

Vote:145 Uganda Prisons

V1: Vote Overview

I. Vote Mission Statement

To contribute to the protection and development of society by providing safe, secure, and humane custody of prisoners while placing human rights at the center of their correctional programs

II. Strategic Objective

- 1) To enhance safety and security of prisoners, staff and the public.
- 2) To enhance Rehabilitation and re-integration of offenders.
- 3) To contribute to access to justice.
- 4) To enhance Prisons Production.
- 5) To protect and promote human rights and welfare of prisoners and staff.
- 6) To strengthen Policy, Legal framework, Professionalism and Management accountability

III. Major Achievements in 2019/20

Enhance safety and security of prisoners, staff and the public

- 1) Completed construction of a mini-max security prison at Kitalya to accommodate 2,000 inmates (7,200M2) and new prisons at Kyenjojo, Nwoya, Sheema and Mutuufu
- 2) Construction of a TB Isolation ward at Murchison Bay Prison, expansion of Masaka Prison (1 prisoners' ward), staff patients ward at Luzira ongoing
- 3) Construction of a lagoon at Kitalya, installation of a safe water source at Isingiro and Orom Tikau and solar lighting at Koboko prison ongoing
- 4) Escape rate from 7.9 to 5.9 per 1000 held prisoners.
- 5) Enhanced security by keeping a daily average of 60,100 prisoners. This includes 2,712 females and 57,388 males

Enhance rehabilitation and re-integration of offenders

- 1) 2,413 inmates on formal education and 2,393 inmates on Functional Adult Literacy facilitated with scholastic materials. 336 offenders including 37 females and 229 males, registered for UNEB exams -149 inmates sat for PLE examinations while 187 sat for UCE and UACE examinations
- 2) 11,018 inmates (866 females and 10,152 males) imparted with vocational skills in 81 industrial workshops countrywide
- 3) 118 inmates trade tested in various vocational trades by Directorate for Industrial Training and East African Polytechnic College, Kyambogo
- 4) 35,604 inmates (1,449 females and 34,155 males) given rehabilitative counselling and guidance services
- 5) 1,535 inmates reintegrated into their communities; 1,106 inmates given sexual offender rehabilitation programs and 379 inmates trained in conflict resolution
- 6) Recidivism rate reduced from 15.6% to 15.3%

Contribute to access to justice

- 1) Proportion of remand population decreased from 48.3% to 47.2%
- 2) Average length of stay on remand reduced from 18.3 months to 18.1 months for capital offenders and from 2.5 months to 2.2 months for petty offenders
- 3) A daily average of 1,651 inmates delivered to 264 courts country wide; Procurement of 7 vehicles for production of prisoners

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to court is ongoing

4) 6,911 inmates linked to actors in the Criminal Justice System to access justice; 127 court sessions handled country wide.

5) 100% adherence of sentences as passed by courts

Enhance Prisons Production

1) 9,551 acres planted with maize - Expected output is 10,862.7MT of maize grain.

2) 696.5 acres of maize seed planted at Ruimi, Amita & Lugore prisons - Expected output is 531.9MT; 275MT of seed already processed and distributed to farmers countrywide

3) 4,745 acres of cotton planted - 4,745 bales expected; 2,316 bales (1,158,000kgs) already harvested

4) Lugore and Adjumani prisons restocked with 40 boran heifers and 30 Ankole long horned cattle heifers respectively; 1,551 heads of cattle looked after

Protect and promote human rights and welfare of prisoners and staff.

1) A daily average of 60,100 inmates looked after - provided with basic necessities of life (food, shelter, clothing, medical care, dressing)

2) 2,712 (100%) female prisoners provided with sanitary towels:

3) 231 children staying with their mothers in Prisons given special care for growth and development

4) Human rights desks and committees in 259 stations supported

5) Staff welfare improved through;

i. Prisons SACCO. Membership is 9,569 staff; Loan portfolio - shs.5.5billion; Savings - shs.2.4billion; Shares - shs.3.6billion; Assets - shs.6.8billion

ii. Constructed 220 staff housing units using Force on Account at Kitalya, Ragem, Amita, Bulaula and Mukuju prisons

iii. 583 Staff living with HIV AIDS supported with drugs for opportunistic infections and nutritional support.

iv. 86 staff benefited from Duty Free Shop

Strengthen the policy, legal framework, professionalism and management accountability

1) Training of the newly recruited 1,764 recruit warders and wardresses is ongoing at Prisons Academy and Training School. These include 427 females and 1,337 males; recruitment of 100 Cadet Officers is ongoing

2) Development of the correctional policy to guide transformation of UPS from a penal to a productive correction institution is ongoing

3) Staff to Prisoner ratio worsened from 1:7 to 1:8 due to increase in prisoners' population and increased staff attrition

4) 35 officers undergoing management training at various institutions;

5) 11 officers are undergoing Human Rights training (Diploma) at LDC

IV. Medium Term Plans

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- 1) Enhancing access to justice through;
 - a. Prisons alignment to courts of law.
 - b. Timely production of prisoners to court – Procure 20 buses, 20 trucks, 30 mini trucks and 30 pickups to facilitate delivery of prisoners to court
 - c. Participate in case backlog reduction program
- 2) Improving staff Welfare through
 - a. Construction of low cost 500 staff housing units in various prisons per year.
 - b. Strengthening the operations of the Duty Free shop
 - c. Expansion of the staff spouses empowerment project
- 3) Prisons infrastructure Development:
 - a. Increase prisoners accommodation to reduce congestion
 - b. Health Infrastructure expansion
 - c. Establishment of ICT infrastrcuture
 - d. Enhance the use of solar systems as an alternative source of power
- 4) Strengthen offender rehabilitation and reintegration programs
 - a. Develop rehabilitation model
 - b. Enhance offender education programs
 - c. Strenthen the use of community corrections
- 5) Enhancing safety and security of prisoners, staff and the public by;
 - a. Acquisition of security equipment including CCTV cameras that matches the changing profiles of prisoners
 - b. Strengthening Prisons Intelligence and security systems
- 6) Enhancing prisons production and productivity to reduce tax payers ‘burden of maintaining offenders in custody while contributing to national economy
Set up production systems with a complete value chain as a vehicles to fast truck the targeted production;
 - a. Grain harvesting, storage, processing system, packaging and distribution
 - b. Seed processing, treatment and distribution
 - c. Cotton spraying, picking and ginning system
 - d. Irrigation system
 - e. Furniture production for all MDAs – infrastructure and equipment

