

Vote: 146 Public Service Commission

Vote Summary

VI: Vote Overview

This section sets out the Vote Mission, Strategic Objectives, and provides a description of the vote's services

(i) Snapshot of Medium Term Budget Allocations

Table V1 below summarises the Medium Term Budget allocations for the Vote:

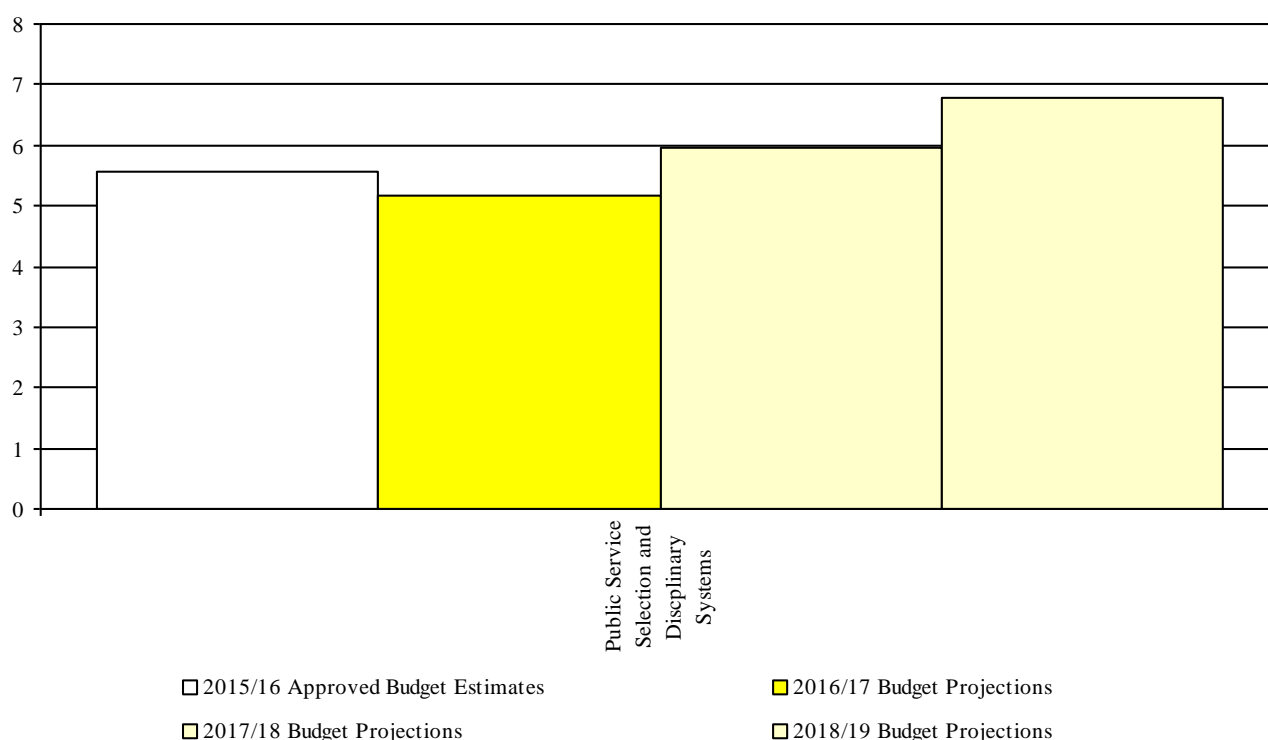
Table V1.1: Overview of Vote Expenditures (UShs Billion)

		2014/15 Outturn	2015/16		MTEF Budget Projections		
			Approved Budget	Spent by End Sept	2016/17	2017/18	2018/19
(i) Excluding Arrears, Taxes	Wage	0.686	1.503	0.333	1.503	1.578	1.657
	Recurrent Non Wage	2.391	3.352	0.660	2.969	3.533	4.169
Development	GoU	0.626	0.702	0.020	0.702	0.842	0.969
	Ext. Fin	0.000	0.000	0.000	0.000	0.000	0.000
	GoU Total	3.703	5.557	1.013	5.174	5.954	6.795
	total GoU + Ext Fin. (MTEF)	3.703	5.557	1.013	5.174	5.954	6.795
(ii) Arrears and Taxes	Arrears	0.000	0.062	0.000	0.062	N/A	N/A
	Taxes	0.000	0.000	0.000	0.000	N/A	N/A
	Total Budget	3.703	5.619	1.013	5.236	N/A	N/A

