

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 1: Highlights of Vote Performance

V1: Summary of Issues in Budget Execution

Table V1.1: Overview of Vote Expenditures (UShs Billion)

	Approved Budget	Released by End Q 1	Spent by End Q1	% Budget Released	% Budget Spent	% Releases Spent
Recurrent Wage	5.703	1.426	0.831	25.0%	14.6%	58.3%
Non Wage	8.297	0.772	0.083	9.3%	1.0%	10.8%
Dev. GoU	0.000	0.000	0.000	0.0%	0.0%	0.0%
Ext. Fin.	0.000	0.000	0.000	0.0%	0.0%	0.0%
GoU Total	14.000	2.198	0.914	15.7%	6.5%	41.6%
Total GoU+Ext Fin (MTEF)	14.000	2.198	0.914	15.7%	6.5%	41.6%
Arrears	0.000	0.000	0.000	0.0%	0.0%	0.0%
Total Budget	14.000	2.198	0.914	15.7%	6.5%	41.6%
<i>A.I.A Total</i>	0.000	0.000	0.000	0.0%	0.0%	0.0%
Grand Total	14.000	2.198	0.914	15.7%	6.5%	41.6%
Total Vote Budget Excluding Arrears	14.000	2.198	0.914	15.7%	6.5%	41.6%

Table V1.2: Releases and Expenditure by Programme and Sub-SubProgramme*

<i>Billion Uganda Shillings</i>	Approved Budget	Released	Spent	% Budget Released	% Budget Spent	%Releases Spent
Programme: Private Sector Development	14.00	2.20	0.91	15.7%	6.5%	41.6%
Sub-SubProgramme: 27 Regulation and Supervision	4.57	0.69	0.31	15.1%	6.8%	45.1%
Sub-SubProgramme: 28 Research and Strategy	1.93	0.17	0.07	8.7%	3.8%	43.6%
Sub-SubProgramme: 49 Policy, Planning and Support Services	7.50	1.34	0.53	17.9%	7.1%	39.6%
Total for Vote	14.00	2.20	0.91	15.7%	6.5%	41.6%

Matters to note in budget execution

URBRA became a Vote effective FY 2021/22. The transition from subvention to Vote status including delayed setup of URBRA and suppliers of goods, services and works on the IFMS affected timely payments. In effect, there are variations (unspent balances) since supplier LPOs could not be issued.

Table V1.3: High Unspent Balances and Over-Expenditure in the Domestic Budget (Ushs Bn)

(i) Major unspent balances

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Departments , Projects	
Sub-SubProgramme 27 Regulation and Supervision	
0.017 Bn Shs	Department/Project :05 Legal Services
	Reason: IFMS could not issue LPOs for Social Security Contributions.
<i>Items</i>	
11,427,372.000 UShs	212101 Social Security Contributions
	Reason: IFMS could not issue LPOs for Social Security Contributions.
5,713,686.000 UShs	212201 Social Security Contributions
	Reason: IFMS could not issue LPOs for Social Security Contributions.
0.041 Bn Shs	Department/Project :06 Board Affairs
	Reason: IFMS could not issue LPOs for Board PAYE, Board evaluation and Board refresher training service providers.
<i>Items</i>	
41,076,000.000 UShs	221006 Commissions and related charges
	Reason: IFMS could not issue LPOs for Board PAYE, Board evaluation and Board refresher training service providers.
0.048 Bn Shs	Department/Project :08 Risk and Investment Analysis
	Reason: IFMS could not issue LPOs for Social Security Contributions.
<i>Items</i>	
31,337,768.000 UShs	212101 Social Security Contributions
	Reason: IFMS could not issue LPOs for Social Security Contributions.
16,249,150.000 UShs	212201 Social Security Contributions
	Reason: IFMS could not issue LPOs for Social Security Contributions.
Sub-SubProgramme 28 Research and Strategy	
0.022 Bn Shs	Department/Project :07 Research and Quality Assurance
	Reason: IFMS could not issue LPOs for Social Security Contributions.
<i>Items</i>	
14,510,226.000 UShs	212101 Social Security Contributions
	Reason: IFMS could not issue LPOs for Social Security Contributions.
7,255,113.000 UShs	212201 Social Security Contributions
	Reason: IFMS could not issue LPOs for Social Security Contributions.
Sub-SubProgramme 49 Policy, Planning and Support Services	
0.017 Bn Shs	Department/Project :01 Executive Office
	Reason: IFMS could not issue LPOs for Social Security Contributions.

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<i>Items</i>	
11,025,000.000 UShs	212101 Social Security Contributions Reason: IFMS could not issue LPOs for Social Security Contributions.
5,513,500.000 UShs	212201 Social Security Contributions Reason: IFMS could not issue LPOs for Social Security Contributions.
0.540 Bn Shs	<i>Department/Project :02 Finance and Administration</i> Reason: IFMS could not issue LPOs for service providers and Social Security Contributions.
<i>Items</i>	
192,656,683.000 UShs	221001 Advertising and Public Relations Reason: IFMS could not issue LPOs for service providers
87,000,000.000 UShs	221008 Computer supplies and Information Technology (IT) Reason: IFMS could not issue LPOs for service providers
60,792,921.000 UShs	212101 Social Security Contributions Reason: IFMS could not issue LPOs for Social Security Contributions.
46,825,005.000 UShs	221011 Printing, Stationery, Photocopying and Binding Reason: IFMS could not issue LPOs for service providers
30,396,462.000 UShs	212201 Social Security Contributions Reason: IFMS could not issue LPOs for Social Security Contributions.
0.005 Bn Shs	<i>Department/Project :04 Internal Audit</i> Reason: IFMS could not issue LPOs for Social Security Contributions.
<i>Items</i>	
3,588,600.000 UShs	212101 Social Security Contributions Reason: IFMS could not issue LPOs for Social Security Contributions.
1,794,300.000 UShs	212201 Social Security Contributions Reason: IFMS could not issue LPOs for Social Security Contributions.
<i>(ii) Expenditures in excess of the original approved budget</i>	

V2: Performance Highlights

Table V2.1: Sub-SubProgramme Outcome and Outcome Indicators*

Sub-SubProgramme : 27 Regulation and Supervision
Responsible Officer: Rita Nansasi Wasswa
Sub-SubProgramme Outcome: Enhanced Legal Framework and Supervisory Intensity

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Sub-SubProgramme Outcome Indicators	Indicator Measure	Planned 2021/22	Actuals By END Q1
Rate of reduction in sector risk rating (%)	Percentage	0.02%	0.09%
Annual percentage growth rate in sector assets (%)	Percentage	15%	16.7%
Sub-SubProgramme : 28 Research and Strategy			
Responsible Officer: Benjamin K Mukiibi			
Sub-SubProgramme Outcome: Performance monitored and Sector Development enhanced			
Sub-SubProgramme Outcome Indicators	Indicator Measure	Planned 2021/22	Actuals By END Q1
Sector coverage ratio (%)	Percentage	18%	18%
Reduced average annual Sector operational cost ratio (%)	Percentage	0.05%	0.1%
Sub-SubProgramme : 49 Policy, Planning and Support Services			
Responsible Officer: Susan N. Muhumuza			
Sub-SubProgramme Outcome: Effective and Efficient Service Delivery			
Sub-SubProgramme Outcome Indicators	Indicator Measure	Planned 2021/22	Actuals By END Q1
Employee satisfaction (%)	Percentage	85%	79.8%
Level of Customer satisfaction (%)	Percentage	85%	72.8%

Table V2.2: Budget Output Indicators*

Sub-SubProgramme : 27 Regulation and Supervision			
Department : 06 Board Affairs			
Budget OutPut : 04 Support Board Services			
Budget Output Indicators	Indicator Measure	Planned 2021/22	Actuals By END Q1
Board evaluation report	Text	1	0
Department : 08 Risk and Investment Analysis			
Budget OutPut : 07 Strengthening Sector Risk Management			
Budget Output Indicators	Indicator Measure	Planned 2021/22	Actuals By END Q1
Risk Based Supervisory templates	Text	1	0
Risk Based Supervision guidelines, and practice note on internal administration	Text	1	0
No of stakeholders trained	Number	160	0
Department : 09 Market Conduct			