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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	63.795	65.139	32.572	80.811	80.647	80.647	80.647	80.647
	Non Wage	115.264	136.320	71.040	147.131	176.557	211.869	254.242	305.091
Devt.	GoU	36.344	36.822	11.564	37.277	37.277	37.277	37.277	37.277
	Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total		215.403	238.280	115.176	265.218	294.481	329.792	372.166	423.014
Total GoU+Ext Fin (MTEF)		215.403	238.280	115.176	265.218	294.481	329.792	372.166	423.014
	Arrears	18.413	9.384	9.272	25.080	0.000	0.000	0.000	0.000
Total Budget		233.816	247.664	124.448	290.299	294.481	329.792	372.166	423.014
A.I.A Total		2.730	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Grand Total		236.546	247.664	124.448	290.299	294.481	329.792	372.166	423.014
Total Vote Budget Excluding Arrears		218.133	238.280	115.176	265.218	294.481	329.792	372.166	423.014

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	222.038	0.000	0.000	222.038	249.113	0.000	249.113
211 Wages and Salaries	68.346	0.000	0.000	68.346	84.233	0.000	84.233
212 Social Contributions	6.511	0.000	0.000	6.511	7.115	0.000	7.115
213 Other Employee Costs	5.237	0.000	0.000	5.237	3.763	0.000	3.763
221 General Expenses	97.236	0.000	0.000	97.236	102.363	0.000	102.363
222 Communications	0.280	0.000	0.000	0.280	0.302	0.000	0.302
223 Utility and Property Expenses	13.264	0.000	0.000	13.264	12.896	0.000	12.896
224 Supplies and Services	11.424	0.000	0.000	11.424	14.639	0.000	14.639
225 Professional Services	5.485	0.000	0.000	5.485	3.310	0.000	3.310
227 Travel and Transport	7.070	0.000	0.000	7.070	7.892	0.000	7.892
228 Maintenance	4.355	0.000	0.000	4.355	6.754	0.000	6.754
229 Inventories	2.794	0.000	0.000	2.794	5.795	0.000	5.795
282 Miscellaneous Other Expenses	0.037	0.000	0.000	0.037	0.052	0.000	0.052
Output Class : Outputs Funded	0.600	0.000	0.000	0.600	0.600	0.000	0.600
263 To other general government units	0.600	0.000	0.000	0.600	0.600	0.000	0.600

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Output Class : Capital Purchases	15.642	0.000	0.000	15.642	15.505	0.000	15.505
281 Property expenses other than interest	0.060	0.000	0.000	0.060	0.304	0.000	0.304
311 NON-PRODUCED ASSETS	0.000	0.000	0.000	0.000	0.800	0.000	0.800
312 FIXED ASSETS	15.582	0.000	0.000	15.582	14.401	0.000	14.401
Output Class : Arrears	9.384	0.000	0.000	9.384	25.080	0.000	25.080
321 DOMESTIC	9.384	0.000	0.000	9.384	25.080	0.000	25.080
Grand Total :	247.664	0.000	0.000	247.664	290.299	0.000	290.299
Total excluding Arrears	238.280	0.000	0.000	238.280	265.218	0.000	265.218

VII. Budget By Programme And Subprogramme

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

Billion Uganda shillings	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
26 Management and Administration	53.348	53.798	29.971	74.094	68.623	68.390	78.769	102.618
12 Finance and Administration	37.032	31.178	19.881	29.726	21.465	21.232	24.953	30.617
13 Corporate Services	8.942	14.992	7.786	36.353	36.942	36.942	37.601	54.785
14 Inspectorate and Quality Assurance	3.409	3.571	1.766	3.571	4.571	4.571	6.571	9.571
1483 Institutional Support to UPS -Retooling	3.328	3.328	0.147	0.000	0.000	0.000	0.000	0.000
1643 Retooling of Uganda Prisons Service	0.000	0.000	0.000	3.615	3.915	3.915	3.915	3.915
22 Policy, Planning and Statistics	0.638	0.730	0.390	0.829	1.730	1.730	5.730	3.730
27 Prisoners Management	43.914	44.729	22.337	49.251	52.151	56.151	61.411	63.411
15 Administration of Remand Prisoners	35.433	36.322	18.143	40.744	42.744	44.744	49.744	48.744
16 Administration of Convicted Prisoners	8.482	8.407	4.194	8.507	9.407	11.407	11.667	14.667
28 Rehabilitation and re-integration of Offenders	2.247	2.666	1.283	2.866	4.666	14.666	19.666	24.666
17 Offender Education and Training	1.628	1.952	0.935	2.152	2.952	8.952	11.952	13.952
18 Social Rehabilitation and Re-integration	0.618	0.714	0.348	0.714	1.714	5.714	7.714	10.714
29 Safety and Security	4.687	5.584	2.959	6.213	8.061	13.584	13.584	13.584
19 Security Operations	4.687	5.584	2.959	6.213	8.061	13.584	13.584	13.584
30 Human Rights and Welfare	96.744	107.394	56.482	124.213	127.619	143.640	165.374	185.374
04 Prison Medical Services	4.530	4.532	1.970	5.332	12.532	16.532	21.532	21.532
20 Care and Human Rights	90.056	100.645	53.365	116.609	109.870	121.892	134.626	154.626
21 Social Welfare Services	2.158	2.216	1.147	2.271	5.216	5.216	9.216	9.216
31 Prisons Production	35.605	33.494	11.417	33.662	33.362	33.362	33.362	33.362
0386 Assistance to the UPS	19.458	20.308	7.376	19.136	17.846	17.846	17.846	17.846
1109 Prisons Enhancement - Northern Uganda	0.995	0.280	0.029	0.000	0.000	0.000	0.000	0.000