** Non VAT taxes on capital expenditure

The chart below shows total funding allocations to the Vote by Vote Function over the medium term:

Chart V1.1: Medium Term Budget Projections by Vote Function (UShs Bn, Excluding Taxes, Arrears)



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(ii) Vote Mission Statement

The Vote's Mission Statement is:

To provide Government with competent human resources for effective Public Service delivery

(iii) Vote Outputs which Contribute to Priority Sector Outcomes

The table below sets out the vote functions and outputs delivered by the vote which the sector considers as contributing most to priority sector outcomes.

Table V1.2: Sector Outcomes, Vote Functions and Key Outputs

Sector Outcome 1:	Sector Outcome 2:	Sector Outcome 3:
<i>Harmonized government policy formulation and implementation at central and local government level.</i>	<i>Improved institutional and human resource management at central and local government level.</i>	<i>Coordinated monitoring and evaluation of policies and programmes at central and local government level</i>
Vote Function: 13 52 Public Service Selection and Disciplinary Systems		
<i>Outputs Contributing to Outcome 1:</i>	<i>Outputs Contributing to Outcome 2:</i>	<i>Outputs Contributing to Outcome 3:</i>
<i>Outputs Provided</i>	None	None
135201 DSC Monitored and Technical Assistance provided		
135202 Selection Systems Development		
135205 DSC Capacity Building		
135206 Recruitment Services		

V2: Past Vote Performance and Medium Term Plans

This section describes past and future vote performance, in terms of key vote outputs and plans to address sector policy implementation issues.

(i) Past and Future Planned Vote Outputs

2014/15 Performance

DSC Monitored and Technical Guidance Provided:

Monitored and technical guidance tendered to DSCs of Mayuge, Maracha, Kasese, Iganga, Soroti, Kaberamaido, Kabale, Oyam, Amuria, Mbarara, Lyantonde and Bukwo

Conducted performance audit in DSC's of Kapchorwa, Bulambuli, Sironko, Kotido, Kabong, Namayingo, Iganga, Mubende, Lyantonde, Masindi, Buliisa, Kibaale, Nakapiripirit, Amuria, Katakwi and Soroti

Offered written guidance to DSCs in the districts of Kabale, Ibanda, Luwero, Serere, Zombo, Isingiro, Ntungamo, Buhweju, Arua, Bulambuli, Kabarole, Hoima, Pader, Amunia, Mbarara, Oyam, Mpigi, Butambala

Processed and concluded a total of 25 appeals received from persons aggrieved by the decisions of the District Service Commissions and 3 appeals from the centre

Selection Systems Developed:

Administered selection tests in Central Government for the posts of Assistant geological officer, division veterinary officer, principal regional intergration officer, division environment mgt officer, principal literacy officer, geophysical technician, senior personal secretary, personal secretary, at MUNI university for accounts assistant, at UBOS for data processing assistant, team supervisor, stores supervisor, and at parliament for deputy clerk

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National Information Technology Authority (NITA) (Executive personal secretary);
Parliamentary Commission (Deputy clerk corporate affairs);
Rakai District Local Government (Senior Town Treasurer & Principal township officer);
Hoima District Local Government (HRO)

Furthermore PSC administered written tests to short listed candidates for various posts under the Graduate Recruitment Exercise (GRE) for the posts of Accountant, Commercial officer, Cultural Officer, Economist, Engineer, Engineer Urban Water & Sewerage, Engineer Water for Production, Civil Engineer, Finance Officer, General Health Inspector, Human Resource Officer, Industrial Officer, Land Officer, Legal Officer, Physical Planner, Probation & Welfare officer, Psychological Soc worker, Quantity Surveyor, Records Officer, Sociologist, State Attorney, Statistician, Systems Administrator, Systems Admin - Network Admin & Tech support, Transport Officer and Water Officer

DSC Capacity building:

Conducted mentoring programmes for DSC's of Ntoroko and Mbirizi

Conducted performance enhancement programmes for DSCs of Soronko, Kotido, Namayingo, Iganga, Kitgum, Lamwo, Pader, Nwoya, Amuru, Gulu and Nebbi

Established capacity gaps after needs capacity survey in the DSCs of Kitgum, Lamwo, Pader, Nwoya, Amuru, and Gulu

Conducted Human Resource Audit in DSCs of Kitgum, Lamwo, Pader, Lamwo, Amuru and Gulu

Inducted Members and Secretaries in Sembabule district, Ntoroko and Mbirizi .

