
Vote:149 Gulu University

V1: Vote Overview

I. Vote Mission Statement

To Expand Access to Higher Education, Conduct Applied Research and Provide Quality Professional Training for the Delivery of Appropriate Services directed towards Social Transformation and Conservation of Biodiversity.

II. Strategic Objective

TEACHING AND LEARNING

Increase students' Enrolment

Enhance academic quality

Provide appropriate teaching and learning materials

HUMAN RESOURCE DEVELOPMENT

Enhance staff capacity

Enhance safety at place of Work

RESEARCH, PUBLICATIONS ANDCONSULTANCIES

Develop research policy of the University

Conduct basic and applied Research

Establish a University Journal

Enhance research skills of staff and students

Enhance research dissemination through publications

Consultancies

COMMUNITY OUTREACH SERVICES

Develop and strengthen community outreach programs

Support community peace building and conflict transformation

INFRASTRUCTURAL DEVELOPMENT

Complete the process of land acquisition for Gulu University

Expand and maintain physical Infrastructure

INFORMATION AND COMMUNICATION TECHNOLOGY (ICT)

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Integrate ICT to improve all functions of the University

LIBRARY AND INFORMATION SERVICES

Increase and maintain collections of information materials to meet the growing demand.

Establish and integrate ICT in all library functions

WELFARE AND CO-CURRICULA ACTIVITIES

Guidance and counseling

Increase psychosocial support to victims of HIV/AIDS within the University and its immediate surrounding

Improve staff and students welfare

Enhance games, sports and the guild government

ORGANISATION AND MANAGEMENT

Marketing, Public relations and external linkages

Institutionalize appropriate communication and management styles

FINANCIAL RESOURCE

Diversify the financial base of the University

Improve budget management and expenditure control

III. Major Achievements in 2019/20

Central Administration

Paid salaries, wages and statutory deductions (PAYEE and NSSF) to 440 staff and 65 casual workers; Paid monthly gratuity to eight (08) staff; Facilitated 2 full council meeting and 6 council committee meeting; Paid retainer to the chancellor, chairman and vice chairperson council and 6 committee chairpersons; Paid for security guard services; Prepared Q1 and Q2 cash flow plan and financial management reports; procurement reports; quarterly performance reports and audit reports; Held 5 contracts committee meetings and 10 evaluation committee meetings; Held 2 Budget conferences for FY 2020/21 and prepared the BFP, MPS and detailed budget estimates for FY 2020/21; and Transferred funds to Gulu University Constituent College, Moroto task force.

Academic Affairs

Admitted 244 Gov't; 3,116 private first year students; Procured examination materials for 4,177 students and conducted end of

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semester 1 examinations; Paid extra load allowances to 12 staff; Held 2 EMIC; 6 QUATEC; 4 Senate, 2 Admissions Board; 1 Deans And Directors and 1 ICT Committee meetings; Held 1 Examination Management Workshop;

Student Affairs

Under the Dean of Students: Paid welfare allowances to 11 (Male; 8: Female; 3) disabled learners; Paid living out allowances for semester 1 to 773 students; Paid living out allowances for recess term to 459 students; Supported 3 Students on Sports Scholarship; and, Held a hostel owners' meeting. Under the University Medical Unit: Conducted medication examination for all year one students; and, Procured assorted medical supplies and equipment. Under the Guild: Paid annual UNSA subscription fees; Conducted induction for 70 students' leaders; Held the annual Cultural Gala and face of Gulu; Held 3 guild constitution review meetings; Supported 27 associations; and, Participated in National Debate Competition in Kenya. Under the Games Union: Held 3 sports committee meetings; Participated in the inter-University games; Held inter-faculty first year competitions; Procured assorted sports equipment; and took part in the Uganda Disability Sports Championship, 2019.

Library and Information Affairs Services

Paid subscription fees to Uganda Printing and Publishing Corporation; Attended the Librarians Round Table meeting; handover of Kitgum Campus Library and East African School of Library and Information Sciences workshop.

Estates and Works

Paid utility bills; Paid extra load allowance to estates staff; Procured fuel, oil and lubricants; Serviced, repaired and maintained 19 motor vehicles; Inspected land in Nwoya; Paid comprehensive insurance for 6 vehicles; Procured assorted sanitation and cleaning materials; Serviced, repaired and maintained 4 generators; Collected garbage; and, Carried out compound maintenance.