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Budget OutPut : 08 Strengthening Sector Compliance			
Budget Output Indicators	Indicator Measure	Planned 2021/22	Actuals By END Q1
No. of stakeholders sensitized	Number	250	265
No of licensee applications assessed (new and renewals) of trustees and service providers	Number	221	236
No of Trustees, members', and service providers engagements on sector operational aspects	Number	250	177
Department : 10 Prudential Supervision			
Budget OutPut : 09 Strengthening Monitoring and Supervision			
Budget Output Indicators	Indicator Measure	Planned 2021/22	Actuals By END Q1
Self-assessment report (against IOPS and EAPSA principles)	Text	1	1
No. of stakeholders consulted	Number	150	0
Quarterly supervision reports	Number	4	1
No. of directives issued, and supervisory notices published	Number	20	1
Sub-SubProgramme : 28 Research and Strategy			
Department : 03 Planning			
Budget OutPut : 03 Coordination of Planning and Reporting			
Budget Output Indicators	Indicator Measure	Planned 2021/22	Actuals By END Q1
Annual workplan implementation report, and score	Text	1 report, and 85% score	1 report, and 75% score
Sub-SubProgramme : 49 Policy, Planning and Support Services			
Department : 02 Finance and Administration			
Budget OutPut : 19 Human Resources Management			
Budget Output Indicators	Indicator Measure	Planned 2021/22	Actuals By END Q1
Annual performance assessment report	Text	1	1
Budget OutPut : 21 Management of corporate Communication and Public Relations			
Budget Output Indicators	Indicator Measure	Planned 2021/22	Actuals By END Q1
No. of TV and radio shows and adverts	Number	270	890
Department : 04 Internal Audit			

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Budget OutPut : 25 Assurance and Advisory Services			
Budget Output Indicators	Indicator Measure	Planned 2021/22	Actuals By END Q1
Updated Corporate Risk Register	Text	1	1
Proportion of internal audit recommendations implemented by Management	Percentage	80%	75%

Performance highlights for the Quarter

- 1) Annual Sector Performance analysis and report for the 2020 period was finalized and disseminated. Total assets of the Sector increased by 16.7% during the year 2020 from UGX 13.2 trillion in 2019 to UGX 15.4 trillion, accounting for 11.1% of the Gross Domestic Product (2019: 10.3%).
- 2) Offsite analysis of all the 43 schemes with end December 2020 reporting periods was conducted.
- 3) 3 targeted onsite inspections were conducted and reports finalized.
- 4) 6 briefs/legal opinions were written on; request of penalty waiver by Makerere University Retirement benefit Scheme Trustees, the data protection and privacy act 2019 and regulations, withholding of former employee's benefits by participating employer.
- 5) Handled 71 complaints, resolved 19, and 52 are still undergoing resolution actions.
- 6) 1 Trustee certification virtual training of 19 Trustees was conducted, in partnership with Insurance Training College (ITC).
- 7) 158 sector stakeholders were sensitized, through a webinar, on How to Keep Scheme Operational Costs Low.
- 8) 265 webinar participants were sensitized, in partnership with Federation of Uganda employers (FUE), on the need to embrace employers and employees to embrace voluntary retirement saving.
- 9) 5 scheme establishment sensitizations done, with a view to foster sector development
- 10) As of end Quarter 1, Sector comprised of 67 (55 segregated & 12 umbrella) schemes 9 Administrators, 6 Fund Managers, 5 Custodians, 4 Corporate Trustees and 212 Individual Trustees.
- 11) Held 2 TV and 1 radio talk show, 2 press conferences, and Published 9 articles and 1 two-page supplement in print media focusing on highlighting the key achievements of the sector in 2020 & the importance of regulating the retirement benefits sector.
- 12) 14 staff (Management, Finance and Planning Teams) were trained on Institutional Planning and Budgeting, including Uganda's Budgeting Cycle, and on to improve institutional budget execution.

V3: Details of Releases and Expenditure

Table V3.1: Releases and Expenditure by Budget Output*

<i>Billion Uganda Shillings</i>	Approved Budget	Released	Spent	% GoU Budget Released	% GoU Budget Spent	%GoU Releases Spent
Sub-SubProgramme 27 Regulation and Supervision	4.57	0.69	0.31	15.1%	6.8%	45.1%
<i>Class: Outputs Provided</i>	<i>4.57</i>	<i>0.69</i>	<i>0.31</i>	<i>15.1%</i>	<i>6.8%</i>	<i>45.1%</i>
142704 Support Board Services	0.51	0.10	0.06	19.5%	11.4%	58.5%
142705 Coordination of Legal and Policy Advisory Services	0.71	0.13	0.07	18.6%	10.4%	56.0%
142707 Strengthening Sector Risk Management	2.75	0.46	0.18	16.7%	6.5%	39.1%
142708 Strengthening Sector Compliance	0.17	0.00	0.00	0.0%	0.0%	0.0%
142709 Strengthening Monitoring and Supervision	0.44	0.00	0.00	0.0%	0.0%	0.0%
Sub-SubProgramme 28 Research and Strategy	1.93	0.17	0.07	8.7%	3.8%	43.6%
<i>Class: Outputs Provided</i>	<i>1.93</i>	<i>0.17</i>	<i>0.07</i>	<i>8.7%</i>	<i>3.8%</i>	<i>43.6%</i>
142802 Strengthening Total Quality Management	1.78	0.17	0.07	9.4%	4.1%	43.6%

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QUARTER 1: Highlights of Vote Performance

<i>Billion Uganda Shillings</i>	Approved Budget	Released	Spent	% GoU Budget Released	% GoU Budget Spent	%GoU Releases Spent
142803 Coordination of Planning and Reporting	0.15	0.00	0.00	0.0%	0.0%	0.0%
Sub-SubProgramme 49 Policy, Planning and Support Services	7.50	1.34	0.53	17.9%	7.1%	39.6%
<i>Class: Outputs Provided</i>	<i>7.50</i>	<i>1.34</i>	<i>0.53</i>	<i>17.9%</i>	<i>7.1%</i>	<i>39.6%</i>
144906 Coordination of Procurement and Disposal Management	0.31	0.07	0.03	21.6%	11.0%	50.9%
144907 Accounting and Financial Management	0.50	0.10	0.05	19.9%	10.7%	53.8%
144913 Management of ICT Services	0.64	0.17	0.05	26.3%	7.8%	29.8%
144919 Human Resources Management	4.26	0.46	0.21	10.9%	5.0%	46.2%
144921 Management of corporate Communication and Public Relations	1.09	0.38	0.07	34.5%	6.6%	19.0%
144925 Assurance and Advisory Services	0.17	0.04	0.02	23.6%	12.3%	52.3%
144926 Strategy Implementation and Monitoring	0.52	0.13	0.09	24.2%	16.4%	68.0%
Total for Vote	14.00	2.20	0.91	15.7%	6.5%	41.6%

Table V3.2: 2021/22 GoU Expenditure by Item

<i>Billion Uganda Shillings</i>	Approved Budget	Released	Spent	% GoU Budget Released	% GoU Budget Spent	%GoU Releases Spent
<i>Class: Outputs Provided</i>	<i>14.00</i>	<i>2.20</i>	<i>0.91</i>	15.7%	6.5%	41.6%
211102 Contract Staff Salaries	5.70	1.43	0.83	25.0%	14.6%	58.3%
211103 Allowances (Inc. Casuals, Temporary)	0.40	0.00	0.00	0.0%	0.0%	0.0%
212101 Social Security Contributions	0.57	0.13	0.00	23.3%	0.0%	0.0%
212201 Social Security Contributions	0.28	0.07	0.00	23.7%	0.0%	0.0%
213001 Medical expenses (To employees)	0.19	0.02	0.00	8.3%	0.0%	0.0%
213002 Incapacity, death benefits and funeral expenses	0.03	0.01	0.00	20.0%	0.0%	0.0%
221001 Advertising and Public Relations	0.27	0.19	0.00	71.6%	0.0%	0.0%
221002 Workshops and Seminars	0.86	0.00	0.00	0.0%	0.0%	0.0%
221003 Staff Training	0.50	0.00	0.00	0.0%	0.0%	0.0%
221004 Recruitment Expenses	0.08	0.00	0.00	0.0%	0.0%	0.0%
221006 Commissions and related charges	0.44	0.10	0.06	22.7%	13.3%	58.5%
221007 Books, Periodicals & Newspapers	0.02	0.00	0.00	0.0%	0.0%	0.0%
221008 Computer supplies and Information Technology (IT)	0.19	0.09	0.00	45.5%	0.0%	0.0%
221009 Welfare and Entertainment	0.43	0.02	0.02	5.4%	3.9%	71.5%
221011 Printing, Stationery, Photocopying and Binding	0.28	0.05	0.00	16.9%	0.0%	0.0%
221012 Small Office Equipment	0.00	0.00	0.00	0.0%	0.0%	0.0%
221014 Bank Charges and other Bank related costs	0.01	0.00	0.00	0.0%	0.0%	0.0%
221017 Subscriptions	0.04	0.00	0.00	0.0%	0.0%	0.0%
222001 Telecommunications	0.12	0.01	0.00	11.0%	1.1%	9.6%
222002 Postage and Courier	0.00	0.00	0.00	0.0%	0.0%	0.0%