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1395 The maize seed and cotton production project under Uganda Prisons Service	9.660	8.086	3.587	7.856	8.046	8.046	8.046	8.046
1443 Revitalisation of Prison Industries	5.492	4.820	0.425	6.670	7.470	7.470	7.470	7.470
Total for the Vote	236.546	247.664	124.448	290.299	294.481	329.792	372.166	423.014
Total Excluding Arrears	218.133	238.280	115.176	265.218	294.481	329.792	372.166	423.014

VIII. Programme Performance and Medium Term Plans

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

Programme :	26 Management and Administration				
Programme Objective :	Provide Strategic Leadership, Management and support services to Uganda Prisons Service				
Responsible Officer:	Director of Prisons - Administration				
Programme Outcome:	Strategic Leadership, Management and support services				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Commercial justice and the environment for competitiveness strengthened					
Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection
• Level of adherence to set standards and systems	100%	2019	100%	100%	100%
SubProgramme: 13 Corporate Services					
<i>Output: 01 Administration, planning, policy & support services</i>					
warder to prisoner ratio			1:5	1:4	1:4
Programme :	27 Prisoners Management				
Programme Objective :	Facilitate prisoners' access to justice, Sentence management planning and offender profiling for placement.				
Responsible Officer:	Commissioner of Prisons - Custodial Services, Safety and Security				
Programme Outcome:	Improved prisoners access to justice and effective case management				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Infrastructure and access to JLOS services enhanced					
Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection
• Proportion of remands to total prisoner population	47.2%	2019	46%	44.9%	43.7%
SubProgramme: 15 Administration of Remand Prisoners					
<i>Output: 01 Prisons Management</i>					
A daily average of inmates delivered to court disaggregated by gender			1,750	1,800	1,850
Number of Prisoners linked to actors of the criminal justice system			12,000	13,000	15,000

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Programme :	28 Rehabilitation and re-integration of Offenders				
Programme Objective :	To facilitate successful rehabilitation and re integration of offenders.				
Responsible Officer:	Commissioner of Prisons - Rehabilitation and Reintegration				
Programme Outcome:	Offenders successfully rehabilitated & reintegrated				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Infrastructure and access to JLOS services enhanced					
Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection
• Recidivism rates	15.3%	2019	14.8%	14.6%	14.2%
SubProgramme: 17 Offender Education and Training					
<i>Output: 01 Rehabilitation & re-integration of offenders</i>					
Number of prisoners on formal education programmes			2,500	3,500	3,700
Number of Prisoners under Vocational skills training			9,000	9,500	10,500
SubProgramme: 18 Social Rehabilitation and Re-integration					
<i>Output: 01 Rehabilitation & re-integration of offenders</i>					
Number of offenders on rehabilitative programs			54,000	55,000	56,000
Programme :	29 Safety and Security				
Programme Objective :	Promote public safety and peace through provision of a safe and secure prisons environment				
Responsible Officer:	Commissioner of Prisons - Estates and Engineering				
Programme Outcome:	Safe and secure prisons environment				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Infrastructure and access to JLOS services enhanced					
Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection
• Escape rate	5.9/1000	2019	5.3/1000	5.0/1000	4.5/1000
SubProgramme: 19 Security Operations					
<i>Output: 01 Prisons Management</i>					
Prisons Holding Capacity			20,004	20,704	21,700
Programme :	30 Human Rights and Welfare				
Programme Objective :	Promotion of staff and Prisoners' welfare and observance of Human rights				
Responsible Officer:	Commissioner of Prisons - Staff Administration and Counselling				

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Programme Outcome: Increased human rights awareness, observance and practices in UPS					
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Observance of human rights and fight against corruption promoted					
Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection
• Level of provision of basic necessities of life	100%	2019	100%	100%	100%
• Mortality rates among prisoners and staff	0.33%	2019	0.29%	0.25%	0.21%
SubProgramme: 04 Prison Medical Services					
<i>Output: 01 Prisoners and Staff Welfare</i>					
Number of HIV/AIDS positive staff that are supported			800	900	950
SubProgramme: 20 Care and Human Rights					
<i>Output: 01 Prisoners and Staff Welfare</i>					
A daily average of prisoners looked after (fed)			71,709	72,852	79,213
Programme :	31 Prisons Production				
Programme Objective :	Enhance Prisons production and reduce tax payers' burden of maintaining offenders in custody				
Responsible Officer:	Director of Prisons - Production and Engineering				
Programme Outcome: Reduced tax payers' burden of maintaining offenders in custody					
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Infrastructure and access to JLOS services enhanced					
Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection
• Non Tax Revenue generation in billion shillings per year	20.461	2018	26.86	52.98	59.6
Programme Outcome: Improved staff & prisoners' living conditions					
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Infrastructure and access to JLOS services enhanced					
Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection

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• Percentage of staff housed in permanent houses	40.6%	2019	41.8%	46.2%	51.8%
SubProgramme: 0386 Assistance to the UPS					
Output: 01 Prisons Management					
MT of commercial maize produced			18,000	27,500	30,000
Number of staff houses constructed			150	250	500
SubProgramme: 1395 The maize seed and cotton production project under Uganda Prisons Service					
Output: 01 Prisons Management					
Number of prisons whose land has been surveyed			6	20	20
MT of Maize seed produced			1,200	1,620	2,025

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	
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<i>Program : 12 26 Management and Administration</i>			
Development Project : 1643 Retooling of Uganda Prisons Service			
Output: 12 26 77 Purchase of Specialised Machinery & Equipment			
		50 IP cameras CCTV Surveillance for Prisons Headquarters procured; Security command center established 56 computers for various users at Prisons Headquarters; firewall; security certificates; windows license and anti-virus for 500 users procured	
Total Output Cost(Ushs Thousand)	0	0	1,565,000
Gou Dev't:	0	0	1,565,000
Ext Fin:	0	0	0
A.I.A:	0	0	0
<i>Program : 12 31 Prisons Production</i>			
Development Project : 0386 Assistance to the UPS			
Output: 12 31 75 Purchase of Motor Vehicles and Other Transport Equipment			
4 pickups and 3 lorries procured to facilitate the electoral process, transport prisoners to court & monitor service delivery	Procurement of 7 lorries (8ton -1, 20ton -2, 5ton -3, 10ton-1) to facilitate electoral process is ongoing – contract signing	5 vehicles procured to facilitate coordination, supervision & transportation of field staff during elections (2 buses, 2 lorries, 3 pickups and a customized escorts pickup)	
		Phase I of establishment of grain production systems completed	
Total Output Cost(Ushs Thousand)	1,350,000	337,500	1,675,000
Gou Dev't:	1,350,000	337,500	1,675,000