Appointed Members of DSCs in Oyam [1], Namayingo [1], Kotido [2], kween [1], Mbarara [1], Kyankwanzi [2], Gulu [1], Maracha [1], Budaka [1], Kiboga [1], Jinja [1], Rakai [1], Amudat, Kisoro, Butaleja

Recruitment Services:

Four adverts released PSC Advert External 1/2014, PSC External 2/2014, PSC Internal 1/2014, PSC External 3/2014

Preliminary 2015/16 Performance

Selection tests administered at the Center and in Local Governments for NAADS, Ministry of Public Service, Ministry of Local Government, Office of the President, KCCA, Director of Public Prosecution, Lands Housing and Urban Development, National Planning authority, Uganda Prisons Authority, Uganda Prisons service, National Agricultural Research Organization (NARO).

Visited and technical guidance tendered to DSCs in Bulambuli, Mbale, Namayingo, Bugiri, Budaka

Processed and concluded 16 Appeals received from persons aggrieved by the decisions of the District Service Commissions.

Inducted DSC Members in Koboko and Amundat

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Mentored and hands on support provided to DSC Members

Carried out Capacity needs survey for DSCS

Carried out capacity needs survey

Approved Appointments of Chairpersons and Members of DSCS

Conducted Performance enhancement programmes for DSCs

Processed Vacancy submissions for MDAs

Recruitment of 310 Immigration staff conducted

Released two circulars guiding submissions

Prepared the Annual Budget Performance Report and Policy Statement

Repaired Photocopier and maintenance of ICT

Provided a clean working environment and welfare of Members and staff.

Prepared Final Accounts and submitted to MoFPED

Welfare provided to Members and Staff

Table V2.1: Past and 2016/17 Key Vote Outputs*

<i>Vote, Vote Function Key Output</i>	Approved Budget and Planned outputs	2015/16 Spending and Outputs Achieved by End Sept	2016/17 Proposed Budget and Planned Outputs
Vote: 146 Public Service Commission			
<i>Vote Function: 1352 Public Service Selection and Disciplinary Systems</i>			
Output: 135201	DSC Monitored and Technical Assistance provided		
<i>Description of Outputs:</i>	50 DSCs with critical capacity gaps, identified, monitored and technical guidance tendered. Other DSCS to be handled on a regional basis. Complete Appeals submitted processed and decisions communicated	Visited and technical guidance tendered to DSCs in Bulambuli, Mbale, Namayingo, Bugiri, Budaka Processed and concluded 16 Appeals received from persons aggrieved by the decisions of the District Service Commissions.	50 DSCs with critical capacity gaps identified, monitored and technical guidance tendered. All complete appeals received, investigated, determined and decisions communicated. Performance audits carried out in 30 priority DSCs using the approved performance standards and minimum conditions manual.
<i>Performance Indicators:</i>			
Percentage of submitted Appeals concluded	100	10	100
No. of DSCS with Capacity gaps identified, monitored and Technical guidance	50	5	50