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QUARTER 1: Cumulative Outputs and Expenditure by End of Quarter

223003 Rent – (Produced Assets) to private entities	1.13	0.00	0.00	0.0%	0.0%	0.0%
223004 Guard and Security services	0.04	0.01	0.00	18.3%	11.9%	65.3%
223005 Electricity	0.04	0.02	0.00	53.2%	0.0%	0.0%
224004 Cleaning and Sanitation	0.05	0.01	0.00	20.2%	3.2%	15.9%
225001 Consultancy Services- Short term	1.76	0.00	0.00	0.0%	0.0%	0.0%
226001 Insurances	0.08	0.02	0.00	18.9%	0.0%	0.0%
227001 Travel inland	0.04	0.00	0.00	0.0%	0.0%	0.0%
227002 Travel abroad	0.12	0.00	0.00	0.0%	0.0%	0.0%
227004 Fuel, Lubricants and Oils	0.02	0.01	0.00	30.0%	0.0%	0.0%
228001 Maintenance - Civil	0.05	0.02	0.00	37.5%	0.7%	1.8%
228002 Maintenance - Vehicles	0.11	0.01	0.00	8.3%	0.4%	4.9%
228003 Maintenance – Machinery, Equipment & Furniture	0.04	0.00	0.00	0.0%	0.0%	0.0%
282101 Donations	0.10	0.00	0.00	0.0%	0.0%	0.0%
Total for Vote	14.00	2.20	0.91	15.7%	6.5%	41.6%

Table V3.3: Releases and Expenditure by Department and Project*

<i>Billion Uganda Shillings</i>	Approved Budget	Released	Spent	% GoU Budget Released	% GoU Budget Spent	%GoU Releases Spent
Sub-SubProgramme 1427 Regulation and Supervision	4.57	0.69	0.31	15.1%	6.8%	45.1%
<i>Departments</i>						
05 Legal Services	0.71	0.13	0.07	18.6%	10.4%	56.0%
06 Board Affairs	0.51	0.10	0.06	19.5%	11.4%	58.5%
08 Risk and Investment Analysis	2.75	0.46	0.18	16.7%	6.5%	39.1%
09 Market Conduct	0.17	0.00	0.00	0.0%	0.0%	0.0%
10 Prudential Supervision	0.44	0.00	0.00	0.0%	0.0%	0.0%
Sub-SubProgramme 1428 Research and Strategy	1.93	0.17	0.07	8.7%	3.8%	43.6%
<i>Departments</i>						
03 Planning	0.15	0.00	0.00	0.0%	0.0%	0.0%
07 Research and Quality Assurance	1.78	0.17	0.07	9.4%	4.1%	43.6%
Sub-SubProgramme 1449 Policy, Planning and Support Services	7.50	1.34	0.53	17.9%	7.1%	39.6%
<i>Departments</i>						
01 Executive Office	0.52	0.13	0.09	24.2%	16.4%	68.0%
02 Finance and Administration	6.80	1.17	0.42	17.2%	6.2%	36.0%
04 Internal Audit	0.17	0.04	0.02	23.6%	12.3%	52.3%
Total for Vote	14.00	2.20	0.91	15.7%	6.5%	41.6%

Table V3.4: External Financing Releases and Expenditure by Sub-SubProgramme and Project

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QUARTER 1: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
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Sub-SubProgramme: 27 Regulation and Supervision

Departments

Department: 05 Legal Services

Outputs Provided

Budget Output: 05 Coordination of Legal and Policy Advisory Services

Stakeholders sensitized on sector legal requirements; taskforce & URBRA staff on Public Service Pension Fund Bill; Stakeholders sensitized on Scheme (Establishment) regulations; Quarterly statutory compliance, & complaints management reports developed	The Authority's complaints desk handled 71 complaints (52 carried forward from FY2020/21 & 19 received during the quarter), resolved 19, and 52 complaints were still undergoing resolution efforts as at the end of the Quarter 1.	Item	Spent
	Six briefs/legal opinions were written on request of penalty waiver by Makerere University Retirement benefit Scheme Trustees, the data protection and privacy act 2019 and regulations, withholding of former employee's benefits by participating employer.	211102 Contract Staff Salaries	73,533
	Quarterly review and update of Contracts Management register undertaken, report submitted to Management		
	Quarterly statutory reports finalized and submitted to Management		
	A report on the 2 pending cases (URBRA V NOTU Civil Appeal No.305 OF 2018, and Miscellaneous Application No.220 of 2020 relating to UCEPS) was prepared and presented to Management		

Reasons for Variation in performance

In Quarter 1, no new cases were received against URBRA, and no case was filed on behalf of the Authority.

Total	73,533
Wage Recurrent	73,533
Non Wage Recurrent	0
Arrears	0
AIA	0
Total For Department	73,533
Wage Recurrent	73,533
Non Wage Recurrent	0
Arrears	0
AIA	0

Departments

Department: 06 Board Affairs

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QUARTER 1: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
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Outputs Provided

Budget Output: 04 Support Board Services

FY2020/21 URBRA Performance report developed; Annual Board Evaluation conducted; Quality Board Papers prepared and Board Meetings held; Board members trained in Board Capacity Development Programs	FY2021/22 Board Calendar prepared Board committee meetings took place from August 24 to August 26, 2021, and Board meeting on September 30, 2021. Board papers were prepared by Management in time, and subsequent Committee reports and Board minutes were produced FY2020/21 Financial Statements and URBRA performance report prepared and presented to the OAG	Item 221006 Commissions and related charges	Spent 57,974
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Reasons for Variation in performance

Annual Board Evaluation deferred to Quarter 2, due to disruptions caused by COVID-19

Board Capacity Development Program was not implemented due to the COVID19 related effects, and subsequent non-release of related funds

Total	57,974
Wage Recurrent	0
Non Wage Recurrent	57,974
Arrears	0
AIA	0
Total For Department	57,974
Wage Recurrent	0
Non Wage Recurrent	57,974
Arrears	0
AIA	0

Departments

Department: 08 Risk and Investment Analysis

Outputs Provided

Budget Output: 07 Strengthening Sector Risk Management

Supervisory templates developed; Operational RBS system; Staff and stakeholders trained on the RBS approach Risk Based Supervision guidelines, and practice note on internal administration developed	Interrogatories for the RiskBased Supervision System were developed. Testing of interrogatories is to be done in Q3 FY2021/22	Item 211102 Contract Staff Salaries	Spent 179,745
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Reasons for Variation in performance

Procurement process for the riskbased supervisory system is ongoing

Total **179,745**

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QUARTER 1: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
		Wage Recurrent	179,745
		Non Wage Recurrent	0
		Arrears	0
		AIA	0
		Total For Department	179,745
		Wage Recurrent	179,745
		Non Wage Recurrent	0
		Arrears	0
		AIA	0

Sub-SubProgramme: 28 Research and Strategy

Departments

Department: 07 Research and Quality Assurance

Outputs Provided

Budget Output: 02 Strengthening Total Quality Management

National Micro-Pension Scheme Design report developed 2020 Annual sector performance report developed and disseminated to stakeholders Study on scheme costs conducted and report produced and disseminated Sector Statistical Abstract and sector development reports developed; updated Resource center catalogue; and data request reports developed	Market analysis for the 2020 period was conducted Sector Performance report, 2020 was produced and disseminated to stakeholders through 2 press conferences, print media and Authority website Resource center operational and updated, with access to both staff and external stakeholders Sector data and statistics were updated and included in the 2020 Annual Sector Performance Report Data requests and performance reports were submitted to MoFPED, BoU, IOPS and Private Sector Development Secretariat Authority has full access to the IOPS web-site (Members' areas), and project papers on international trends and best practices in the Sector	Item 211102 Contract Staff Salaries	Spent 72,786
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Reasons for Variation in performance

Total	72,786
Wage Recurrent	72,786

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QUARTER 1: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
		Non Wage Recurrent	0
		Arrears	0
		AIA	0
		Total For Department	72,786
		Wage Recurrent	72,786
		Non Wage Recurrent	0
		Arrears	0
		AIA	0

