019	4.1%	50%	100%
• Percentage of MDAs and LGs complying with the Public Service Performance Management Framework	7.9%	2019	40%	50%	60%
SubProgramme: 03 Human Resource Management					
<i>Output: 03 MDAs and LGs Capacity Building</i>					
Number of MDA and LG staff trained in Human Resource Planning and Development			30	45	60
Number of MDAs and LGs supported to develop and implement Capacity Building Plans			48	60	75
<i>Output: 04 Public Service Performance management</i>					
Number of MDAs and LGs staff trained in Performance Management			2,000	2,500	3,000
Number of MDAs & LGs supported on implementation of Performance Management frameworks			116	124	134
<i>Output: 07 IPPS Implementation Support</i>					
Number of IPPS Sites supported			70		
SubProgramme: 04 Human Resource Development					
<i>Output: 03 MDAs and LGs Capacity Building</i>					
Number of MDA and LG staff trained in Human Resource Planning and Development			100	110	125
Number of MDAs and LGs supported to develop and implement Capacity Building Plans			32	44	57
SubProgramme: 05 Compensation					
<i>Output: 01 Implementation of the Public Service Pension Reform</i>					
Number of MDAs and LGs supported on decentralised management of pension and gratuity			180	180	180
Number of retiring officers who received pre-retirement training			2,000	2,000	2,000
Number of retiring officers who received pre-retirement training			2,000	2,000	2,000
<i>Output: 06 Management of the Public Service Payroll and Wage Bill</i>					
Number of MDAs and LGs staff trained in payroll and wage bill management			280	280	280
SubProgramme: 14 Performance Management					
<i>Output: 04 Public Service Performance management</i>					
Number of MDAs and LGs staff trained in Performance Management			2,000	2,500	3,000
Number of MDAs & LGs supported on implementation of Performance Management frameworks			114	150	200
Number of MDAs and LGs that have developed and implemented client charter			49	49	49
SubProgramme: 15 Human Resource Policies and Procedures					
<i>Output: 09 Public Service Human Resource Policies developed and implemented</i>					
Number of MDAs and LGs supported on implementation of HR policies			48	48	48

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SubProgramme: 16 Human Resource Management Systems					
Output: 07 IPPS Implementation Support					
Number of IPPS Sites supported			70	70	70
Number of MDAs/LGs where Intergrated Public Payroll system has been operationalised			60	60	60
Programme :	49 Policy, Planning and Support Services				
Programme Objective :	To ensue efficient and effective deployment and utilisation of human, financial, and material resources to achieve all ministry mandate, goals and objectives.				
Responsible Officer:	Under Secretary Finance and Administration				
Programme Outcome:	Increased level of productivity and accountability of staff of the Ministry of Public Service.				
Sector Outcomes contributed to by the Programme Outcome					
1. Harmonized government policy formulation and implementation at central and local government level					
2. Improved institutional and human resource management at central and local government level					
Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection
• Level of adherence to service delivery standards by staff at the MoPS	47.4%	2018	80%	95%	100%
• Percentage score of MoPS in Government Annual Performance Assessment	29%	2018	100%	100%	100%
• Percentage of outputs delivered within a given time frame	84%	2018	100%	100%	100%
SubProgramme: 02 Administrative Reform					
Output: 08 Public Service Negotiation and Dispute Settlement Services					
Number of negotiating and consultative committees instituted and supported			46	46	46
SubProgramme: 11 Civil Service College					
Output: 03 MDAs and LGs Capacity building					
Number of Public Officers in MDAs and LGs trained by the CSCU			4,000	5,000	6,000

IX. Major Capital Investments And Changes In Resource Allocation

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

FY 2019/20		FY 2020/21
Appr. Budget and Planned Outputs	Expenditures and Achievements by end Dec	Proposed Budget and Planned Outputs
Vote 005 Ministry of Public Service		
<i>Program : 13 49 Policy, Planning and Support Services</i>		
Development Project : 1682 Retooling of Public Service		
Output: 13 49 72 Government Buildings and Administrative Infrastructure		

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			Civil Service College Uganda remodeled to provide for Baby Child Creche for trainees' babies/children, waiting/training shed for Drivers, and Catering Shed constructed. Renovation of administration Blocks at MoPS Head Quarters (Block A, B, Green Roof, Accounts Block and Data Center) and NRCA Retention in respect of Kasese Service Uganda and the Ramp Project paid
Total Output Cost(Ushs Thousand)	0	0	1,188,759
Gou Dev't:	0	0	1,188,759
Ext Fin:	0	0	0
A.I.A:	0	0	0
Output: 13 49 75 Purchase of Motor Vehicles and Other Transport Equipment			
			4 Vehicles procured (1 for Chairperson Public Service Tribunal, 2 for Ministers and 1 Van for CSCU)
Total Output Cost(Ushs Thousand)	0	0	1,330,000
Gou Dev't:	0	0	1,330,000
Ext Fin:	0	0	0
A.I.A:	0	0	0
Output: 13 49 78 Purchase of Office and Residential Furniture and Fittings			
			200 Units of mobile shelves procured and installed at National Records and Archives Center. Furniture for training rooms at CSCU procured Office and residential furniture for former leaders procured.
Total Output Cost(Ushs Thousand)	0	0	800,000
Gou Dev't:	0	0	800,000
Ext Fin:	0	0	0
A.I.A:	0	0	0