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Ext Fin:	0	0	0
A.I.A:	0	0	0
Output: 12 31 80 Construction and Rehabilitation of Prisons			
1 ward at Masaka & Ibuga, staff patients ward & TB isolation ward at Luzira constructed		Construction of a lagoon (site clearing and mobilization) and installation of a safe water source at Isingiro is ongoing	Phase 2 construction of the staff clinic at Luzira completed
203 staff housing units with sanitation facilities constructed at Kitalya (152 units) & Ntungamo (51 units)		Completed construction of 2 prisoners' wards at Orom-Tikau (1) and Amita (1)	4 prisoners' wards constructed at Rukungiri prisons
Water tank constructed at Isingiro prison –150,000CC New prison at Orom Tikau completed. 1 Prisoners ward each at Orom Tikau and Amita completed		Completion of 220 staff housing units with sanitation facilities at Kitalya, Ragem, Amita, Mukuju and Bulaula on going: Completed - 88, Plastering - 64, Beam - 28, Foundation - 40 units	150 staff housing units constructed at Sheema, Mutufu, Nwoya & Kyenjojo
		Construction of a TB Isolation ward at Murchison Bay Prison (site preliminary activities), expansion of Masaka Prison (site clearing and mobilization), staff patients ward (Ground floor slab and walling, first floor slab completed) at Luzira ongoing	40 acres of land procured for prisons at Kyenjojo & Sheema prisons Phase I of establishment of production systems for maize grain completed
Total Output Cost(Ushs Thousand)	8,720,954	3,599,118	9,890,000
Gou Dev't:	8,720,954	3,599,118	9,890,000
Ext Fin:	0	0	0
A.I.A:	0	0	0
Development Project : 1395 The maize seed and cotton production project under Uganda Prisons Service			
Output: 12 31 80 Construction and Rehabilitation of Prisons			
10 staff units with sanitation facilities constructed in cotton growing farms		Installation of a safe water source at Orom-Tikau is ongoing - installation of the solar powered borehole, fabrication of the water tank and construction of the tank platform is ongoing	5 storage facilities (maize cribs) constructed using Force on Account
Sanitation at Orom Tikau improved – improved water sanitation systems installed			Chain link fencing of Loro and Apac prisons completed
Total Output Cost(Ushs Thousand)	631,000	0	554,140
Gou Dev't:	631,000	0	554,140
Ext Fin:	0	0	0
A.I.A:	0	0	0
Development Project : 1443 Revitalisation of Prison Industries			
Output: 12 31 77 Purchase of Specialised Machinery & Equipment			

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2 circular saws, 2 surface planner, 3 belt sanders, 2 lathe machines, 3 spindle moulders, 2 band saw, 2 mortising machines, wood benches with vices and other assorted hand tools procured	Procurement of assorted machinery and equipment (2 circular saws, 2 surface planner, 1 belt sander, 2 lathe machines, 2 spindle moulders, 2 band saw, 2 grinding machines, 2 air compressors, 2 tennoning, 2 mortising machines, 1 garment cutting and 6 mowing machines, wood benches with vices) and other assorted hand tools on going – Bid Evaluation	1 hydraulic hot press, 10 sewing machines and 10 pairs of scissors procured
2 garment cutting machines and 6 mowing machines procured		Phase I of establishment of furniture production systems completed 2 Compressor, 1 Head boring, 2 Hinge boring, 1 CNC Router, 4 Pneumatic hand held belt sander, 20 Pneumatic hand held Orbital sanders, 11 Pneumatic nail guns, 12 Pneumatic staple guns, 20 carpentry hand tool kits, 20 sash cramp, 6 power screw drivers 2 heavy duty power drill, 6 work benches with vices, 2 Drum sanders, 2 Cross cutting machines, 2 edge banders, 2 radial arm power saws, 2 sharpening planer blades, 1 sharpening circular blade, 1 Hydraulic frame clamping, 1 hydraulic cold press
Total Output Cost(Ushs Thousand)	2,070,000	0
Gou Dev't:	2,070,000	0
Ext Fin:	0	0
A.I.A:	0	0
		1,020,000
		1,020,000
		0
		0

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

1) High prisoners' population growth.

Prisoner population increased by 1,517 from a daily average of 59,280 prisoners in June 2019 to 60,797 prisoners in December 2019 & is projected to increase to a daily average of 71,709 prisoners in FY2020/21

Prisoners' population is the major cost driver of prisons budget. It exerts pressure on feeding, housing, sanitation, utilities (water), Medicare, uniforms (staff & prisoners), staff numbers & delivery of prisoners to courts;

Whereas country population is growing at 3.0% per annum, prisoners' population is increasing at an average of 8.0% per annum

2) Prisons Congestion

The current prisoners' population of 60,797 (Dec.2019) prisoners exceeds the prisons carrying capacity by 43,408 prisoners. The carrying capacity is 17,389 prisoners - congestion is at 350%, with some prisons housing up to 8 times their designed holding capacities.

At a projected daily average of 71,709 inmates, & holding capacity projected to increase to 20,004 prisoners, occupancy is projected at 358%.

3) Inadequate production Systems leading to low production and productivity of all prisons production enterprises (Seed Production, processing, treatment, packaging and distribution, Cotton Production, spraying, harvesting and ginning facilities, Commercial maize (food) production, harvesting, storage packaging and distribution facilities and Prisons industries)

4) Prisoners' feeding

Feeding of a daily average of 71,709 prisoners at shs. 4,200 per prisoner per day requires shs.109.93bn. Shs.83.925bn has been provided leaving a shortfall of shs.26.005bn;

At current level of investment, food worth shs.18bn is expected from prisons farms, leaving the overall shortfall of shs.8.005bn.