Sub-SubProgramme: 49 Policy, Planning and Support Services

Departments

Department: 01 Executive Office

Outputs Provided

Budget Output: 26 Strategy Implementation and Monitoring

		Item	Spent
Quarterly reports on Strategy and workplan implementation prepared and submitted to MoFPED;	Q4 FY2020/21 M&E report was produced and submitted to MoFPED	211102 Contract Staff Salaries	86,175
Annual strategy and workplan implementation report prepared and presented to the Board	FY2020/21 Workplan Implementation report was finalized and submitted to the Board. 75% (FY2019/20: 83.2%) of workplan was implemented		

Reasons for Variation in performance

Total	86,175
Wage Recurrent	86,175
Non Wage Recurrent	0
Arrears	0
AIA	0
Total For Department	86,175
Wage Recurrent	86,175
Non Wage Recurrent	0
Arrears	0
AIA	0

Departments

Department: 02 Finance and Administration

Outputs Provided

Budget Output: 06 Coordination of Procurement and Disposal Management

Vote:318

Uganda Retirement Benefits Regulatory Authority

QUARTER 1: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
Consolidated procurement plan developed and presented to the Board;	URBRA consolidated procurement plan for FY2021/22 prepared and submitted to MoFPED and PPDA	Item 211102 Contract Staff Salaries	Spent 33,979
Annual & Quarterly Procurement & Disposal Reports developed, PPDA Audit report developed	Procurement performance report for the FY2020/21 prepared and presented to Management and the Board Coordinated 10 Evaluation and 2 Contracts committee meetings, and reports Compiled Monthly procurement reports for the months of June, July and August 2021, and submitted to Ministry of Finance and PPDA Coordinated the FY2021/22 OAG and FY2019/20 PPDA Procurement Audits, final reports are yet to be submitted		

Reasons for Variation in performance

Total	33,979
Wage Recurrent	33,979
Non Wage Recurrent	0
Arrears	0
<i>AIA</i>	0

Budget Output: 07 Accounting and Financial Management

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 1: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	US\$ Thousand
Technical report on the Financial Management Manual & Procedures developed, and an Updated Financial Management Manual developed All 3 directorate of Finance & Accounts staff trained on the use of IFMIS External Audit Report FY2020/21 URBRA Performance Report, and Board of Survey Report FY2022/23 URBRA Approved Budget, and FY2021/22 Quarterly Budget Performance Reports 2 Funding proposals prepared 100% of URBRA levies collected	Training of various HODs on IFMS was conducted as planned Coordinated the FY2020/21 External Audit process. The exit meeting with the OAG & Final external audit report are pending Prepared FY2020/21 Financial Statements and URBRA performance report and presented to the board of directors and the OAG as planned 14 staff (Management, Finance and Planning Teams) trained on Institutional Planning and Budgeting, including Uganda's Budgeting Cycle, and on to improve institutional budget execution FY2021/22 Budgeted URBRA Levy schedule totaling to UGX 6,936,843,200 was prepared. UGX 8,346,301, (0.1%) was collected in Q1 FY 2021/22. UGX 14,839,000 was collected on account of License Fees.	Item 211102 Contract Staff Salaries	Spent 53,274

Reasons for Variation in performance

Annual Board of Survey was deferred to Quarter 2, pending assignment execution by the OAG Board of Survey Team
 Schemes with end June and end Dec, 2021 reporting periods are expected to remit their levies by end Oct 2021 and April 2022 respectively.

Total	53,274
Wage Recurrent	53,274
Non Wage Recurrent	0
Arrears	0
AIA	0

Budget Output: 13 Management of ICT Services

		Item	Spent
Maintain updated software including license renewals; and URBRA staff trained on cyber security	Internet, Website and email services maintained as planned	211102 Contract Staff Salaries	48,567
Maintain Authority website, internet connectivity and systems	Airtime for Telephones procured and allocated to staff	222001 Telecommunications	1,300
Maintain Authority hardware; and ICT Audit conducted to inform enhancements	Preventive maintenance on all ICT equipment (servers, user computers, network devices, access control, phones) performed.		
	10 Laptops reconditioned, configured and allocated to staff members.		

Reasons for Variation in performance

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 1: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	US\$ Thousand
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Procurement of the E-Board License is ongoing, with the delays arising out of delayed URBRA enrolment on IFMS

Development/Customization of the document Management System is still pending finalization of the ongoing consultations with Ministry of ICT and NITA

Total	49,867
Wage Recurrent	48,567
Non Wage Recurrent	1,300
Arrears	0
<i>AIA</i>	0

Budget Output: 19 Human Resources Management

	Item	Spent
Revised Client Charter developed		
Customer Satisfaction survey undertaken and report developed	FY 2020/21 performance assessments were conducted and report submitted to Management and Board	211102 Contract Staff Salaries 190,175
Reviewed Performance Management system;	URBRA Asset register updated	221009 Welfare and Entertainment 16,383
FY2020/21 Annual and FY2021/22 Quarterly staff performance assessments undertaken and reports developed;	Obsolete items identified and prepared for board of survey	223004 Guard and Security services 4,900
FY2020/21 staff Performance Awards & Sanctions conducted and report developed	Video conferencing equipment (procured in Q4 FY2020/21) installed and configured, for use in the board room. Staff were trained on use of the equipment	224004 Cleaning and Sanitation 1,750
Updated asset register developed; Authority assets and facilities well maintained, and operational	Health and secure office premises with firefigthing equipment and operational access control system	228001 Maintenance - Civil 315
Health and secure office premises with operational biometric system; Operational Health and Safety certificate obtained from MoGLSD	Operational Health and Safety certificate in place	228002 Maintenance - Vehicles 450
Staff Health & wellness conducted and reports developed;	Staff Medical insurance maintained, health and wellness sessions conducted three (3) times a week	
Staff Medical Insurance reports developed;	Flexi-time policy produced, and approved by the Board	
URBRA staff team building; and engagement events held and reports developed	1 staff facilitated to attend CFA final exams	
Approved flexi-time policy and flexi-time implementation plan developed	4 virtual staff trainings (10 crisis preparedness, 5 Management Development Program, 1 SQL database Admin, & 36 mental health) were conducted	
URBRA staff trained in pertinent technical areas, and training reports developed	Recruitment interviews for Director Human Resources & Administration, and Senior Planning Officer finalized, and approved by the Board	
Staff retained, and competent staff attracted and recruited, and reported in the Annual HR report developed		

Reasons for Variation in performance

Vote:318

Uganda Retirement Benefits Regulatory Authority

QUARTER 1: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	<i>UShs Thousand</i>
		Total	213,973
		Wage Recurrent	190,175
		Non Wage Recurrent	23,798
		Arrears	0
		<i>AIA</i>	0

Budget Output: 21 Management of corporate Communication and Public Relations

Vote:318

Uganda Retirement Benefits Regulatory Authority

QUARTER 1: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
<p>3000 members of the public sensitized about the mandate and functions of the Authority, and the importance and ways of saving for retirement</p> <p>Branded Corporate materials to facilitate URBRA visibility</p> <p>1 CSR conducted, and URBRA participation in CSR programs</p> <p>URBRA Social Media Activity and Visibility enhanced and a reach of reach 1.5million people & obtain 50,000 twitter followers attained</p> <p>6 Retirement seminars conducted, and 600 participants sensitized on the mandate of the Authority and the need and ways of saving for retirement</p> <p>Press conferences conducted; and media persons trained to enhance reporting on the retirement benefits sector;</p> <p>Published supplements, Opinions, features, Q&A, Media briefs on sector developments</p>	<p>2 TV talk shows on NBS and NTV and 1 radio talk show on Radio Simba were conducting focusing on highlighting the key achievements of the sector in 2020 & the importance of regulating the retirement benefits sector</p> <p>Conducted 2 press conferences namely: on August 5th, 2021 in URBRA Boardroom to launch the 2020 annual sector performance report; and on August 26th, 2021 at the Uganda Government Media Centre to disseminate the annual sector performance report.</p> <p>Aired 710 Radio Adverts (284 Voice of Teso, 222 Radio Rupiny, 204 Radio Simba) & 180 TV adverts on NTV (contract commenced in Q4 FY2020/21), on importance of saving for retirement</p> <p>Produced and commenced dissemination of 2,250 flyers to stakeholders on member rights and obligations; scheme governance regulations and policies; and URBRA's approach to supervision.</p> <p>Electronic versions were disseminated through the URBRA website</p> <p>Messages educating the public about the need to save for retirement prepared and posted on the social media platforms on a daily basis.</p> <p>The Authority's Social Media platforms were updated, resulting in reach to 25,669 people, and 1,851 engagements. URBRA's twitter now has 3,201 followers.</p> <p>A concept note in regard to boosting content on social media produced, and submitted to the CEO for consideration</p> <p>Partnered with FUE and sensitized 265 participants (through webinar) on the need to embrace employers and employees to embrace voluntary retirement saving.</p> <p>Published 9 articles and 1 two-page supplement in print media (New Vision, Daily Monitor & Independent) and Chimp reports, focusing on the 2020 Sector Performance Report, and issues therein.</p>	<p>Item</p> <p>211102 Contract Staff Salaries</p>	<p>Spent</p> <p>71,620</p>

