

ANNEX 9: RECONCILED SCHEDULE OF DOMESTIC ARREARS AS AT 30th JUNE 2015

| Code | Vote Name | Utilities | Rent | Employee Costs (salaries) | Employee Costs (Pensions and Gratuity) | Other Recurrent | Court Awards | Compensation | Contributions to International Organisations | Development | Taxes and Other Deductions | Total (Billion) |
|------|--|-----------|------|---------------------------|--|-----------------|--------------|--------------|--|-------------|----------------------------|-----------------|
| 001 | Office of the President | 0.81 | 0.90 | - | 16.53 | 7.30 | - | - | - | - | 0.03 | 1.93 |
| 002 | State House | 0.63 | 1.27 | - | - | - | - | - | - | - | - | 0.58 |
| 003 | Office of the Prime Minister | - | - | 0.03 | - | - | - | - | 0.55 | - | - | 55.27 |
| 004 | Ministry of Defence | 13.20 | 6.35 | - | - | 30.36 | - | 5.37 | - | - | - | 0.30 |
| 005 | Ministry of Public Service | - | - | 0.30 | - | - | - | - | 33.06 | - | 0.00 | 39.19 |
| 006 | Ministry of Foreign Affairs | 0.10 | 0.01 | - | 0.78 | 5.23 | - | - | - | - | - | 479.26 |
| 007 | Ministry of Justice and Constitutional Affairs | - | - | 0.00 | - | 1.52 | 477.73 | - | - | - | 0.01 | 83.78 |
| 008 | Ministry of Finance, Planning and Economic Development | - | - | - | 0.48 | 5.83 | - | - | 63.09 | - | 14.39 | 2.17 |
| 009 | Ministry of Internal Affairs | 0.02 | - | 0.23 | 0.16 | - | - | - | 1.77 | - | - | 2.23 |
| 010 | Ministry of Local Government | 0.03 | - | - | - | 2.19 | - | - | - | - | - | - |
| 011 | Ministry of Lands, Housing and Urban Development | 0.24 | - | - | 0.24 | - | - | 9.05 | 0.60 | - | 0.15 | 10.28 |
| 012 | Ministry of Trade Industry and Cooperatives | 0.41 | - | - | 0.06 | 0.40 | - | - | 7.75 | - | 0.71 | 9.34 |
| 013 | Ministry of Works and Transport | - | - | - | 0.20 | - | - | - | - | - | - | 0.20 |
| 014 | Ministry of Energy and Mineral Development | - | - | - | 0.31 | - | - | - | - | - | - | 0.31 |
| 015 | Ministry of Gender, Labour and Social Development | 0.05 | - | - | - | - | - | 3.87 | - | - | - | 3.92 |
| 016 | Ministry of Water and Environment | 0.31 | - | 0.00 | 0.11 | 4.95 | - | - | - | 15.67 | 8.30 | 29.33 |
| 017 | Ministry of Information and Communication Technology | 0.05 | 0.63 | - | - | 1.32 | - | - | 0.87 | - | - | 2.00 |
| 018 | Ministry of East African Community Affairs | - | - | - | 41.20 | - | - | - | - | - | 0.00 | 42.07 |
| 019 | Ministry of Tourism, Wildlife and Antiquities | - | - | - | 0.09 | - | - | - | 5.62 | - | - | 5.71 |
| 020 | Courts of Judicature / Judiciary | - | 7.92 | 0.07 | - | 1.55 | - | - | - | - | - | 9.54 |
| 021 | Electoral Commission | - | - | 0.47 | - | - | - | - | - | - | - | 0.47 |
| 022 | Inspectorate of Government | - | - | - | - | - | - | - | - | - | 0.31 | 0.31 |
| 023 | Uganda Law Reform Commission | - | - | - | - | - | - | - | - | 0.03 | - | 0.13 |
| 024 | Uganda Human Rights Commission | - | - | - | - | 0.10 | - | - | - | - | - | - |
| 025 | Uganda AIDS Commission | - | - | - | - | - | - | - | - | - | - | 3.20 |
| 026 | Uganda Industrial Research Institute | - | - | - | 3.20 | - | - | - | - | - | - | - |
| 027 | Busitema University | - | - | - | - | - | - | - | - | - | - | - |
| 028 | Directorate of Ethics and Integrity | - | - | - | - | 25.82 | - | - | - | 213.63 | - | 239.45 |
| 029 | Uganda National Roads Authority | 0.00 | - | - | - | - | - | - | - | - | 0.00 | 0.00 |
| 030 | Uganda Tourism Board | - | - | - | - | - | - | - | - | - | - | 0.23 |
| 031 | Uganda Road Fund | - | - | - | - | 0.23 | - | - | - | - | - | - |
| 032 | Uganda Registration Services Bureau | - | - | - | - | - | - | - | - | 38.99 | 10.18 | 53.80 |
| 033 | National Citizenship and Immigration Control | 0.50 | 2.50 | - | - | 1.63 | - | - | - | - | - | 2.86 |
| 034 | KCCA | - | - | - | 2.24 | 0.61 | - | - | - | - | - | 0.81 |
| 035 | Office of the Auditor General | - | - | - | 0.81 | - | - | - | - | - | - | - |
| 036 | Education Service Commission | - | - | - | - | - | - | - | - | - | - | - |
| 037 | Directorate of Public Prosecutions | - | - | - | - | - | - | - | - | - | - | 0.07 |
| 038 | Health Service Commission | - | - | - | 0.07 | - | - | - | - | - | - | - |
| 039 | National Agricultural Research Organisation | - | - | - | - | - | - | - | 0.74 | - | - | 0.74 |
| 040 | Uganda Police Force | 14.14 | 0.79 | - | 1.42 | 1.52 | - | - | - | - | - | 17.87 |
| 041 | Uganda Prisons | 1.98 | 0.06 | - | 0.77 | 23.20 | - | - | - | - | - | 36.01 |
| 042 | Public Service Commission | 0.05 | - | - | - | 0.06 | - | - | - | - | - | 0.12 |
| 043 | Local Government Finance Commission | - | - | - | - | - | - | - | - | - | - | 0.01 |
| 044 | Judicial Service Commission | - | - | - | 0.01 | - | - | - | - | - | - | 2.80 |
| 045 | Gulu University | - | - | - | 2.80 | - | - | - | - | - | - | - |