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<i>Vote, Vote Function Key Output</i>	Approved Budget and Planned outputs	2015/16 Spending and Outputs Achieved by End Sept	2016/17 Proposed Budget and Planned Outputs
tendered	<i>Output Cost: UShs Bn:</i> 0.529	<i>UShs Bn:</i> 0.121	<i>UShs Bn:</i> 0.509
Output: 135202	Selection Systems Development		
<i>Description of Outputs:</i>	Competence profiles reviewed, Selection instruments developed, capacity of PSC Secretariat staff and Members trained in competence based recruitment.	Selection tests administered at the Center and in Local Governments for NAADS, Ministry of Public Service, Ministry of Local Government, Office of the President, KCCA, Director of Public Prosecution, Lands Housing and Urban Development, National Planning authority, Uganda Prisons Authority, Uganda Prisons service, National Agricultural Research Organization (NARO).	<p>40 competence selection instruments developed</p> <p>10 Competence profiles reviewed and developed</p> <p>50 selection tests administered at the center (MDAs) and Local Governments.</p> <p>Continue with the review of policy on recruitment and selection and incorporate components of the schemes of examination for the Public Service.</p> <p>Annual survey on recruitment processes conducted.</p> <p>04 Competence clusters (Top, Senior, Middle and Lower) for the question data bank developed</p> <p>Competence profiling guidelines developed and disseminated to heads of Human Resource in all MDAs and LGs.</p> <p>Continue with the development of user manual on core competencies.</p> <p>Performance analysis on selected job categorising recruited in a particular performance period conducted.</p> <p>Research on methods and best practices in human resource recruitment and selection conducted</p> <p>Concept papers to promote organisational learning</p>
<i>Performance Indicators:</i>			
No. of competence based selections instruments developed	35	11	40
<i>Output Cost: UShs Bn:</i>	<i>0.642</i>	<i>UShs Bn:</i> 0.129	<i>UShs Bn:</i> 0.584

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<i>Vote, Vote Function Key Output</i>	Approved Budget and Planned outputs	2015/16 Spending and Outputs Achieved by End Sept	2016/17 Proposed Budget and Planned Outputs
Output: 135205	DSC Capacity Building		
<i>Description of Outputs:</i>	New Members of DSCs inducted, performance enhanced	Inducted DSC Members in Koboko and Amundat Mentored and hands on support provided to DSC Members Carried out Capacity needs survey for DSCS Carried out capacity needs survey Approved Appointments of Chairpersons and Members of DSCS Conducted Performance enhancement programmes for DSCs	Performance enhancement programmes conducted for Secretaries of 20 DSCs and PHROs in CAO's offices. Guidance provided to DSCs Appointments of chairpersons and members of all DSCs approved. All new DSCs inducted 80 DSC members and secretaries from 16 DSCs inducted.
<i>Performance Indicators:</i>			
Number of Members/Secretaries inducted	60	10	80
<i>Output Cost: US\$ Bn:</i>	<i>0.135</i>	<i>US\$ Bn: 0.032</i>	<i>US\$ Bn: 0.271</i>
Output: 135206	Recruitment Services		
<i>Description of Outputs:</i>	6 Adverts to be released	Recruitment of Immigration staff on going and to be completed in Q2 Released two circulars guiding submissions	All complete vacancy submissions processed and concluded Graduate recruitment exercise 2016/17 conducted Existing recruitment systems and procedures reviewed. Continue with the development of a monitoring system to enhance adherence to human resource policies, procedures and standards. Capacity of 50 Human resource officers from MDAs enhanced 06 Job adverts released Complete submissions (training, discipline, regularisation of appointments, confirmations) from MDAs processed and concluded.
<i>Performance Indicators:</i>			
Percentage of Declared vacant positions filled	100	25	100
No. of recruitment submissions handled and	4,000	164	4000

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<i>Vote, Vote Function Key Output</i>	Approved Budget and Planned outputs	2015/16 Spending and Outputs Achieved by End Sept	2016/17 Proposed Budget and Planned Outputs
concluded			
<i>Output Cost: UShs Bn:</i>	0.684	<i>UShs Bn:</i> 0.161	<i>UShs Bn:</i> 0.367
Vote Function Cost	UShs Bn: 5.619	UShs Bn: 1.013	UShs Bn: 5.174
Cost of Vote Services:	UShs Bn: 5.557	UShs Bn: 1.013	UShs Bn: 5.174