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 1: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
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Reasons for Variation in performance

No community engagements were conducted/participated in due to COVID-19 and related directives
Procurement of corporate branded materials was deferred pending adequate release of funds from MoFPED

Total	71,620
Wage Recurrent	71,620
Non Wage Recurrent	0
Arrears	0
AIA	0
Total For Department	422,713
Wage Recurrent	397,615
Non Wage Recurrent	25,098
Arrears	0
AIA	0

Departments

Department: 04 Internal Audit

Outputs Provided

Budget Output: 25 Assurance and Advisory Services

	Item	Spent
Updated Corporate Risk Register based on the identified internal control gaps and recommendations	Corporate risks monitored on continuous operational basis, & quarterly Internal Audit report prepared and presented to the Board	211102 Contract Staff Salaries
FY2021/22 Annual Internal Audit Plan prepared, Quarterly Internal Audit & control Reports produced and submitted to the Audit committee of the Board	FY2020/21 Annual Internal Audit report finalised & presented to Mgt & the Board. 75% (FY2019/20: 96%) Management implementation of Audit recommendations recorded.	21,566
	FY2021/22 Internal Audit Plan produced, and approved by the Board.	

Reasons for Variation in performance

Total	21,566
Wage Recurrent	21,566
Non Wage Recurrent	0
Arrears	0
AIA	0
Total For Department	21,566
Wage Recurrent	21,566
Non Wage Recurrent	0

Vote:318

Uganda Retirement Benefits Regulatory Authority

QUARTER 1: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	<i>UShs Thousand</i>
		Arrears	0
		AIA	0
		GRAND TOTAL	914,493
		Wage Recurrent	831,421
		Non Wage Recurrent	83,072
		GoU Development	0
		External Financing	0
		Arrears	0
		AIA	0

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 1: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	UShs Thousand
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Sub-SubProgramme: 27 Regulation and Supervision

Departments

Department: 05 Legal Services

Outputs Provided

Budget Output: 05 Coordination of Legal and Policy Advisory Services

		Item	Spent
Sector complaints Investigated and resolved	The Authority's complaints desk handled 71 complaints (52 carried forward from FY2020/21 & 19 received during the quarter), resolved 19, and 52 complaints were still undergoing resolution efforts as at the end of the Quarter 1.	211102 Contract Staff Salaries	73,533
URBRA represented in courts of Law, Tribunals and Quasi-judicial bodies			
Statutory compliance monitoring undertaken	Six briefs/legal opinions were written on request of penalty waiver by Makerere University Retirement benefit Scheme Trustees, the data protection and privacy act 2019 and regulations, withholding of former employee's benefits by participating employer.		
	Quarterly review and update of Contracts Management register undertaken, report submitted to Management		
	Quarterly statutory reports finalized and submitted to Management		
	A report on the 2 pending cases (URBRA V NOTU Civil Appeal No.305 OF 2018, and Miscellaneous Application No.220 of 2020 relating to UCEPS) was prepared and presented to Management		

Reasons for Variation in performance

In Quarter 1, no new cases were received against URBRA, and no case was filed on behalf of the Authority.

Total	73,533
Wage Recurrent	73,533
Non Wage Recurrent	0
AIA	0
Total For Department	73,533
Wage Recurrent	73,533
Non Wage Recurrent	0
AIA	0

Departments

Department: 06 Board Affairs

Outputs Provided

Budget Output: 04 Support Board Services

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 1: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	UShs Thousand
Support the effective conduct of the FY2021/22 Board business (board papers and meetings)	FY2021/22 Board Calendar prepared	Item	Spent
Annual Board Evaluation retreat held	Board committee meetings took place from August 24 to August 26, 2021, and Board meeting on September 30, 2021.	221006 Commissions and related charges	57,974
FY2020/21 URBRA Performance Report produced	Board papers were prepared by Management in time, and subsequent Committee reports and Board minutes were produced		
Implement the FY2021/22 Board capacity development program	FY2020/21 Financial Statements and URBRA performance report prepared and presented to the OAG		

Reasons for Variation in performance

Annual Board Evaluation deferred to Quarter 2, due to disruptions caused by COVID-19

Board Capacity Development Program was not implemented due to the COVID19 related effects, and subsequent non-release of related funds

Total	57,974
Wage Recurrent	0
Non Wage Recurrent	57,974
AIA	0
Total For Department	57,974
Wage Recurrent	0
Non Wage Recurrent	57,974
AIA	0

Departments

Department: 08 Risk and Investment Analysis

Outputs Provided

Budget Output: 07 Strengthening Sector Risk Management

Supervisory system to facilitate submission of real time information and data processing / analysis developed	Interrogatories for the RiskBased Supervision System were developed. Testing of interrogatories is to be done in Q3 FY2021/22	Item	Spent
		211102 Contract Staff Salaries	179,745

Reasons for Variation in performance

Procurement process for the riskbased supervisory system is ongoing

Total	179,745
Wage Recurrent	179,745
Non Wage Recurrent	0
AIA	0
Total For Department	179,745
Wage Recurrent	179,745
Non Wage Recurrent	0

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 1: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	UShs Thousand
			AIA 0

Departments

Department: 09 Market Conduct

Outputs Provided

Budget Output: 08 Strengthening Sector Compliance

License schemes and service providers (new and renewals) Trustees trained under the Implementation of the Trustee Certification Program, in collaboration with the Insurance Training College	Pre-licensing Inspection plan, scope and schedule were prepared 5 scheme establishment sensitisations done in quarter 1 (Nsambya Hospital, SOS Children's Villages, Wazalendo Sacco, UNCST, Cipla Quality Chemicals) As of end Quarter 1, licensed sector players comprised of 67 (55 segregated & 12 umbrella) schemes, 9 Administrators, 6 Fund Managers, 5 Custodians, 4 Corporate Trustees and 212 Individual Trustees One Trustee certification training (Virtual) of 19 Trustees was conducted between 02nd August to 13th August, 2021. Implementation report for the August 2021 training was prepared and submitted by ITC Program Evaluation Committee (PEC) 1st Quarter meeting report and minutes prepared. 12 AGMs were attended, reports prepared and filed	Item	Spent

Reasons for Variation in performance

Total	0
Wage Recurrent	0
Non Wage Recurrent	0
AIA	0
Total For Department	0
Wage Recurrent	0
Non Wage Recurrent	0
AIA	0

Departments

Department: 10 Prudential Supervision

Outputs Provided

Budget Output: 09 Strengthening Monitoring and Supervision

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 1: Outputs and Expenditure in Quarter

	Item	Spent
Stakeholders consulted on the EAC Retirement Benefits Bill	Technical input submissions made to the Financial Sector Regulators' Forum	
Participate in Financial Sector Regulators Forums.	Technical subcommittee on the, impact of mid-term access to the sector and implementation of recommendations for supervision of custody business.	
Uganda represented at IOPS, EAC and EAPSA Technical Meetings, and resulting project papers	Attended the Financial Sector Regulators' Forum virtual training on Crisis preparedness and management conducted by the Toronto Centre	
Offsite surveillance conducted on all schemes and service providers		
Analysis of service providers' quarterly returns undertaken	Offsite surveillance was conducted on 43 schemes that report as at end December. Reports were prepared and follow up letters sent to the respective schemes.	
Public notices published on sector regulatory and supervisory issues		
Targeted onsite inspections on schemes and service providers conducted	Overall Risk rating for December 2020 was conducted noting a drop from 0.80 to 0.71.	
District liaison visits in selected districts conducted	Contribution returns analysis for the period ended June 2021 was done. A report was prepared noting Outstanding contributions of 1.9bn as at end June 2021.	
Levy payment and supervisory directives enforced		
	Investment returns for the Quarter ending June 2021 were analyzed. A report of the same will be included in the perspective magazine to be published in October 2021.	
	Investment Market Watch Report for the periods of July & August 2021 was prepared and disseminated.	
	The first regulatory circular as part of the implementation of the revamped Risk Based Supervision Framework was issued and published on the website.	
	3 onsite inspections (MURBS, Liaison & ICEA Lion 'Teleka' Umbrellas) were conducted and reports finalized.	
	Continual sector monitoring for money laundering was undertaken. No suspicious transaction was recorded during the quarter.	
	Followed up implementation of supervisory directives from Onsite inspections and Offsite surveillance for FY 2020/2021. Monitoring matrix updated with implementation status noting 75% implementation level.	
	Contribution Remittances analysis reports	

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 1: Outputs and Expenditure in Quarter

produced.