ANNEX 9: RECONCILED SCHEDULE OF DOMESTIC ARREARS AS AT 30th JUNE 2015

| Code | Vote Name | Utilities | Rent | Employee Costs (salaries) | Employee Costs (Pensions and Gratuity) | Other Recurrent | Court Awards | Compensation | Contributions to International Organisations | Development | Taxes and Other Deductions | Total (Billion) |
|------|-----------------------|-----------|------|---------------------------|--|-----------------|--------------|--------------|--|-------------|----------------------------|-----------------|
| 535 | Mayuge District | - | - | - | 0.47 | - | - | - | - | - | - | 0.47 |
| 536 | Mbale District | - | - | - | 1.10 | - | - | - | - | - | - | 1.10 |
| 537 | Mbarara District | - | - | - | 1.47 | - | - | - | - | - | - | 1.47 |
| 539 | Moyo District | - | - | - | 0.49 | - | - | - | - | - | - | 0.49 |
| 540 | Mpigi District | - | - | - | 0.49 | - | - | - | - | - | - | 0.49 |
| 541 | Mubende District | - | - | - | 1.20 | - | - | - | - | - | - | 1.20 |
| 542 | Mukono District | - | - | - | 1.29 | - | - | - | - | - | - | 1.29 |
| 543 | Nakapiripiri District | - | - | - | 0.01 | - | - | - | - | - | - | 0.01 |
| 544 | Nakapiripiri District | - | - | - | 0.25 | - | - | - | - | - | - | 0.25 |
| 545 | Nebbi District | - | - | - | 0.87 | - | - | - | - | - | - | 0.87 |
| 546 | Ntungamo District | - | - | - | 2.29 | - | - | - | - | - | - | 2.29 |
| 547 | Pader District | - | - | - | 2.92 | - | - | - | - | - | - | 2.92 |
| 548 | Pallisa District | - | - | - | 0.52 | - | - | - | - | - | - | 0.52 |
| 549 | Rakai District | - | - | - | 0.47 | - | - | - | - | - | - | 0.47 |
| 550 | Rukungiri District | - | - | - | 0.03 | - | - | - | - | - | - | 0.03 |
| 551 | Sembabule District | - | - | - | 0.18 | - | - | - | - | - | - | 0.18 |
| 552 | Sironko District | - | - | - | 0.80 | - | - | - | - | - | - | 0.80 |
| 553 | Soroti District | - | - | - | 0.08 | - | - | - | - | - | - | 0.08 |
| 554 | Teroro District | - | - | - | 1.47 | - | - | - | - | - | - | 1.47 |
| 555 | Wakiso District | - | - | - | 0.06 | - | - | - | - | - | - | 0.06 |
| 556 | Yambe District | - | - | - | 0.68 | - | - | - | - | - | - | 0.68 |
| 557 | Butaleja District | - | - | - | 0.67 | - | - | - | - | - | - | 0.67 |
| 558 | Ibanda District | - | - | - | 0.21 | - | - | - | - | - | - | 0.21 |
| 559 | Kaabong District | - | - | - | 0.06 | - | - | - | - | - | - | 0.06 |
| 560 | Isingiro District | - | - | - | 0.36 | - | - | - | - | - | - | 0.36 |