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Completed construct of an extension to the BIC to accommodate the flash dryer; Completed plumbing work in administration block, and Electrical repair in FBDS, FEH and FoM; Made part payment of 220m towards the purchase of IPSS building and land; completed design reviews for the Business and Development Center; and, Continued with the renovation of the AR block.

Institutional Support to Gulu University- Retooling

Developed specifications for the laboratory equipment for the physics lab; Repaired fibre cables at 3 different points. Completed redesign of LAN and re-connection of internet at faculty of medicine; and, Procured furniture for the DVC's residence.

Research and Graduate Studies

Paid for Journal development, Journal system upgrade and Accreditation; and Held 2 board meeting.

Faculty of Education and Humanities

Conducted 15 weeks of lectures and 2 weeks of examinations for 1,526 students; Paid extra load allowances to 50 Staff; Conducted field excursions for 34 Biology Students and 19 Msc Students; Repaired 20 typewriters; Conducted a Geography Field Study Trip for third year Students; Conducted Physics Analogue and Digital Electronics Practical's for third Year students at Makerere University; Conducted school practice Survey for Academic Year 2019/2020; and Held 2 faculty board meetings.

Faculty of Agriculture and Environment

Conducted 15 weeks of lectures and 2 weeks of exams for 139 exam papers for 497 students; Paid extra load to one (01) non-teaching staff; Conducted special exam for 24 papers; Held three (03) faculty board meetings and two (02) proposal defence and VIVA; Conducted practical training in Ngetta; Conducted field excursions for 60 students on Biomass waste management; 30 Students on supply chain management and Value chain Development; and masters of Science in Environment Science and Natural Resources Management students on Solid waste disposal and Scrap Making sites.

Faculty of Business and Development Studies

Conducted 15 weeks of lectures and 2 weeks of examinations for 1,262 students; Paid inspection fees to NCHE for accreditation of 1 PhD course; Paid examinations and invigilators allowances for Semester 1; Paid extra load allowance to 5 part time staff and 7 administrative staff; Held one 1 faculty board meeting; and, Sponsored two (02) non-academic staff for professional development.

Faculty of Science

Conducted 15 weeks of lecture and 2 weeks of examinations for 242 students; Paid supervision allowances to 22 lectures and extra load to 15 administrative staff; Paid allowances to 4 lectures for lectures conducted during recess term; Paid supervision allowances to 4 lectures for supervising computing programs/ industrial Training; Paid honorary allowance to 1 external examiner; Held 1 faculty workshop, 1 faculty board and 1 Viva Voce.

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Faculty of Medicine

Conducted 15 weeks of lectures and 2 weeks of examinations for 422 students; Paid extra load allowances to 5 non-teaching staff; Paid allowances to 20 honorary lectures and 9 externals examiner; Conducted community clerkship for 34 medical students; Held 1 faculty board meeting and a Viva Voce for 1 PHD Defence; and Procured 10 Cadavers.

Faculty of Law

Conducted 15 weeks of lectures and 2 weeks of examination for 216 students; Paid extra load to 3 part-time lecturers; Facilitated semester one central marking; Conducted a refugee and migration training; Attended the 1st Moot court competition on Disability Rights; Held 1 faculty board meeting; Attended the Uganda Christian Lawyers' Fraternity (UCLF) retreat; Paid annual subscriptions fees to the International Association of Law Schools (IALS); and, Held a Public Interest Litigation Clinic.

Institute of Peace and Strategic Studies

Conducted 15 weeks of lectures and 2 weeks of examinations for 12 students; Paid allowances to 8 academic and 8 support staff.