Anti-Money Laundering reporting template for the Retirement Benefits Sector was produced, pending FIA and URBRA board approval.

Reasons for Variation in performance

No district visits were conducted due to Covid-19, & subsequent prevention measures
Stakeholder consultations workshop on the EAC Retirement Benefits Bill was not conducted due to due to COVID19 resulting in the freeze on workshops, and subsequent non-release of related funds

No meetings for EAC, EAPSA, IOPS and IAIS were scheduled during the quarter

Total	0
Wage Recurrent	0
Non Wage Recurrent	0
AIA	0
Total For Department	0
Wage Recurrent	0
Non Wage Recurrent	0
AIA	0

Sub-SubProgramme: 28 Research and Strategy

Departments

Department: 03 Planning

Outputs Provided

Budget Output: 03 Coordination of Planning and Reporting

	Item	Spent
Engagement of strategic stakeholders (Parliamentarians, Development Partners, MDAs, CSO & private sector)M&E report on implementation of Q4FY2020/21 workplan produced and submitted to MoFPED	Q4 FY2020/21 M&E report was produced and submitted to Management and MoFPED	
FY2020/21 workplan implementation analysis report prepared and submitted to management	FY2020/21 Workplan Implementation report was finalised and submitted to Management and Board. 75% (FY2019/20: 83.2%) of workplan was implemented	
	URBRA Budget was re-alignment to the NDPIII, and pertinent Program Intervention Action Plans (PIAPs) and formal submission made to MoFPED and Private sector Development Program secretariat	

Reasons for Variation in performance

The strategic engagement was postponed due to the COVID19, freeze on workshops, and subsequent non-release of related funds

Total **0**

Vote:318

Uganda Retirement Benefits Regulatory Authority

QUARTER 1: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	UShs Thousand
		Wage Recurrent	0
		Non Wage Recurrent	0
		AIA	0
		Total For Department	0
		Wage Recurrent	0
		Non Wage Recurrent	0
		AIA	0

Departments

Department: 07 Research and Quality Assurance

Outputs Provided

Budget Output: 02 Strengthening Total Quality Management

	Item	Spent
2020 Annual sector performance Report produced and disseminated to stakeholders	Market analysis for the 2020 period was conducted	211102 Contract Staff Salaries
Compile and update sector Data and information		72,786
Updated and operational resource center	Sector Performance report, 2020 was produced and disseminated to stakeholders through 2 press conferences, print media and Authority website	
	Resource center operational and updated, with access to both staff and external stakeholders	
	Sector data and statistics were updated and included in the 2020 Annual Sector Performance Report	
	Data requests and performance reports were submitted to MoFPED, BoU, IOPS and Private Sector Development Secretariat	
	Authority has full access to the IOPS website (Members' areas), and project papers on international trends and best practices in the Sector	

Reasons for Variation in performance

Total	72,786
Wage Recurrent	72,786
Non Wage Recurrent	0
AIA	0
Total For Department	72,786
Wage Recurrent	72,786

Vote:318

Uganda Retirement Benefits Regulatory Authority

QUARTER 1: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	UShs Thousand
		Non Wage Recurrent	0
		AIA	0

Sub-SubProgramme: 49 Policy, Planning and Support Services

Departments

Department: 01 Executive Office

Outputs Provided

Budget Output: 26 Strategy Implementation and Monitoring

		Item	Spent
FY2020/21 workplan implementation report produced and submitted to the Board	Q4 FY2020/21 M&E report was produced and submitted to MoFPED	211102 Contract Staff Salaries	86,175
M&E report on the implementation of the workplan produced and submitted to MoFPED	FY2020/21 Workplan Implementation report was finalized and submitted to the Board. 75% (FY2019/20: 83.2%) of workplan was implemented		

Reasons for Variation in performance

Total	86,175
Wage Recurrent	86,175
Non Wage Recurrent	0
AIA	0
Total For Department	86,175
Wage Recurrent	86,175
Non Wage Recurrent	0
AIA	0

Departments

Department: 02 Finance and Administration

Outputs Provided

Budget Output: 06 Coordination of Procurement and Disposal Management

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 1: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	UShs Thousand
Consolidated procurement plan for FY2021/22 produced and presented to Management and the Board	URBRA consolidated procurement plan for FY2021/22 prepared and submitted to MoFPED and PPDA	Item 211102 Contract Staff Salaries	Spent 33,979
Procurement and disposal report prepared	Procurement performance report for the FY2020/21 prepared and presented to Management and the Board		
Evaluation and contract committee meetings held	Coordinated 10 Evaluation and 2 Contracts committee meetings, and reports		
	Compiled Monthly procurement reports for the months of June, July and August 2021, and submitted to Ministry of Finance and PPDA		
	Coordinated the FY2021/22 OAG and FY2019/20 PPDA Procurement Audits, final reports are yet to be submitted		

Reasons for Variation in performance

Total	33,979
Wage Recurrent	33,979
Non Wage Recurrent	0
AIA	0

Budget Output: 07 Accounting and Financial Management

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Item	Spent
All Directorate of Finance and Accounts staff trained on the use of IFMS External Audit process coordinated FY2020/21 Financial Statements and URBRA performance report prepared	Training of various HODs on IFMS was conducted as planned Coordinated the FY2020/21 External Audit process. The exit meeting with the OAG & Final external audit report are pending	211102 Contract Staff Salaries	53,274
Annual Board of Survey undertaken URBRA Staff trained on Institutional Planning and Budgeting	Prepared FY2020/21 Financial Statements and URBRA performance report and presented to the board of directors and the OAG as planned		
Budget performance monitored 100% Levy collection enforced	14 staff (Management, Finance and Planning Teams) trained on Institutional Planning and Budgeting, including Uganda's Budgeting Cycle, and on to improve institutional budget execution		
	FY2021/22 Budgeted URBRA Levy schedule totaling to UGX 6,936,843,200 was prepared. UGX 8,346,301, (0.1%) was collected in Q1 FY 2021/22.		
	UGX 14,839,000 was collected on account of License Fees.		

Reasons for Variation in performance

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 1: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	UShs Thousand
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Annual Board of Survey was deferred to Quarter 2, pending assignment execution by the OAG Board of Survey Team
Schemes with end June and end Dec, 2021 reporting periods are expected to remit their levies by end Oct 2021 and April 2022 respectively.

Total	53,274
Wage Recurrent	53,274
Non Wage Recurrent	0
AIA	0

Budget Output: 13 Management of ICT Services

Software (Microsoft and E-Board System)	Actual Outputs Achieved in Quarter	Item	Spent
Licenses procured	Internet, Website and email services maintained as planned	211102 Contract Staff Salaries	48,567
Pertinent ICT Equipment and Accessories acquired	Airtime for Telephones procured and allocated to staff	222001 Telecommunications	1,300
Document Management System customized/developed	Preventive maintenance on all ICT equipment (servers, user computers, network devices, access control, phones) performed.		
Internet, Website and email services maintained	10 Laptops reconditioned, configured and allocated to staff members.		
Airtime for Telephones procured and allocated to staff			
Preventive Maintenance on ICT equipment conducted			

Reasons for Variation in performance

Procurement of the E-Board License is ongoing, with the delays arising out of delayed URBRA enrolment on IFMS

Development/Customization of the document Management System is still pending finalization of the ongoing consultations with Ministry of ICT and NITA