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

- Selective financing of the implementation of the pay policy which has escalated wage disparities and distortions in the Public Service; This has killed team work, motivation and hence performance of the public service.
- Limited non-wage budget which has resulted into chronic under coverage of ministry scope of work;
- Inadequate office space coupled with the limited non-wage budget has affected implementation of the approved structure;
- High cost of training at the CSCU due to lack of accommodation facilities which has negatively affected the demand for the Tailor Made programs offered at the College;
- Inadequate storage capacity at the National Records Centre and Archives;
- Low productivity among public officers which is attributed to inappropriate work attitude, ethics, values , poor work environment and distorted salary structure among others;
- Lack of resource to facilitate implementation of recommendations in the Rationalization Report;

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- Delays in the procurement of Service provider for Human Capital Management System.

Plans to improve Vote Performance

- Strengthen supervision and performance planning within the Ministry to improve the link between institutional and individual plans
- Promote joint implementation of ministry initiatives
- Develop and enforce performance level agreements for key operational functions;
- Institutionalize measurement of impact of ministry initiatives to account for results;
- Engage the Ministry of Finance, Planning and Economic Development and other development partners to mobilize additional resources for the Ministry;
- Institutionalize development and implementation of capacity building plan based on Core competencies identified in the Schemes of service; Trainings needs assessment results; Approved Training plan and Performance appraisal reports

XI Off Budget Support

Table 11.1 Off-Budget Support by Sub-Programme

<i>Billion Uganda Shillings</i>	2019/20 Approved Budget	2020/21 Draft Estimates
Programme 1312 Human Resource Management	0.00	4.30
<i>Recurrent Budget Estimates</i>		
03 Human Resource Management	0.00	2.15
<i>400-MULTI-LATERAL DEVELOPMENT PARTNERS</i>	<i>0.00</i>	<i>2.15</i>
16 Human Resource Management Systems	0.00	2.15
<i>400-MULTI-LATERAL DEVELOPMENT PARTNERS</i>	<i>0.00</i>	<i>2.15</i>
Total for Vote	0.00	4.30

XII. Vote Cross Cutting Policy And Other Budgetary Issues

Table 12.1: Cross- Cutting Policy Issues

Issue Type: HIV/AIDS

Objective :	To reduce the effect of HIV/AIDS on staff performance and hence enhanced participation in national development.
Issue of Concern :	Inadequate salary for staff living with HIV/AIDS to fully adequately support them selves
Planned Interventions :	Provision of medical support to staff living with HIV/AIDS; Counseling and guidance, distribution of condoms, sensitization of staff ; Participation in World AIDs day commemorations, holding HIV/AIDS Committee meetings
Budget Allocation (Billion) :	0.022
Performance Indicators:	% of staff living with HIV/AIDS supported -100% Number of counseling sessions-1 % of Ministry staff sensitised - 100% Percentage of dispensers with zero condom stock out- 100% Number of HIV/AIDS committee meetings - 4

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Issue Type:	Gender
Objective :	To create a gender sensitive work environment and promote safety, security and health living life styles
Issue of Concern :	male and female employees sharing toilets at work place and inadequate preparedness for retirement
Planned Interventions :	Designation of toilets for male and female and furnished with bins, mirrors and hand dryers to suit the purpose Provision of a stand by wheel chair for the ramp Pre-retirement training organized for staff in youthful and elderly age bracket
Budget Allocation (Billion) :	0.017
Performance Indicators:	No. of toilets designated for female and furnished with bins, hand dryers and mirrors- 4 Number of wheel chairs procured - 1 units No. of staff trained - 250 staff

Issue Type:	Environment
Objective :	To enhance the participation of Public Officers in Environment protection both at work place and in their communities
Issue of Concern :	Knowledge gap in environmental issues and the role of public officers in environmental protection
Planned Interventions :	Building capacity of staff in environmental mainstreaming Buying shredders for proper paper disposal management
Budget Allocation (Billion) :	0.014
Performance Indicators:	Number of staff trained - 250 Number of paper shredders procured - 11

XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Ass. Comm. Information Technology	U1E	1	0
Assistant Commissioner - Research, Innovation and Policy Advisory	U1E	1	0
Assistant Commissioner - Training Management Delivery	U1E	1	0
Assistant Commissioner	U1EL	3	1
Assit Commissioner	U1EL	3	0
Commissioner	U1SE	6	0
Prin Human Re'se Off	U2L	18	8
Princ. Asst. Sec.	U2L	1	0
Principal Management Analyst	U2L	6	3
Principal Research Officer	U2L	1	0