* Excluding Taxes and Arrears

2016/17 Planned Outputs

The commission intends to achieve the following outputs in FY 2016/17

- 1) 40 competence selection instruments developed
- 2) 10 Competence profiles reviewed and developed
- 3) 50 selection tests administered at the center (MDAs) and Local Governments.
- 4) 5) Annual survey on recruitment processes conducted.
- 6) 04 Competence clusters (Top, Senior, Middle and Lower) for the question data bank developed
- 7) Competence profiling guidelines developed and disseminated to heads of Human Resource in all MDAs and LGs.
- 8) Continue with the development of user manual on core competencies.
- 9) Performance analysis on selected job categorizing recruited in a particular performance period conducted.
- 10) Research on methods and best practices in human resource recruitment and selection conducted
- 11) 50 DSCs with critical capacity gaps identified, monitored and technical guidance tendered.
- 12) All complete appeals received, investigated, determined and decisions communicated.
- 13) Performance audits carried out in 30 priority DSCs using the approved performance standards and minimum conditions manual.
- 14) Guidelines for DSCs developed, printed and disseminated
- 15) Performance enhancement programmes conducted for Secretaries of 20 DSCs and PHROs in CAO's offices.
- 16) Appointments of chairpersons and members of all DSCs approved.
- 17) All new DSCs inducted
- 18) 80 DSC members and secretaries from 16 DSCs inducted.
- 19) All complete vacancy submissions processed and concluded
- 20) Graduate recruitment exercise 2016/17 conducted
- 21) Existing recruitment systems and procedures reviewed.
- 22) Continue with the development of a monitoring system to enhance adherence to human resource policies, procedures and standards.
- 23) Capacity of 50 Human resource officers from MDAs enhanced
- 24) 06 Job adverts released
- 25) Complete submissions (training, discipline, regularization of appointments, confirmations) from MDAs processed and concluded.
- 26) Two motor vehicles procured.
- 27) Procurement of a heavy duty photocopier, 08 computer sets, a paper threader, 06 desk printers and Antivirus licenses.
- 28) Procurement of furniture
- 29) Budget framework papers FY 2017/18, Budget estimates for FY 2016/17 and Ministerial policy statement for FY 17/18 and Quarterly performance reports for FY 2016/17 prepared and submitted.
- 30) 09 Members capacity built in modern recruitment processes and procedures and 06 Staff members

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trained in their respective professions (General and financial Management, procurement, Planning and M&E)

31) Final Accounts, Quarterly Accounts prepared and submitted to MoFPED.

32) Audit queries reviewed and responded to.

Table V2.2: Past and Medium Term Key Vote Output Indicators*

Vote Function Key Output Indicators and Costs:	2014/15 Outturn	2015/16		MTEF Projections		
		Approved Plan	Outturn by End Sept	2016/17	2017/18	2018/19
Vote: 146 Public Service Commission						
Vote Function: 1352 Public Service Selection and Disciplinary Systems						
No. of DSCS with Capacity gaps identified, monitored and Technical guidance tendered		50	5	50	70	90
Percentage of submitted Appeals concluded		100	10	100	100	100
No. of competence based selections instruments developed		35	11	40	50	60
Number of Members/Secretaries inducted		60	10	80	120	
No. of recruitment submissions handled and concluded		4,000	164	4000	4000	
Percentage of Declared vacant positions filled		100	25	100	100	
Vote Function Cost (US\$ bn)	3.703	5.557	1.013	5.174	5.954	6.795
Cost of Vote Services (US\$ Bn)	3.703	5.557	1.013	5.174	5.954	6.795

Medium Term Plans

The activities that the PSC plans to do are continuous and ongoing, they will therefore cover the next Financial year and the medium term.

(ii) Efficiency of Vote Budget Allocations

The Commission is committed to efficiency and effectiveness in Budget allocation and execution to ensure Value for Money. This will be carried out through providing capacity building for staff to enable them carry out their duties and responsibilities in a professional manner and in accordance with the law.

Table V2.3: Allocations to Key Sector and Service Delivery Outputs over the Medium Term

Billion Uganda Shillings	(i) Allocation (Shs Bn)				(ii) % Vote Budget			
	2015/16	2016/17	2017/18	2018/19	2015/16	2016/17	2017/18	2018/19
Key Sector	2.0	1.7	3.0	3.3	35.8%	33.4%	50.3%	48.7%
Service Delivery	0.8	0.6	1.7	1.9	14.7%	12.3%	27.8%	27.3%

N/A

Table V2.4: Key Unit Costs of Services Provided and Services Funded (Shs '000)

Unit Cost Description	Actual 2014/15	Planned 2015/16	Actual by Sept	Proposed 2016/17	Costing Assumptions and Reasons for any Changes and Variations from Plan
<i>Vote Function: 1352 Public Service Selection and Disciplinary Systems</i>					
NA					

(iii) Vote Investment Plans

The vote intends to procure more vehicles to support monitoring and also to replace the currently very old fleet.