Total	49,867
Wage Recurrent	48,567
Non Wage Recurrent	1,300
AIA	0

Budget Output: 19 Human Resources Management

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 1: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	UShs Thousand
		Item	Spent
FY2020/21 annual performance assessments undertaken	FY 2020/21 performance assessments were conducted and report submitted to Management and Board	211102 Contract Staff Salaries	190,175
Assets and facilities acquired and maintained for effective delivery	URBRA Asset register updated	221009 Welfare and Entertainment	16,383
Authority asset register updated	Obsolete items identified and prepared for board of survey	223004 Guard and Security services	4,900
Conducive and secure work environment provided and maintained, and staff sensitized on Operational Health and Safety	Video conferencing equipment (procured in Q4 FY2020/21) installed and configured, for use in the board room.	224004 Cleaning and Sanitation	1,750
Staff medical insurance maintained, and health audits for all staff conducted	Staff were trained on use of the equipment	228001 Maintenance - Civil	315
Team building activities conducted	Health and secure office premises with firefighting equipment and operational access control system	228002 Maintenance - Vehicles	450
Flexi-time policy implemented	Operational Health and Safety certificate in place		
FY2021/22 Training Plan Implemented (staff trained in technical areas)	Staff Medical insurance maintained, health and wellness sessions conducted three (3) times a week		
Annual staffing plan developed	Flexi-time policy produced, and approved by the Board		
Recruitment of staff	1 staff facilitated to attend CFA final exams		
	4 virtual staff trainings (10 crisis preparedness, 5 Management Development Program, 1 SQL database Admin, & 36 mental health) were conducted		
	Recruitment interviews for Director Human Resources & Administration, and Senior Planning Officer finalized, and approved by the Board		

Reasons for Variation in performance

Total	213,972
Wage Recurrent	190,175
Non Wage Recurrent	23,798
AIA	0

Budget Output: 21 Management of corporate Communication and Public Relations

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 1: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	UShs Thousand
<p>TV & Radio talk shows, and media campaigns conducted Corporate branded materials (T-shirts, teardrops, banners, notebooks, brochures, calendars, caps) produced and disseminated Participate in Community exhibitions, engagements and relevant events eg. Int'l day of elderly, NSSF Run, Ssezibwa Rd Zebra cross repaint, etc Social media handles (twitter, Facebook, YouTube) for online marketing maintained and updated</p> <p>URBRA content on Facebook & Twitter (Reach 1.5million people & obtain 50,000 twitter followers) boosted Supplements, Opinions, and Q&As prepared and published</p>	<p>2 TV talk shows on NBS and NTV and 1 radio talk show on Radio Simba were conducting focusing on highlighting the key achievements of the sector in 2020 & the importance of regulating the retirement benefits sector</p> <p>Conducted 2 press conferences namely: on August 5th, 2021 in URBRA Boardroom to launch the 2020 annual sector performance report; and on August 26th, 2021 at the Uganda Government Media Centre to disseminate the annual sector performance report.</p> <p>Aired 710 Radio Adverts (284 Voice of Teso, 222 Radio Rupiny, 204 Radio Simba) & 180 TV adverts on NTV (contract commenced in Q4 FY2020/21), on importance of saving for retirement Produced and commenced dissemination of 2,250 flyers to stakeholders on member rights and obligations; scheme governance regulations and policies; and URBRA's approach to supervision. Electronic versions were disseminated through the URBRA website</p> <p>Messages educating the public about the need to save for retirement prepared and posted on the social media platforms on a daily basis.</p> <p>The Authority's Social Media platforms were updated, resulting in reach to 25,669 people, and 1,851 engagements. URBRA's twitter now has 3,201 followers.</p> <p>A concept note in regard to boosting content on social media produced, and submitted to the CEO for consideration</p> <p>Partnered with FUE and sensitized 265 participants (through webinar) on the need to embrace employers and employees to embrace voluntary retirement saving. Published 9 articles and 1 two-page supplement in print media (New Vision, Daily Monitor & Independent) and Chimp reports, focusing on the 2020 Sector Performance Report, and issues therein.</p>	<p>Item</p> <p>211102 Contract Staff Salaries</p>	<p>Spent</p> <p>71,620</p>

Reasons for Variation in performance

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 1: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	UShs Thousand
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No community engagements were conducted/participated in due to COVID-19 and related directives
Procurement of corporate
branded materials was deferred pending adequate release of funds from MoFPED

Total	71,620
Wage Recurrent	71,620
Non Wage Recurrent	0
AIA	0
Total For Department	422,713
Wage Recurrent	397,615
Non Wage Recurrent	25,098
AIA	0

Departments

Department: 04 Internal Audit

Outputs Provided

Budget Output: 25 Assurance and Advisory Services

	Item	Spent
Corporate risk register, identified internal control gaps and recommendations to management monitored and updated FY2021/22 Internal Audit plan produced	Corporate risks monitored on continuous operational basis, & quarterly Internal Audit report prepared and presented to the Board	211102 Contract Staff Salaries
Internal Audit & control report produced and submitted to the Audit committee of the Board	FY2020/21 Annual Internal Audit report finalised & presented to Mgt & the Board. 75% (FY2019/20: 96%) Management implementation of Audit recommendations recorded.	21,566
	FY2021/22 Internal Audit Plan produced, and approved by the Board.	

Reasons for Variation in performance

Total	21,566
Wage Recurrent	21,566
Non Wage Recurrent	0
AIA	0
Total For Department	21,566
Wage Recurrent	21,566
Non Wage Recurrent	0
AIA	0
GRAND TOTAL	914,493
Wage Recurrent	831,421
Non Wage Recurrent	83,072
GoU Development	0
External Financing	0

Vote:318

Uganda Retirement Benefits Regulatory Authority

QUARTER 1: Outputs and Expenditure in Quarter

AIA

0

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 2: Revised Workplan

<i>US\$ Thousands</i>	Planned Outputs for the Quarter	Estimated Funds Available in Quarter (from balance brought forward and actual/expected releases)
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Sub-SubProgramme: 27 Regulation and Supervision

Departments

Department: 05 Legal Services

Outputs Provided

Budget Output: 05 Coordination of Legal and Policy Advisory Services

	Item	Balance b/f	New Funds	Total
Sector complaints Investigated and resolved				
URBRA represented in courts of Law, Tribunals and Quasi-judicial bodies	211102 Contract Staff Salaries	40,740	0	40,740
	212101 Social Security Contributions	11,427	0	11,427
Statutory compliance monitoring undertaken	212201 Social Security Contributions	5,714	0	5,714
	Total	57,882	0	57,882
Stakeholders sensitized on Public Service Pension Fund Bill		<i>Wage Recurrent</i>	<i>40,740</i>	<i>40,740</i>
		<i>Non Wage Recurrent</i>	<i>17,141</i>	<i>17,141</i>
		<i>AIA</i>	<i>0</i>	<i>0</i>

Department: 06 Board Affairs

Outputs Provided

Budget Output: 04 Support Board Services

	Item	Balance b/f	New Funds	Total
Support the effective conduct of the FY2021/22 Board business (board papers and meetings)	221006 Commissions and related charges	41,076	0	41,076
Implement the FY2021/22 Board capacity development program	Total	41,076	0	41,076
		<i>Wage Recurrent</i>	<i>0</i>	<i>0</i>
		<i>Non Wage Recurrent</i>	<i>41,076</i>	<i>41,076</i>
		<i>AIA</i>	<i>0</i>	<i>0</i>

Department: 08 Risk and Investment Analysis

Outputs Provided

Budget Output: 07 Strengthening Sector Risk Management

	Item	Balance b/f	New Funds	Total
Supervisory system to facilitate submission of real time information and data processing / analysis developed	211102 Contract Staff Salaries	232,609	0	232,609
	212101 Social Security Contributions	31,338	0	31,338
	212201 Social Security Contributions	16,249	0	16,249
	Total	280,196	0	280,196
	<i>Wage Recurrent</i>	<i>232,609</i>	<i>0</i>	<i>232,609</i>
	<i>Non Wage Recurrent</i>	<i>47,587</i>	<i>0</i>	<i>47,587</i>
	<i>AIA</i>	<i>0</i>	<i>0</i>	<i>0</i>

Development Projects

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 2: Revised Workplan

<i>US\$ Thousands</i>	Planned Outputs for the Quarter	Estimated Funds Available in Quarter (from balance brought forward and actual/expected releases)
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Sub-SubProgramme: 28 Research and Strategy