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5) Staff accommodation

5,666 staff are not properly housed. They stay in improvised houses, Unipots, Fin mores, canteens & others rent at their own cost. This compromises security of the prison & the public. Required budget - Ushs.40bn; Provided - Ushs.3.44bn; shortfall - Ushs.36.56bn

6) Inadequate budget provision for Utilities

a) Water

Increase in prisoner population has a direct effect on water bills. There has been an increase in number of stations connected to the national grid without budget. Increase in tariff rates without adjusting the MTEF results into accumulation of arrears.

The water requirement for FY2020/21 is shs.8.1bn; shs.7.054bn has been provided leaving a shortfall of shs.1.046bn.

b) Electricity

The electricity requirement for FY2020/21 is shs.8.64bn; Shs.3.706bn is provided leaving a shortfall of shs.4.934bn.

7) Drought effects and absence of irrigation infrastructure

UPS is generally dependent of rainfall for agricultural production. Rainfall patterns are unreliable hence low production. The Service has adopted installation of small scale irrigation systems in small prisons farms with an average acreage of 150 acres.

8) Inadequate budget provision for Prisons Health Services

The coverage of HIV/AIDS services is limited to only 25.6% of the health units in UPS. Low staffing of health facilities; only 248 out of 1,673 posts are verified. To adequately provide health services in prisons requires an annual provision of shs.9.288bn against a provision of shs1.775bn leaving a short fall of shs.7.513bn.

9) Land Surveying

UPS operates 259 prisons. 79 prisons are located on Kingdom land, 40 on district land & 140 on central government land. UPS cannot survey & title Kingdom land or district land.

Kingdoms want their land and UPS has 4 options;

- a) To rent the land and pay dues
- b) To get lease on the land
- c) To buy the land, or
- d) Opt to vacate the land

63 out of 135 central prisons land is not surveyed. 79 prisons are on kingdom land; 40 prisons on district land. The plan is to buy land & construct prisons, merge 79 prisons into 10 prisons at various security levels.

If negotiations with districts are successful, the total number of prisons land to be surveyed will be 180. Shs.3.0bn is required to survey & title all the remaining prisons. Provided is shs.0.200bn; shortfall - shs.2.8bn

10) Security

Given the changing profiles of offenders & global increase in terrorism, security of prisoners & staff MUST be enhanced. The sentencing regime has also changed; some people are sentenced to imprisonment for life & others to more than 60 years. This brings a condition of no hope that may lead to other criminal acts in the prison if the security, rehabilitation & counselling are not tailored to specific needs of offenders;

11) Inadequate Staff Uniform, Prisoners' Uniforms and Beddings

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a) Staff Uniforms:

Each staff is entitled to at least two pairs of uniforms with accessories & protective gear. Currently each staff is provided with only 1 pair to wear on a daily basis. No protective gear is provided.

Non provision of uniform is a source of insecurity on part of staff & the public.

To dress all (10,672) uniformed staff with 2 complete pairs of uniform, shs.15.778bn is required; provided is shs.1.243bn; shortfall is shs.14.535bn.

b) Prisoners' Uniforms and Beddings

A prisoner requires 2 pairs of uniform, a blanket & a felt mattress. Prisoners have no felt mattresses. Resources are not sufficient to provide 2 pairs of uniform per prisoner.

For a daily average of 71,709 prisoners;

i) Prisoners' uniform: Required - Sh.5.253bn; Provided - shs.0.986bn; Shortfall - shs.4.267bn;

ii) Felt Mattresses: Required - Shs.5.36bn. No provision

iii) Blankets: Required - shs.5.36bn. No provision

12) Production of prisoners to Courts

Misalignment of prisons and courts location not only affects timely delivery of prisoners to court but also increases costs of service delivery (fuel & vehicle maintenance).

Implication:

i) Walking long distances - staff & prisoners

ii) High costs of fuel & vehicle maintenance

iii) Delayed production of prisoners to court

13) Inadequate Maintenance Budget

Uganda Prisons Service is operating 259 prisons, 16 regional offices, 1 referral hospital, 1 Training School and Prisons Headquarters. Annual maintenance budget required - shs.4.9bn. Shs.2.6bn has been provided; shortfall is shs.2.3bn

14) Wage Short fall

Uganda Prisons Service requires shs.86.558bn to cater for salaries of all in-post staff in FY2020/2021. Shs.80.710bn has been provided leaving a shortfall of Shs.5.848bn

15) Budget Arrears

The Service has accumulated budget arrears of shs.65.971bn as a result of the inadequate budget provision. These include; Food - shs.35.721bn; Uniform - shs.4.229bn; Constructions - shs.1.734bn; Water - shs.2.061bn; Electricity - shs.14.069bn; Pension and Gratuity - shs.6.624bn; Maintenance Vehicles - shs.0.469bn; Salary - shs.0.811bn; Prisons industries - shs.0.087bn; Agricultural Supplies (Farm Inputs) - shs.0.165bn. Shs.25.08bn has been provided to partly cater for food, uniform and utilities, leaving a shortfall of shs.40.891bn

Plans to improve Vote Performance

Strategic focus will be on measure to transform the UPS into a productive correctional service, generate budget efficiency savings through the following strategic actions:

1) Enhancement of prisons production and productivity by setting up the following production systems as vehicles to fast track the targeted production;

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- a. Grain production, harvesting, storage, processing, packaging and distribution system
- b. Seed production, processing, treatment, packaging and distribution
- c. Cotton production, spraying, harvesting and ginning system
- d. Adoption of Irrigation schemes
- e. Furniture production for MDAs – infrastructure and equipment

2) Adoption of two (2) pronged development strategies namely; Project mode and operations mode strategies

3) Logical sequencing / “ layering” of investments (investment platform) in implementation of projects/programs and activities aimed at exploiting building blocks. Each Platform will build on the next to attain the strategic results. It will be upon attainment of platform 1 results that investment is targeted towards platform 11 interventions.