IV. Medium Term Plans

1. Complete titling of all university land;
2. Complete the development of a master plan and business plans for all the piece of land owned by the University;
3. Complete the construction and equipping of the business and development center;
4. Construct and equip the Gulu University teaching hospital;
5. Install solar street lights at the main campus, FAE; FoM; Kitgum and Hoima Campuses;
6. Construct offices and lecture rooms at Kitgum and Hoima Campuses;
7. Install CCTV Camera's in the Library; computer laboratories; and multifunctional laboratory;
8. Construct a modern gate and security office
9. Procure 6 double cabin pick-ups for the Directorate of Planning and Development; Dean of Students; Faculty of Education & Humanities, Faculty of Medicine, Kitgum Campus and Faculty of Science, 2 station wagons for the Chancellor and Vice Chancellor; 2 vans for the Academic Registrar's department and library; and 2 buses for the faculty of Education and Humanities and Faculty of Law.
10. Procure additional equipment for the multifunctional, physics, chemistry and anatomy laboratories;
11. Extend LAN to 10 buildings;
12. Increase Bandwidth from 55Mbps to 100Mbps;
13. Procure office and lecture furniture and fittings; and,
14. Develop In House Modules of Management Information Systems for stores, fleet management and Human Resources.

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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	29.686	31.059	14.507	32.146	32.146	32.146	32.146	32.146	32.146
Non Wage	4.759	13.589	5.101	13.589	16.307	19.569	23.483	28.179	
Devt.									
GoU	2.499	3.803	0.553	3.803	3.803	3.803	3.803	3.803	3.803
Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total	36.944	48.452	20.160	49.538	52.256	55.517	59.431	64.127	
Total GoU+Ext Fin (MTEF)	36.944	48.452	20.160	49.538	52.256	55.517	59.431	64.127	
Arrears	0.000	0.000	0.000	0.085	0.000	0.000	0.000	0.000	0.000
Total Budget	36.944	48.452	20.160	49.623	52.256	55.517	59.431	64.127	
A.I.A Total	9.039	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Grand Total	45.983	48.452	20.160	49.623	52.256	55.517	59.431	64.127	
Total Vote Budget Excluding Arrears	45.983	48.452	20.160	49.538	52.256	55.517	59.431	64.127	

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	40.958	0.000	0.000	40.958	43.625	0.000	43.625
211 Wages and Salaries	33.546	0.000	0.000	33.546	34.103	0.000	34.103
212 Social Contributions	2.679	0.000	0.000	2.679	3.215	0.000	3.215
213 Other Employee Costs	0.251	0.000	0.000	0.251	0.415	0.000	0.415
221 General Expenses	1.430	0.000	0.000	1.430	1.591	0.000	1.591
222 Communications	0.024	0.000	0.000	0.024	0.155	0.000	0.155
223 Utility and Property Expenses	0.177	0.000	0.000	0.177	0.600	0.000	0.600
224 Supplies and Services	0.100	0.000	0.000	0.100	0.487	0.000	0.487
225 Professional Services	0.006	0.000	0.000	0.006	0.119	0.000	0.119
226 Insurances and Licenses	0.014	0.000	0.000	0.014	0.024	0.000	0.024
227 Travel and Transport	0.399	0.000	0.000	0.399	0.588	0.000	0.588
228 Maintenance	0.374	0.000	0.000	0.374	0.298	0.000	0.298
282 Miscellaneous Other Expenses	1.958	0.000	0.000	1.958	2.028	0.000	2.028
Output Class : Outputs Funded	3.691	0.000	0.000	3.691	2.110	0.000	2.110
262 To international organisations	0.002	0.000	0.000	0.002	0.000	0.000	0.000

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0906 Gulu University	1.196	0.000	0.000	0.000	0.000	0.000	0.000	0.000
1467 Institutional Support to Gulu University- Retooling	2.036	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Total for the Vote	45.983	48.452	20.160	49.623	52.256	55.517	59.431	64.127
Total Excluding Arrears	45.983	48.452	20.160	49.538	52.256	55.517	59.431	64.127