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Table V2.5: Allocations to Capital Investment over the Medium Term

Billion Uganda Shillings	(i) Allocation (Shs Bn)				(ii) % Vote Budget			
	2015/16	2016/17	2017/18	2018/19	2015/16	2016/17	2017/18	2018/19
Consumption Expenditure(Outputs Provided)	4.9	4.5	5.0	5.3	87.5%	86.6%	84.1%	78.7%
Grants and Subsidies (Outputs Funded)	0.0	0.0	0.1	0.1	0.3%	0.3%	1.3%	1.3%
Investment (Capital Purchases)	0.7	0.7	0.9	1.4	12.3%	13.2%	14.6%	20.0%
Grand Total	5.6	5.2	6.0	6.8	100.0%	100.0%	100.0%	100.0%

There are no major capital expenditures for the vote.

Table V2.6: Major Capital Investments

(iv) Vote Actions to improve Priority Sector Outcomes

Table V2.7: Priority Vote Actions to Improve Sector Performance

2015/16 Planned Actions:	2015/16 Actions by Sept:	2016/17 Planned Actions:	MT Strategy:
Sector Outcome 2: Improved institutional and human resource management at central and local government level.			
Vote Function: 13 52 Public Service Selection and Disciplinary Systems			
<i>VF Performance Issue: Enhance the Capacity and develop competence of the Members and staff of the Public Service Commission and other stakeholders</i>			
Introduce Competence based recruitment in the Uganda Public Service	Differed to next Financial year	Strengthen the capacity ofPSC and the PSC . Continue with the development of a monitoring sytem to enhance adherence to human resource policies, procedures and standards.	Conduct monitoring visits and provide onspot mentoring and technical guidance. Develop systems for monitoring compliance and adherence to existing disciplinary and other HRM related procedure and policies.
<i>VF Performance Issue: Modernize the recruitment process through the utilisation of Information Technology</i>			
Install an online application module for applicants to apply for jobs online plus process applications. To be merged with IPPS to benefit on other functionalities in IPPS	Differed awaiting analysis of recruitment module in IPPS	Install an online application module for applicants to apply for jobs online plus process applications.	Utilise the microsoft access recruitment system. Improve on the recruitment system and add the online recruitment application module.
Sector Outcome 3: Coordinated monitoring and evaluation of policies and programmes at central and local government level			
Vote Function: 13 52 Public Service Selection and Disciplinary Systems			
<i>VF Performance Issue: Use of modern Selection and recruitment methods</i>			
Strengthen the capacity of PSC Secretariat and Members in modern recruitment procedures in line with modern recruitment national and international bodies	Differed to next Financial year	Existing recruitment systems and procedures reviewed.	Review and improve on the current selection and recruitment methods

V3 Proposed Budget Allocations for 2016/17 and the Medium Term

This section sets out the proposed vote budget allocations for 2016/17 and the medium term, including major areas of expenditures and any notable changes in allocations.

Table V3.1: Past Outturns and Medium Term Projections by Vote Function*

	2014/15 Outturn	2015/16		MTEF Budget Projections		
		Appr. Budget	Spent by End Sept	2016/17	2017/18	2018/19
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	2014/15 Outturn	2015/16		MTEF Budget Projections		
		Appr. Budget	Spent by End Sept	2016/17	2017/18	2018/19
1352 Public Service Selection and Disciplinary Systems	3.703	5.557	1.013	5.174	5.954	6.795
Total for Vote:	3.703	5.557	1.013	5.174	5.954	6.795

(i) The Total Budget over the Medium Term

In the FY 2016/17 the Commission has been allocated a total of Ushs 5.174bn excluding taxes with a reduction of 11% compared to FY 2015/16 budget. Shs 1.503bn for wage, shs 2.969bn Non wage and shs 0.702bn for capital development. In FY 2017/18 the commission budget is estimated at shs 5.951 bn of which shs 1.578bn is wage, shs 3.533bn Non-wage and shs. 0.84bn capital development well as in FY 2018/19 a total of shs. 6.786bn is estimated for the commission of which shs. 1.657bn is wage, shs 4.169bn is Non wage and shs 0.960bn for capital development .

(ii) The major expenditure allocations in the Vote for 2016/17

The Commission intends to procure two motor vehicles at a cost of shs. 0.460bn

(iii) The major planned changes in resource allocations within the Vote for 2016/17

There are no major changes in resource allocations in the Vote.