4) Adoption of a “business approach” in the delivery of service. Prisons farms and prison industries will operate basing on the business plans for both commercial and non-commercial operations to guide investment and rehabilitation of prisoners.

5) Application of low cost solutions in identified critical service delivery areas that require low cost interventions and budget saving mechanisms to deliver services at reduced costs.

These interventions will include; Low cost staff housing (strategy is to construct 500 low staff house per annum), afforestation, and use of energy saving stoves and biogas technology to reduce expenditure on firewood and use of solar lighting systems

6) Inter- sectoral linkages with Ministry of agriculture, Animal Industries and Fisheries (MAAIF), National Agriculture Advisory Services (NAADS), National Agricultural Research Organization (NARO), Coffee Development Organization (CDO), Health, Education, and water sectors.

7) Public Private Partnership (PPP) especially on the use of prisons facilities to undertake development activities in areas of seed multiplication, school feeding programs, poultry hatching, among others.

8) Alignment of prisons to other institution of CJS through such innovations as;

- a. Adoption of small sized model prisons that allows provision for future expansion while maintaining the meaning of a prison
- b. Rationalizing the presence of prisons through grading prisons based on population and security.
- c. Acquisition of transport equipment to reduce prisoners and staff walking long distance to court

9) Reducing Prisoners’ population growth rate, hence reducing prisons congestion and attendant challenges through use of parole, release on license, Strengthening Paralegal Advisory Services (PAS) and "Linking Remands" projects, inter- agency engagements for reduction of case backlog.

10) Adoption of a Human Rights Based Approach to development.

11) Use of Force multipliers through Research and Development. - The service will invest in force multipliers including CCTVs, acquisition of assorted classified security equipment and security operations

12) Reduction in prisons congestion through;

- a. Reinstatement of original capacities in Tororo, Lugore, Namalu, Rukungiri and expansion of regional prisons,
- b. Operationalization of new prisons at Kitanya, and Kyenjojo, Mutuufu, Nwoya, Sheema and Amudat

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- c. Networking and advocacy for increased use of bail.
d. Constructing 5 low cost security prisons per year;

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 1230 Human Rights and Welfare	1.32	4.24
<i>Recurrent Budget Estimates</i>		
04 Prison Medical Services	1.32	4.24
<i>404-Commonwealth Development Corporation (CDC)</i>	<i>1.13</i>	<i>4.24</i>
<i>436-Global Fund for HIV, TB & Malaria</i>	<i>0.18</i>	<i>0.00</i>
Programme 1231 Prisons Production	1.13	0.00
<i>Development budget Estimates</i>		
0386 Assistance to the UPS	1.13	0.00
<i>404-Commonwealth Development Corporation (CDC)</i>	<i>1.13</i>	<i>0.00</i>
Total for Vote	2.45	4.24

XII. Vote Cross Cutting Policy And Other Budgetary Issues

Table 12.1: Cross- Cutting Policy Issues

Issue Type: **HIV/AIDS**

Objective :	To offer adequate and appropriate treatment to HIV patients
Issue of Concern :	HIV is one of the leading causes of morbidity & mortality in prisons and its strongly associated with Tuberculosis HIV prevalence rate among prisoners is 15% and 12% among staff
Planned Interventions :	Provide nutritional supplements to HIV/AIDS patients -shs.1.139bn Improve health care & strengthen clinical laboratories - shs.0.6bn Health promotion, voluntary counselling & testing and provision of treatment - shs.0.323bn
Budget Allocation (Billion) :	2.062
Performance Indicators:	Proportion of HIV/AIDS patients supported with nutritional supplementation HIV/AIDS prevalence rate

Issue Type: **Gender**

Objective :	Gender mainstreaming to attain balance and equity
Issue of Concern :	There are babies who are staying with their mothers in prison. These need special care necessary for early of human development
Planned Interventions :	229 babies staying with their mothers in prisons given care Supporting 3 day care centers in Luzira, Mbarara & Gulu

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Budget Allocation (Billion) :	0.060
Performance Indicators:	Number of children staying with their mothers in prison Number of female prisons with day care centers Number of female prisons with lactating animals
Objective :	Gender mainstreaming to attain balance and equity
Issue of Concern :	There are different categories of persons in prisons that need special care. These include the sick prisoners & staff, female staff, pregnant mothers, children & persons living with HIV/AIDs. Their needs vary by category
Planned Interventions :	Provision of sanitary towels to all female inmates -shs.0.09bn (100% provision) Provision of undergarments to all female inmates - shs0.06bn (100% provision) Special meals to sick prisoners - shs.3.0bn; Care for elderly prisoners - shs.0.3bn
Budget Allocation (Billion) :	3.450
Performance Indicators:	Number of prisoners catered for Existence of a documented gender policy Percentage provision of sanitary items to all female prisoners Number of sick staff and prisoners supported Allocation to support sick staff

Issue Type: **Environment**

Objective :	To mitigate high levels of firewood consumption for sustainable development
Issue of Concern :	Wood fuel is the major source of energy for preparation of prisoners food hence increased levels of deforestation
Planned Interventions :	Planting 100 acres new forest & 50 acres of fruits Establish nurseries for 500,000 clonal & 1 million ordinary eucalyptus, & 300,000 grafted mango & citrus seedlings – shs.0.05bn Maintaining the existing 893 acres of forests
Budget Allocation (Billion) :	0.050
Performance Indicators:	Number of acres planted with trees per year

XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
CH/WDR II	U 5L	1298	267

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Assistant Commissioner of Prisons	U1E(L)	67	39
Assistant Commissioner Engineering	U1E(SC)	1	1
Commissioner General of Prisons	U1S	1	1
Deputy Commissioner General of Prisons	U1S	1	1
Director of Prisons	U1SE	6	6
Undersecretary/Finance & Administration	U1SE	1	1
Principal Assistant Secretary	U2(L)	1	0
Principal Community Corrections Officer	U2(L)	1	0
Principal Human Resource Officer	U2(L)	1	0
Principal Parole Officer	U2(L)	1	0
Principal Personal Secretary	U2(L)	1	0
Principal Rehabilitation & Re-Integration Officer	U2(L)	35	0
Principal Selection Systems Development Officer	U2(L)	1	0
Principal Welfare & Rehabilitation Officer	U2(L)	25	3
Senior Superintendent of Prisons	U2(L)	379	31
Medical Officer Special Grade	U2(SC)	31	0
Principal Architecture	U2(SC)	1	0
Principal Education Officer	U2(SC)	3	0
Principal Electrical Engineer	U2(SC)	1	0
Principal Medical Officer	U2(SC)	2	2
Principal Pharmacist	U2(SC)	1	0
Principal Systems Administrator	U2(SC)	1	0
Senior Principal Instructor	U2(SC)	38	0
Senior Principal Nursing Officer	U2(SC)	1	0
Principal Economist	U2(U)	2	0
Principal Policy Analyst	U2(U)	2	0
Principal Research Officer	U2(U)	2	1
Senior Legal Officer	U3	2	0
Deputy Headteacher	U3(L)	7	0
Personal Secretary Special Grade	U3(L)	1	0
Senior Assistant Secretary	U3(L)	1	0
Senior Hospital Administrator	U3(L)	1	0
Senior Human Resource Officer	U3(L)	1	1

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Senior Librarian	U3(L)	2	0
Senior Medical Social Worker	U3(L)	1	0
Senior Parole Officer	U3(L)	1	0
Senior Personal Secretary	U3(L)	1	0
Senior Principal Office Supervisor	U3(L)	1	1
Senior Psychological Social Worker	U3(L)	1	0
Senior Records Officer	U3(L)	1	0
Senior Rehabilitation & Re-Integration Officer	U3(L)	222	4
Senior Social Rehabilitation & Welfare Officer	U3(L)	3	2
Superintendent of Prisons	U3(L)	351	95
Medical Superintendent	U3(SC)	16	0
Principal Clinical Officer	U3(SC)	3	0
Principal Nursing Officer	U3(SC)	1	1
Senior Agricultural Engineer	U3(SC)	2	2
Senior Biostatistician	U3(SC)	1	0
Senior Civil Engineer	U3(SC)	1	0
Senior Dental Surgeon	U3(SC)	1	0
Senior Education Officer	U3(SC)	6	0
Senior Electrical Engineer	U3(SC)	1	0
Senior Environmental Health Inspector	U3(SC)	1	0
Senior Health Educator	U3(SC)	3	1
Senior Industrial Manager	U3(SC)	40	0
Senior Information Scientist	U3(SC)	2	0
Senior Information Technology Officer	U3(SC)	3	0
Senior Instructor	U3(SC)	710	4
Senior Mechanical Engineer	U3(SC)	1	0
Senior Medical Officer	U3(SC)	20	1
Senior Nutritionist	U3(SC)	2	0
Senior Pharmacist	U3(SC)	1	1
Senior Quantity Surveyor	U3(SC)	2	0
Senior Sports Officer	U3(SC)	1	0
Senior Systems Administrator	U3(SC)	2	0
Principal Instructor	U3(U)	153	0
Principal Monitoring & Evaluation Officer	U3(U)	1	1

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Senior Accountant	U3(U)	2	1
Senior Economist	U3(U)	3	0
Senior Internal Auditor	U3(U)	3	1
Senior Planner	U3(U)	1	0
Senior Policy Analyst	U3(U)	2	0
Senior Procurement Officer	U3(U)	2	0
Senior Research Officer	U3(U)	4	0
Archivist	U4(L)	1	0
Assistant Superintendent of Prisons	U4(L)	804	392
Commercial Artist	U4(L)	1	1
Community Corrections Officer	U4(L)	1	0
Head Teacher	U4(L)	1	0
Hospital Administrator	U4(L)	1	0
Human Resource Officer	U4(L)	7	2
Librarian	U4(L)	1	0
Medical Social Worker	U4(L)	1	0
Parole Officer	U4(L)	1	0
Psychological Social Worker	U4(L)	186	1
Records Officer	U4(L)	2	1
Rehabilitation & Re-Integration Officer	U4(L)	408	20
Biostatistician	U4(SC)	2	1
Civil Engineer	U4(SC)	2	0
Dental Surgeon	U4(SC)	2	0
Electrical Engineer	U4(SC)	1	0
Entomological Officer	U4(SC)	3	0
Health Educator	U4(SC)	17	2
Medical Officer	U4(SC)	24	12
Nutritionist	U4(SC)	6	6
Pharmacist	U4(SC)	2	1
Quantity Surveyor	U4(SC)	2	0
Senior Anaesthetic Officer	U4(SC)	2	0
Senior Assistant Engineering Officer	U4(SC)	1	0
Senior Clinical Officer	U4(SC)	32	11
Senior Dispenser	U4(SC)	5	2
Senior Health Inspector	U4(SC)	1	0
Senior Laboratory Technician	U4(SC)	4	0

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Senior Nursing Officer	U4(SC)	20	3
Senior Occupational Physiotherapist	U4(SC)	1	0
Senior Ophthalmic Officer	U4(SC)	1	0
Senior Orthopaedic Clinical Officer	U4(SC)	1	0
Senior Orthopaedic Technician	U4(SC)	1	0
Senior Physiotherapist	U4(SC)	1	0
Senior Psychaitric Clinical Officer	U4(SC)	2	0
Senior Public Health Dental Officer	U4(SC)	1	0
Senior Public Health Nurse	U4(SC)	16	0
Senior Radiographer	U4(SC)	2	0
Senior Vector Control Officer	U4(SC)	1	0
Sports Officer	U4(SC)	2	0
Surveyor	U4(SC)	1	1
Systems Administrator	U4(SC)	3	1
Accountant	U4(U)	5	4
Economist	U4(U)	5	0
Internal Auditor	U4(U)	4	1
Medical Records Officer	U4(U)	1	0
Monitoring & Evaluation Officer	U4(U)	3	0
Policy Analyst	U4(U)	3	0
Procurement Officer	U4(U)	2	1
Research Officer	U4(U)	7	0
Assistant Chaplain	U5(L)	144	0
Assistant Commercial Artist	U5(L)	2	0
Assistant Education Officer	U5(L)	39	0
Assistant Librarian	U5(L)	2	0
Assistant Psychological Social Worker	U5(L)	341	32
Assistant Records Officer	U5(L)	2	0
Assistant Rehabilitation & Re-Integration Officer	U5(L)	619	32
Caterer	U5(L)	2	0
Chaplain	U5(L)	645	1
Chief Warder III	U5(L)	1497	453
Stenographer Secretary	U5(L)	29	3
Anaesthetic Officer	U5(SC)	3	1
Assistant Agricultural Officer	U5(SC)	213	19