VIII. Programme Performance and Medium Term Plans

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

Programme :	13 Support Services Programme				
Programme Objective :	To Develop Policy ,Plans and offer support services to facilitate teaching and training				
Responsible Officer:	Asaf Adebua - Ag University Secretary				
Programme Outcome:	An efficient and effective institution				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Improved resource utilization and accountability					
Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection
• Annual external Auditor General rating of the institution	50%	2019	60%	70%	75%
• Level of Strategic Plan delivered (%)	0	2020	5%	15%	30%
• Level of compliance of planning and Budgeting instruments to NDP II	80%	2019	75%	80%	90%
• Budget absorption rate	98.7%	2018	99%	99.5%	100%
• level of compliance of the Ministerial Policy Statement (MPS) to gender and Equity budgeting	72%	2018	80%	85%	91%
SubProgramme: 02 Central Administration					
Output: 01 Administrative Services					
No. of council and management resolutions implemented			5	10	12
% increase in non-tax revenue collection			10%	10%	12%
% of audit queries addressed			90%	95%	98%
Output: 02 Financial Management and Accounting Services					
Final accounts in place			1	1	1
Quarterly Financial Management reports in place			4	4	4
Output: 03 Procurement Services					
Approved procurement plan in place			1	1	1
% of approved procurement plan implemented			90%	93%	95%
% of Quarterly procurement reports produced			100%	100%	100%

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Output: 04 Planning and Monitoring Services			
Ministerial Policy Statement, Budget Framework Paper, Quarterly and annual performance reports in place	8	8	8
% of strategic plan implemented	10%	25%	30%
Output: 05 Audit			
% No. of internal Audit reports.	100%	100%	100%
SubProgramme: 03 Academic Affairs			
Output: 01 Administrative Services			
No. of council and management resolutions implemented	4	8	
% increase in non-tax revenue collection	0%	0%	0%
% of audit queries addressed	90%	95%	97%
Output: 09 Academic Affairs (Inc.Convocation)			
Quality assurance reports	4	4	4
Enrollment gender	4,500	5,000	5,500
No of apprenticeship provided	10	20	30
No. of exchange programs provided	1	2	5
No. of academic programs reviewed and accredited	2	9	13
No. of academic programs developed accredited	5	8	2
SubProgramme: 04 Student Affairs			
Output: 01 Administrative Services			
No. of council and management resolutions implemented	4	8	10
% increase in non-tax revenue collection	0%	0%	0%
% of audit queries addressed	0%	0%	0%
Output: 11 Student Affairs (Sports affairs, guild affairs, chapel)			
Number of Students paid living out allowances	800	820	850
Number of Students counseled	500	10,000	1,500
Number of competitions participated in	5	7	10
SubProgramme: 05 Library and Information Affairs Services			
Output: 01 Administrative Services			
No. of council and management resolutions implemented	4	8	10
% increase in non-tax revenue collection	0%	0%	0%
% of audit queries addressed	90%	95%	98%
Output: 10 Library Affairs			
No. of reading materials procured	50	150	200

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SubProgramme: 06 Infrastructure Development

Output: 07 Estates and Works

% No. of motor vehicles maintained	25%	50%	75%
% of machinery and equipment maintained	50%	75%	80%
No. of square meters of compound maintained	10,000	10,000	10,000
% of furniture and fixtures maintained	50%	70%	85%

SubProgramme: 0906 Gulu University

Output: 73 Roads, Streets and Highways

Kilometers of roads repaired	.4	1	1.5
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Output: 80 Construction and Rehabilitation of Learning Facilities (Universities)

Number of Science blocks/laboratories constructed			1
Number of Libraries constructed			2
Number of computer rooms constructed			2

SubProgramme: 1608 Retooling of Gulu University

Output: 77 Purchase of Specialised Machinery & Equipment

No. of equipment procured	3	10	20
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Programme : 14 Delivery of Tertiary Education Programme

Programme Objective : To train human resources in the areas of education, health, agriculture, technology research and offer other services for national development

Responsible Officer: Asaf Adebua - Ag. University Secretary

Programme Outcome: Equitable access

Sector Outcomes contributed to by the Programme Outcome

1. Increased enrolment for male and female at all levels

Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection
• Gender parity Index	0.8	2018	1:1	1:1	1:1

Programme Outcome: Competitive graduates

Sector Outcomes contributed to by the Programme Outcome

1. Improved proficiency and basic life skills

Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection
• Percentage of vacant teaching posts filled	0	2019	5%	10%	15%
• Rate of undertaking research	5%	2019	5%	10%	15%