Departments

Department: 07 Research and Quality Assurance

Outputs Provided

Budget Output: 02 Strengthening Total Quality Management

	Item	Balance b/f	New Funds	Total
National Micro Pension scheme pensionTech system, customization and integrations with product/ ecosystem partners, and financial literacy tools developed	211102 Contract Staff Salaries	72,316	0	72,316
	212101 Social Security Contributions	14,510	0	14,510
	212201 Social Security Contributions	7,255	0	7,255
	Total	94,082	0	94,082
Compile and update sector Data and information		<i>Wage Recurrent</i> 72,316	<i>0</i>	<i>72,316</i>
Updated and operational resource center		<i>Non Wage Recurrent</i> 21,765	<i>0</i>	<i>21,765</i>
		<i>AIA</i> 0	<i>0</i>	<i>0</i>

Development Projects

Sub-SubProgramme: 49 Policy, Planning and Support Services

Departments

Department: 01 Executive Office

Outputs Provided

Budget Output: 26 Strategy Implementation and Monitoring

	Item	Balance b/f	New Funds	Total
M&E report on the implementation of the workplan produced and submitted to MoFPED	211102 Contract Staff Salaries	24,075	0	24,075
	212101 Social Security Contributions	11,025	0	11,025
	212201 Social Security Contributions	5,514	0	5,514
	Total	40,613	0	40,613
		<i>Wage Recurrent</i> 24,075	<i>0</i>	<i>24,075</i>
		<i>Non Wage Recurrent</i> 16,539	<i>0</i>	<i>16,539</i>
		<i>AIA</i> 0	<i>0</i>	<i>0</i>

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 2: Revised Workplan

Department: 02 Finance and Administration

Outputs Provided

Budget Output: 06 Coordination of Procurement and Disposal Management

Procurement and disposal report produced	Item	Balance b/f	New Funds	Total
Evaluation and contract committee meetings held	211102 Contract Staff Salaries	24,065	0	24,065
Procurement plan for FY2022/23 developed	212101 Social Security Contributions	5,804	0	5,804
	212201 Social Security Contributions	2,902	0	2,902
	Total	32,772	0	32,772
	<i>Wage Recurrent</i>	<i>24,065</i>	<i>0</i>	<i>24,065</i>
	<i>Non Wage Recurrent</i>	<i>8,707</i>	<i>0</i>	<i>8,707</i>
	<i>AIA</i>	<i>0</i>	<i>0</i>	<i>0</i>

Budget Output: 07 Accounting and Financial Management

	Item	Balance b/f	New Funds	Total
	211102 Contract Staff Salaries	32,814	0	32,814
	212101 Social Security Contributions	8,609	0	8,609
	212201 Social Security Contributions	4,304	0	4,304
	Total	45,727	0	45,727
Resource needs reviewed and align them with available financial resources		<i>Wage Recurrent</i>	<i>32,814</i>	<i>0</i>
		<i>Non Wage Recurrent</i>	<i>12,913</i>	<i>0</i>
Annual Budget and Workplan for FY 2022/23 prepared, and approved by the Board		<i>AIA</i>	<i>0</i>	<i>0</i>

Budget performance monitored

1 Funding proposal developed and submitted to the targeted funder

100% Levy collection enforced

Budget Output: 13 Management of ICT Services

Staff sensitized on Cyber Security	Item	Balance b/f	New Funds	Total
Pertinent ICT Equipment and Accessories acquired	211102 Contract Staff Salaries	9,477	0	9,477
Document Management System developed/Customized	212101 Social Security Contributions	5,804	0	5,804
	212201 Social Security Contributions	2,902	0	2,902
Internet, Website and email services maintained	221008 Computer supplies and Information Technology (IT)	87,000	0	87,000
Airtime for Telephones procured and allocated to staff	222001 Telecommunications	12,200	0	12,200
Preventive Maintenance on ICT equipment conducted	Total	117,384	0	117,384
	<i>Wage Recurrent</i>	<i>9,477</i>	<i>0</i>	<i>9,477</i>
	<i>Non Wage Recurrent</i>	<i>107,907</i>	<i>0</i>	<i>107,907</i>
	<i>AIA</i>	<i>0</i>	<i>0</i>	<i>0</i>

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 2: Revised Workplan

Budget Output: 19 Human Resources Management

Annual Customer Service Week conducted	Item	Balance b/f	New Funds	Total
Authority Client Charter reviewed	211102 Contract Staff Salaries	72,995	0	72,995
	212101 Social Security Contributions	26,317	0	26,317
URBRA rewards and sanctions policy implemented	212201 Social Security Contributions	13,158	0	13,158
Quarterly performance assessments for FY2021/22 undertaken	213001 Medical expenses (To employees)	15,800	0	15,800
	213002 Incapacity, death benefits and funeral expenses	6,000	0	6,000
Assets and facilities acquired and maintained for effective delivery	221009 Welfare and Entertainment	6,523	0	6,523
	221011 Printing, Stationery, Photocopying and Binding	27,000	0	27,000
Authority asset register updated	223004 Guard and Security services	2,600	0	2,600
Conducive and secure work environment provided and maintained, and staff sensitized on Operational Health and Safety	223005 Electricity	22,349	0	22,349
	224004 Cleaning and Sanitation	9,250	0	9,250
	226001 Insurances	15,000	0	15,000
Staff medical insurance maintained, and health audits for all staff conducted	227004 Fuel, Lubricants and Oils	6,000	0	6,000
	228001 Maintenance - Civil	17,685	0	17,685
Annual end of year staff party held	228002 Maintenance - Vehicles	8,750	0	8,750
Flexi-time policy implemented	Total	249,427	0	249,427
FY2021/22 Training Plan Implemented (staff trained in technical areas)	<i>Wage Recurrent</i>	<i>72,995</i>	<i>0</i>	<i>72,995</i>
	<i>Non Wage Recurrent</i>	<i>176,432</i>	<i>0</i>	<i>176,432</i>
Staff retention proposals and plan developed	<i>AIA</i>	<i>0</i>	<i>0</i>	<i>0</i>
Recruitment of staff				

Budget Output: 21 Management of corporate Communication and Public Relations

Webinar university engagement conducted	Item	Balance b/f	New Funds	Total
Webinar targeting elite informal sector & self-employed workers conducted	211102 Contract Staff Salaries	70,962	0	70,962
	212101 Social Security Contributions	14,258	0	14,258
TV & Radio talk shows, and media campaigns conducted	212201 Social Security Contributions	7,129	0	7,129
Corporate branded materials (T-shirts, teardrops, banners, notebooks, brochures, calendars, caps) produced and disseminated	221001 Advertising and Public Relations	192,657	0	192,657
	221011 Printing, Stationery, Photocopying and Binding	19,825	0	19,825
	Total	304,831	0	304,831
Participate in Community exhibitions, engagements and relevant events eg. Int'l day of elderly, NSSF Run, Ssezibwa Rd Zebra cross repaint, etc	<i>Wage Recurrent</i>	<i>70,962</i>	<i>0</i>	<i>70,962</i>
	<i>Non Wage Recurrent</i>	<i>233,869</i>	<i>0</i>	<i>233,869</i>
Social media handles (twitter, Facebook, YouTube) for online marketing maintained and updated	<i>AIA</i>	<i>0</i>	<i>0</i>	<i>0</i>
URBRA content on Facebook & Twitter (Reach 1.5million people & obtain 50,000 twitter followers) boosted				
Pre-retirement webinar, targeting scheme members yet to retire conducted				
Journalists trained to enhance Sector media coverage				
Supplements, Opinions, and Q&As prepared and published				

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 2: Revised Workplan

Department: 04 Internal Audit

Outputs Provided

Budget Output: 25 Assurance and Advisory Services

	Item	Balance b/f	New Funds	Total
Corporate risk register, identified internal control gaps and recommendations to management monitored and updated	211102 Contract Staff Salaries	14,320	0	14,320
Internal Audit & control report produced and submitted to the Audit committee of the Board	212101 Social Security Contributions	3,589	0	3,589
URBRA staff trained on the role of Internal Audit	212201 Social Security Contributions	1,794	0	1,794
	Total	19,703	0	19,703
	<i>Wage Recurrent</i>	<i>14,320</i>	<i>0</i>	<i>14,320</i>
	<i>Non Wage Recurrent</i>	<i>5,383</i>	<i>0</i>	<i>5,383</i>
	<i>AIA</i>	<i>0</i>	<i>0</i>	<i>0</i>

Development Projects

GRAND TOTAL	1,283,693	0	1,283,693
<i>Wage Recurrent</i>	<i>594,375</i>	<i>0</i>	<i>594,375</i>
<i>Non Wage Recurrent</i>	<i>689,318</i>	<i>0</i>	<i>689,318</i>
<i>GoU Development</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>External Financing</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>AIA</i>	<i>0</i>	<i>0</i>	<i>0</i>