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Assistant Engineering Officer	U5(SC)	71	0
Assistant Entomological Officer	U5(SC)	18	0
Assistant Health Educator	U5(SC)	60	0
Assistant Industrial Manager	U5(SC)	125	0
Assistant Medical Superintendent	U5(SC)	41	0
Assistant Surveyor	U5(SC)	1	0
Assistant Verterinary Officer	U5(SC)	142	0
Cartographer	U5(SC)	2	0
Dispenser	U5(SC)	26	0
Draughtsman	U5(SC)	2	0
Education Officer	U5(SC)	162	0
Instructor	U5(SC)	862	7
Laboratory Technologist	U5(SC)	7	4
Occupational Physiotherapist	U5(SC)	2	0
Orthopaedic Officer	U5(SC)	4	1
Physiotherapist	U5(SC)	2	1
Public Health Nurse	U5(SC)	17	0
Radiographer	U5(SC)	4	1
Vector Control Officer	U5(SC)	2	0
Assistant Medical Records Officer	U5(U)	2	0
Assistant Monitoring & Evaluation Officer	U5(U)	4	0
Assistant Procurement Officer	U5(U)	3	0
Assistant Research Officer	U5(U)	4	0
Assistant Stores Officer	U5(U)	201	0
Health Information Assistant	U5(U)	11	0
Principal Officer I	U5(U)	895	52
Principal Officer II	U5(U)	2483	456
Principal Stores Assistant	U5(U)	1	0
Senior Accounts Assistant	U5(U)	8	4
CLINICAL OFFICER	U5SC	16	0
OPHTHALMIC CLINICAL OFFICER	U5SC	2	2
Assistant Caterer	U6(L)	1	0
Office Supervisor	U6(L)	2	1
Senior Games & Sports Assistant	U6(L)	8	0
Senior Records Assistant	U6(L)	2	0

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Agricultural Extension Worker	U6(U)	318	13
Assistant Computer Operator	U6(U)	1	0
Assistant Instructor	U6(U)	213	0
Cold Chain Technician	U6(U)	1	0
Computer Operator	U6(U)	1	0
Information Technology Technician	U6(U)	1	0
Pool Stenographer	U6(U)	199	10
Senior Health Assistant	U6(U)	17	0
Senior Laboratory Assistant	U6(U)	3	0
Senior Mortuary Attendant	U6(U)	1	0
Senior Stores Assistant	U6(U)	183	0
Theatre Assistant	U6(U)	2	1
Verterinary Extension Worker	U6(U)	48	1
CPL/WDR	U6L	8998	2067
CH/WDR I	U6U	1511	76
SGT/DRV	U6U	6373	782
Antiquities Assistant	U7(L)	2	0
Artisan Trade Tested	U7(L)	41	7
Assistant Security Officer	U7(L)	1	0
Catering Assistant	U7(L)	6	0
Lay Reader	U7(L)	327	0
Medical Records Assistant	U7(L)	28	0
Records Assistant	U7(L)	9	1
Records Clerk	U7(L)	61	0
Stores Assistant	U7(L)	215	0
Accounts Assistant	U7(U)	13	5
Cold Chain Assistant	U7(U)	28	0
Computer Assistant	U7(U)	1	0
Education Assistant	U7(U)	8	0
Electrician	U7(U)	404	0
Engineering Assistant	U7(U)	71	0
Enrolled Midwife	U7(U)	122	19
Enrolled Nurse	U7(U)	255	38
Environmental Assistant	U7(U)	18	0
Health Assistant	U7(U)	62	0
Machine Filter	U7(U)	1	0

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Mortuary Assistant	U7(U)	2	0
Office Typist	U7(U)	182	2
Plumber	U7(U)	312	0
Receptionist	U7(U)	2	0
Senior Education Assistant	U7(U)	6	0
Warder	U7(U)	14098	6065
Workshop Assistant	U7(U)	75	0
LABORATORY ASSISTANT	U7U	33	3
Cleaner	U8(L)	65	3
Motor Vehicle Attendant	U8(L)	240	29
Office Attendant	U8(L)	533	39
Plant Attendant	U8(L)	16	0
Porter	U8(L)	71	1
Tractor Attendant	U8(L)	70	0
Anaesthetic Attendant	U8(U)	17	0
Cook	U8(U)	28	1
Darkroom Attendant	U8(U)	2	0
Dental Attendant	U8(U)	2	0
Dhobi	U8(U)	3	0
Library Attendant	U8(U)	1	0
Machine Operator	U8(U)	45	1
Mental Attendant	U8(U)	4	0
Mortuary Attendant	U8(U)	2	0
Pharmacy Attendant	U8(U)	2	0
Plant Operator	U8(U)	16	0
Theatre Attendant	U8(U)	17	1
Tractor Operator	U8(U)	154	0
Vehicle Attendant	U8(U)	32	29
Assistant Commissioner	UIE(U)	46	5
Commisioner Of Prisons	UISE	23	15

Table 13.2 Staff Recruitment Plan

Post Title	Salalry 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)
Assistant Surperintendent of Prisons	U4(L)	804	392	412	200	120,268,200	1,443,218,400
Warder	U7(U)	14098	6065	8033	2000	733,866,000	8,806,392,000

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Total	14902	6457	8445	2200	854,134,200	10,249,610,400
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