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• Rate of rolling research finding and innovations for implementation	0	2019	5%	10%	15%
• Percentage of students graduating on time (by cohort)	42	2018	50%	59%	62%
• Percentage of students on apprenticeship	40%	2019	50%	60%	75%
• Proportion of students on government sponsorship	7.2%	2018	7.5%	8%	10%
SubProgramme: 07 Research and Graduate Studies					
<i>Output: 02 Research and Graduate Studies</i>					
Education by Type of Programmes			4%	10%	25%
SubProgramme: 08 Faculty of Education and Humanities					
<i>Output: 01 Teaching and Training</i>					
Enrolment Rate in University			3%	7%	10%
SubProgramme: 09 Faculty of Agriculture and Environment					
<i>Output: 01 Teaching and Training</i>					
Enrolment Rate in University			4%	7%	20%
SubProgramme: 10 Faculty of Business and Development Studies					
<i>Output: 01 Teaching and Training</i>					
Enrolment Rate in University			4%	15%	20%
SubProgramme: 11 Faculty of Sciences					
<i>Output: 01 Teaching and Training</i>					
Enrolment Rate in University			5%	10%	15%
SubProgramme: 12 Faculty of Medicine					
<i>Output: 01 Teaching and Training</i>					
Enrolment Rate in University			3%	5%	7%
SubProgramme: 13 Faculty of Laws					
<i>Output: 01 Teaching and Training</i>					
Enrolment Rate in University			10%	15%	20%
SubProgramme: 14 Institute of Peace and Strategic Studies					
<i>Output: 01 Teaching and Training</i>					
Enrolment Rate in University			2%	5%	10%

IX. Major Capital Investments And Changes In Resource Allocation

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

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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 : 07 13 Support Services Programme</i>			
Development Project : 0906 Gulu University			
Output: 07 13 80 Construction and Rehabilitation of Learning Facilities (Universities)			
Complete casting of ground floor slab of the Business Centre. Nil		Pay approved certificates for the construction of the business and development center. Make payment to the supervising consultant for the Business and Development Center.	
Total Output Cost(Ushs Thousand)	1,685,000	0	2,681,000
Gou Dev't:	1,685,000	0	2,681,000
Ext Fin:	0	0	0
A.I.A:	0	0	0

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

1. Low staffing levels for Academic Staff standing at 22% currently (i.e. out of the approved establishment of 1,058, only 237 staff are in-post);
2. Limited government allocation towards the development component. The government development allocation before the merger with A.I.A stood at 2.5Bn since 2015. This has significantly affect the implementation of development activities at the University given the fact that since inception the university has never received a seed grant as is the case with the new Universities.
3. Inclusion of the 1.5Bn subvention of the task force for the establishment of Gulu University Constituent College of Agriculture, Moroto within the Vote 149 – Gulu University MTEF gives a misleading picture that the Vote has a big allocation under the Non-Wage Component;
4. Budget cuts that affect the implementation of planned activities by the vote. This is evident as the 580m was cut from the transport equipment line in FY 2019/20 which has affected the completion of payment of 60% of the balance for the purchase of the university ambulance and purchase of other transport equipment. This has affected handling of referral cases as well as transportation of examinations materials to Hoima and Kitgum campuses and monitoring of activities at Gulu University Constituent College of Agriculture, Moroto.

Plans to improve Vote Performance

1. Comprehensive planning and budgeting including drawing of detailed work plans to facilitate effective performance reporting
2. Comprehensive procurement planning to avoid delays in implementation of activities and under absorption that may be caused by procurement delays; and,
3. Adherence to work plans during budget implementation to avoid mischarges/diversions.

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 0714 Delivery of Tertiary Education Programme	0.00	2.08
<i>Recurrent Budget Estimates</i>		
08 Faculty of Education and Humanities	0.00	0.45

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510-Denmark	0.00	0.30
549-United Kingdom	0.00	0.15
09 Faculty of Agriculture and Environment	0.00	0.90
504-Belgium	0.00	0.08
506-Canada	0.00	0.60
522-Italy	0.00	0.12
549-United Kingdom	0.00	0.10
11 Faculty of Sciences	0.00	0.55
504-Belgium	0.00	0.17
543-Sweden	0.00	0.18
549-United Kingdom	0.00	0.09
550-United States of America	0.00	0.12
12 Faculty of Medicine	0.00	0.18
549-United Kingdom	0.00	0.18
Total for Vote	0.00	2.08