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Principal IT Officer	U2Sc	5	0
Principal Internal Auditor	U2U	1	0
Senior Policy Analyst	U3	1	0
PHRO	U3 LOWER	6	4
Sen Human Rse Officer	U3 LOWER	7	1
Senior Human Resource Off	U3 LOWER	12	6
Senior Magt Analyst	U3 LOWER	10	2
Coordinator Service Uganda Centres	U3L	1	0
Senior Systems Analyst	U3Sc	4	0
Assistant Secretary	U4	1	0
Front Desk Officer	U4	3	1
Policy Analyst	U4	1	0
Archivist	U4L	3	2
Communications Officer	U4L	2	0
Customer Care Officer	U4L	1	0
Human Resource Officer	U4L	8	2
Librarian	U4L	1	0
Marketing/Branding Officer	U4L	1	0
Personal Secretary	U4L	2	0
Senior Auditor	U4L	1	0
Technical Supervisor	U4L	1	0
IT Officer	U4Sc	2	0
Accountant	U4U	2	1
Proc. Officer	U4U	2	1
Systems Administrator	U4U	1	0
Assistant Archivist	U5L	2	0
Assistant Librarian	U5L	1	0
Steno/Sec.	U5L	1	0
Assistant Procurement Officer	U5U	1	0
Archivist Assistant	U7L	2	0
Camera Man/ Video Editor	U7L	1	0
Askari	U8L	7	4
Driver	U8U	10	7
Office Attendant	U8U	3	0

Table 13.2 Staff Recruitment Plan

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Post Title	Salary Scale	No. Of Approved Posts	No Of Filled Posts	Vacant Posts	No. of Posts Cleared for Filling FY2020/21	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Accountant	U4U	2	1	1	1	798,667	9,584,004
Archivist	U4L	3	2	1	1	601,341	7,216,092
Archivist Assistant	U7L	2	0	2	2	687,584	8,251,008
Askari	U8L	7	4	3	3	641,496	7,697,952
Ass. Comm. Information Technology	U1E	1	0	1	1	2,700,000	32,400,000
Assistant Archivist	U5L	2	0	2	2	815,704	9,788,448
Assistant Commissioner	U1EL	3	1	2	2	3,249,868	38,998,416
Assistant Commissioner - Research, Innovation and Policy Advisory	U1E	1	0	1	1	1,657,677	19,892,124
Assistant Commissioner - Training Management Delivery	U1E	1	0	1	1	1,657,677	19,892,124
Assistant Librarian	U5L	1	0	1	1	407,852	4,894,224
Assistant Procurement Officer	U5U	1	0	1	1	528,588	6,343,056
Assistant Secretary	U4	1	0	1	1	601,341	7,216,092
Assit Commissioner	U1EL	3	0	3	3	4,874,802	58,497,624
Camera Man/ Video Editor	U7L	1	0	1	1	343,792	4,125,504
Commissioner	U1SE	6	0	6	6	11,156,706	133,880,472
Communications Officer	U4L	2	0	2	2	1,202,682	14,432,184
Coordinator Service Uganda Centres	U3L	1	0	1	1	933,461	11,201,532
Customer Care Officer	U4L	1	0	1	1	601,341	7,216,092
Driver	U8U	10	7	3	3	697,971	8,375,652
Front Desk Officer	U4	3	1	2	2	815,704	9,788,448
Human Resource Officer	U4L	8	2	6	6	4,036,752	48,441,024
IT Officer	U4Sc	2	0	2	2	4,400,000	52,800,000
Librarian	U4L	1	0	1	1	2,601,341	31,216,092
Marketing/Branding Officer	U4L	1	0	1	1	601,341	7,216,092
Office Attendant	U8U	3	0	3	3	697,971	8,375,652
Personal Secretary	U4L	2	0	2	2	1,202,682	14,432,184
PHRO	U3 LOWER	6	4	2	2	2,403,376	28,840,512
Policy Analyst	U4	1	0	1	1	798,535	9,582,420
Prin Human Re'se Off	U2L	18	8	10	10	12,918,800	155,025,600
Princ. Asst. Sec.	U2L	1	0	1	1	1,291,880	15,502,560
Principal Internal Auditor	U2U	1	0	1	1	1,085,341	13,024,092
Principal IT Officer	U2Sc	5	0	5	5	12,000,000	144,000,000
Principal Management Analyst	U2L	6	3	3	3	3,605,064	43,260,768
Principal Research Officer	U2L	1	0	1	1	1,247,467	14,969,604
Proc. Officer	U4U	2	1	1	1	834,959	10,019,508
Sen Human Rse Officer	U3 LOWER	7	1	6	6	5,476,626	65,719,512
Senior Auditor	U4L	1	0	1	1	1,046,396	12,556,752
Senior Human Resource Off	U3 LOWER	12	6	6	6	5,415,672	64,988,064
Senior Magt Analyst	U3 LOWER	10	2	8	8	7,924,712	95,096,544

Vote:005 Ministry of Public Service

Senior Policy Analyst	U3	1	0	1	1	990,589	11,887,068
Senior Systems Analyst	U3Sc	4	0	4	4	9,200,000	110,400,000
Steno/Sec.	U5L	1	0	1	1	455,804	5,469,648
Systems Administrator	U4U	1	0	1	1	2,200,000	26,400,000
Technical Supervisor	U4L	1	0	1	1	601,341	7,216,092
Total		148	43	105	105	118,010,903	1,416,130,836