Table V3.2: Key Changes in Vote Resource Allocation

Changes in Budget Allocations and Outputs from 2015/16 Planned Levels:			Justification for proposed Changes in Expenditure and Outputs
2016/17	2017/18	2018/19	
<i>Vote Function: 1303 Public Service Selection and Disciplinary Systems</i>			
Output: 1352 03 Regulation and Standards Development			
<i>UShs Bn:</i> 0.086	<i>UShs Bn:</i> 0.012	<i>UShs Bn:</i> 0.032	<i>Funding to cater for the development, printing and dissemination of guidelines, manuals, systems and procedures to the relevant user and the production of the Commissions annual report.</i>
Funding to cater for the development, printing and dissemination of guidelines, manuals, systems and procedures to the relevant user and the production of the Commissions annual report.	Funding to cater for the development, printing and dissemination of guidelines, manuals, systems and procedures to the relevant user and the production of the	Funding to cater for the development, printing and dissemination of guidelines, manuals, systems and procedures to the relevant user and the production of the	
Output: 1352 04 Administrative Support Services			
<i>UShs Bn:</i> -0.209	<i>UShs Bn:</i> -0.869	<i>UShs Bn:</i> -0.859	<i>The reduction for the output is due to the overall reduction in the MTEF.</i>
The reduction for the output is due to the overall reduction in the MTEF.	Funding to cater for the commissions administrative expenses.	Funding to cater for the commissions administrative expenses.	
Output: 1352 05 DSC Capacity Building			
<i>UShs Bn:</i> 0.136	<i>UShs Bn:</i> 0.455	<i>UShs Bn:</i> 0.555	<i>Funding to support capacity building and empowerment for District service Commission members and secretaries</i>
Funding to support capacity building and empowerment for District service Commission members and secretaries	Funding to support capacity building and empowerment for District service Commission members and secretaries	Funding to support capacity building and empowerment for District service Commission members and secretaries	
Output: 1352 06 Recruitment Services			
<i>UShs Bn:</i> -0.317	<i>UShs Bn:</i> 0.378	<i>UShs Bn:</i> 0.478	<i>Reduction is due to the reduction in the MTEF</i>
Reduction is due to the reduction in the MTEF	Funds to cater for recruitment expenses	Funds to cater for recruitment expenses	

V4: Vote Challenges for 2016/17 and the Medium Term

This section sets out the major challenges the vote faces in 2016/17 and the medium term which the vote has been unable to address in its spending plans.

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UNFUNDED / UNDER FUNDED PRIORITIES IN THE PUBLIC SERVICE COMMISSION

1). The numbers of Districts have increased and this call for more capacity enhancement, assessments, appeals and approvals in order to improve service delivery. This requires additional shs 0.533bn to cater for Induction workshops, Performance Audits, Monitoring visits by PSC members, members and Board Secretaries.

2). The Commission currently has an old fleet of vehicles with high maintenance costs. This has slowed down implementation of commission activities especially monitoring of District service Commissions among others. The commission needs additional shs. 1bn to procure new transport equipment and maintenance of the fleet.

3). International and Regional Activities:- The Commission is obliged to contribute to the International and National Organizations. The approved budget is only 15,000,000/= and partly covers contributions yet members and officers have to attend the workshops and training sessions which require an additional budget of 0.228/=

4) Acquisition of land and construction of Public service commission headquarters: - currently the commission is operating in farmers house abuilding occupied with three other commissions. As such there is limited office space to handle huge numbers of applicants. Additional shs. 7bn is required for acquisition of land and construction of headquarters.

5) The commission is required to verify academic documents of applicants and as such additional shs. 0.0135bn is required.

6) Additional shs 0.400bn is required to cater for the mentoring of Members and Secretaries of District Service Commissions.

7) The commission intends to develop an online monitoring system to enhance adherence to recruitment procedures and systems. Additional shs. 0.500bn is required.

8) Training of human resource officers from central government ministries to enhance their capacity in handling human resource matters. Additional shs. 0.100bn is required.