XII. Vote Cross Cutting Policy And Other Budgetary Issues

Table 12.1: Cross- Cutting Policy Issues

Issue Type: HIV/AIDS

Objective :	Increase the level of HIV/AIDS activities in the University through awareness sensitization
Issue of Concern :	Low level of HIV/AIDS activities in the University/awareness sensitization
Planned Interventions :	Voluntary HIV/AIDS testing, safe male circumcision, and sensitization and training of staff and students as guided by the Policy
Budget Allocation (Billion) :	0.240
Performance Indicators:	Voluntary HIV/AIDS testing done for 1,000 students. safe male circumcision done for 100 community members.

Issue Type: Gender

Objective :	Create awareness of the Gender and Equity Policy passed by council
Issue of Concern :	Gender and Equity discrimination, inadequate awareness of Disability issues
Planned Interventions :	Complete construction of ramps along walkways. Installation of road limit signs within the University. Sponsor of female staff to undergo further training.
Budget Allocation (Billion) :	0.400
Performance Indicators:	3 ramps constructed along walkways. 3 road limit signs installed within the University. 5 female staff sponsored to undergo further training.

Issue Type: Environment

Objective :	Improve the learning environment for improved learning outcomes
Issue of Concern :	Decreasing green cover
Planned Interventions :	Establishment of a plantation at the university farm. Procurement of dustbins to enhance proper waste disposal.

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Budget Allocation (Billion) : 0.400

Performance Indicators: 30 acres of tress planted. 10 dustbins procured and placed around the compound.

XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Director Quality Assurance	M2	1	0
LABORATORY ATTENDANT	M20	12	4
ASSOCIATE PROFESSOR	M3	24	3
Director ICT	M3	1	0
Director IRGS	M3	1	0
Director Multi-Functional Science Lab	M3	1	0
PROFESSOR	M3	18	8
Associate Professor Non-Science FOBDS	M4	16	3
Principal Internal Auditor	M4	1	0
Senior Lecturer Science FOS	M5	20	5
Senior Planning Officer	M5	1	0
Senior Assistant Bursar (IGU)	M5(NTNS)	4	1
Senior Procurement Officer	M5(NTNS)	1	0
Lecturer Non-Science FOEH	M6	78	33
Lecturer Science FOS	M6	38	20
Senior Lecturer Non-Science FOEH	M6	48	2
Assistant Registrar 1	M6(NTNS)	7	2
Assistant Lecturer	M6.2 (TS)	60	13
Assistant Registrar II	M7	11	9
Laboratory Technician	M7	20	4
Teaching Assistant	M7	10	5

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 FY2020/21	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Assistant Lecturer	M6.2 (TS)	60	13	47	3	14,575,161	174,901,932
Assistant Registrar 1	M6(NTNS)	7	2	5	2	12,111,896	145,342,752
ASSOCIATE PROFESSOR	M3	24	3	21	4	25,562,312	306,747,744
Associate Professor Non-Science FOBDS	M4	16	3	13	2	16,407,828	196,893,936
Director IRGS	M3	1	0	1	1	8,520,745	102,248,940

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Director Multi-Functional Science Lab	M3	1	0	1	1	8,520,745	102,248,940
LABORATORY ATTENDANT	M20	12	4	8	3	1,347,111	16,165,332
Laboratory Technician	M7	20	4	16	5	12,899,215	154,790,580
Lecturer Non-Science FOEH	M6	78	33	45	2	13,735,600	164,827,200
Lecturer Science FOS	M6	38	20	18	5	36,888,010	442,656,120
PROFESSOR	M3	18	8	10	2	12,781,156	153,373,872
Senior Assistant Bursar (IGU)	M5(NTNS)	4	1	3	1	6,603,081	79,236,972
Senior Lecturer Non-Science FOEH	M6	48	2	46	10	74,882,810	898,593,720
Senior Lecturer Science FOS	M5	20	5	15	3	24,380,328	292,563,936
Teaching Assistant	M7	10	5	5	2	6,061,764	72,741,168
Total		357	103	254	46	275,277,762	3,303,333,144