Table V4.1: Additional Output Funding Requests

Additional Requirements for Funding and Outputs in 2016/17:	Justification of Requirement for Additional Outputs and Funding
<i>Vote Function: 1305 Public Service Selection and Disciplinary Systems</i>	
Output: 1352 05 DSC Capacity Building	
UShs Bn: 0.500	
Capacity building and mentoring of members and secretaries	<i>DSCs effectiveness in handling recruitment challenges in the various districts will be improved and result in reduced appeals</i>

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Additional Requirements for Funding and Outputs in 2016/17:	Justification of Requirement for Additional Outputs and Funding
of District service commissions and PHROs.	
Output: 1352 06 Recruitment Services	
US\$ Bn: 3.588	
Development of an online monitoring system to enhance adherence to recruitment procedures and systems. Also verification of academic documents for the qualified candidates.	<p>Introduce and implement competence based recruitment formally in the public service.</p> <p>The overall aim is to formally build the capacity of key players in competence based recruitment and selection in the Uganda Public Service.</p>
	<p>Specifically, the objectives are to:</p> <p>a) Establish and promote an inter-ministerial framework of a competency-based recruitment training team;</p> <p>b) Build the capacity of Members of Service Commissions and technical staff in Ministries, Departments and Agencies in competency-based recruitment;</p> <p>c) Build the capacity of Members of the District Service Commissions and technical staff in Local Governments in competency-based recruitment;</p> <p>d) Train the general staff in MDAs/LGs on understanding competencies and competency profiling; and,</p> <p>e) Ascertain the competency levels in the Public sector; identify and document critical competency gaps by sector</p> <p>f) Establish networks and collaborative mechanism with the National Planning Authority and training institutions in the identification of competency gaps and design and promotion of competency-based training.</p>
Output: 1352 71 Acquisition of Land by Government	
US\$ Bn: 7.000	
Purchase of land and construction of commission headquarters	<p>The PSC operates from within Farmers' House. This is shared between three Commissions and one Ministry. Because of the limited space the PSC is at times not able to handle the huge numbers of applicants without inconveniencing other users. Room is need for staff to work from plus guide DSC Members/Secretaries, etc</p>
Output: 1352 76 Purchase of Office and ICT Equipment, including Software	
US\$ Bn: 0.892	
Purchase of software and hardware for the online recruitment module.	<p>An online recruitment module to be added that will allow applicants to apply online and enable electronic processing of application received including advising applicants on status of application. This will ensure transparency and fast processing of recruitment submission at a reduced cost</p>

This section discusses how the vote's plans will address and respond to the cross-cutting policy, issues of gender and equity; HIV/AIDS; and the Environment, and other budgetary issues such as Arrears and NTR..

(i) Cross-cutting Policy Issues

(i) Gender and Equity

Objective: To mainstream gender in all commission activities

Issue of Concern : Gender main streaming

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Proposed Interventions

Gender balance ensured during recruitment.
Sensitize staff on gender issues
Gender sensitive budgeting and reporting
Ensure representation of women and PWDs on District Service Commissions

Budget Allocations UGX billion 0.004

Performance Indicators No. of District Service Commissions with female Members.

(ii) HIV/AIDS

Objective: To ensure a friendly working environment for HIV/AIDS infected and affected staff.

Issue of Concern : HIV/AIDS in the workplace

Proposed Interventions

Develop an HIV/AIDS work based policy for the commission

Undertake awareness on HIV/AIDS issues

Implement nondiscriminatory policies procedures and practices for managing individuals who have HIV/AIDS through departmental heads

Budget Allocations UGX billion 0.004

Performance Indicators HIV/AIDS work based policy in place

(iii) Environment

Objective: To address environmental and climate change issues

Issue of Concern : Environment and climate change

Proposed Interventions

Cleaning of a town during environmental day celebrations

Plant trees during the public service day celebrations

Sensitize staff on climate change and environmental issues

Budget Allocations UGX billion 0.002

Performance Indicators Number of staff sensitised

(ii) Payment Arrears

The table below shows all the payment arrears outstanding for the Vote:

Payee	Payment Due Date	Amount (US\$ Bn)
Stationery arrears	9/16/2015	0.02
Garage bills	10/8/2015	0.22
	Total:	0.246

(ii) Non Tax Revenue Collections

Vote: 146 Public Service Commission

Vote Summary

The table below shows Non-Tax Revenues that will be collected under the Vote:

N/A