| 562 | Kiruhura District | - | - | - | 0.47 | - | - | - | - | - | - | 0.47 |
| 563 | Koboko District | - | - | - | 0.22 | - | - | - | - | - | - | 0.22 |
| 564 | Amolatar District | - | - | - | 0.22 | - | - | - | - | - | - | 0.22 |
| 565 | Amuria District | - | - | - | 0.24 | - | - | - | - | - | - | 0.24 |
| 567 | Bukwo District | - | - | - | 0.73 | - | - | - | - | - | - | 0.73 |
| 568 | Mityana District | - | - | - | 0.44 | - | - | - | - | - | - | 0.44 |
| 570 | Amuru District | - | - | - | 0.35 | - | - | - | - | - | - | 0.35 |
| 571 | Budaka District | - | - | - | 0.67 | - | - | - | - | - | - | 0.67 |
| 572 | Oyam District | - | - | - | 0.06 | - | - | - | - | - | - | 0.06 |
| 573 | Abim District | - | - | - | 0.27 | - | - | - | - | - | - | 0.27 |
| 574 | Namutumba District | - | - | - | 0.78 | - | - | - | - | - | - | 0.78 |
| 575 | Dokolo District | - | - | - | 0.01 | - | - | - | - | - | - | 0.01 |
| 576 | Bullisa District | - | - | - | 0.28 | - | - | - | - | - | - | 0.28 |
| 577 | Maracha District | - | - | - | 0.72 | - | - | - | - | - | - | 0.72 |
| 578 | Bukedea District | - | - | - | 0.02 | - | - | - | - | - | - | 0.02 |
| 580 | Lyantonde District | - | - | - | 0.06 | - | - | - | - | - | - | 0.06 |
| 584 | Kyegegwa District | - | - | - | 0.06 | - | - | - | - | - | - | 0.06 |
| 585 | Lamwo District | - | - | - | 0.12 | - | - | - | - | - | - | 0.12 |
| 586 | Otake District | - | - | - | 0.22 | - | - | - | - | - | - | 0.22 |
| 587 | Zombo District | - | - | - | 0.32 | - | - | - | - | - | - | 0.32 |
| 589 | Eulambuli District | - | - | - | 0.08 | - | - | - | - | - | - | 0.08 |
| 591 | Gomba District | - | - | - | 0.36 | - | - | - | - | - | - | 0.36 |
| 592 | Kiryandongo District | - | - | - | 0.08 | - | - | - | - | - | - | 0.08 |
| 593 | Luwero District | - | - | - | 0.54 | - | - | - | - | - | - | 0.54 |
| 596 | Serere District | - | - | - | 0.04 | - | - | - | - | - | - | 0.04 |
| 597 | Kyanwaza District | - | - | - | 0.47 | - | - | - | - | - | - | 0.47 |
| 598 | Kalungu District | - | - | - | 0.31 | - | - | - | - | - | - | 0.31 |
| 599 | Lwengo District | - | - | - | 0.18 | - | - | - | - | - | - | 0.18 |
| 602 | Rubirizi District | - | - | - | 0.09 | - | - | - | - | - | - | 0.09 |
| 605 | Kibuku District | - | - | - | 0.08 | - | - | - | - | - | - | 0.08 |
| 606 | Nwoya District | - | - | - | 0.44 | - | - | - | - | - | - | 0.44 |
| 607 | Kole District | - | - | - | - | - | - | - | - | - | - | - |

ANNEX 10: Allocated Domestic Arrears in the Budget for FY 2016/17

| Vote | Program | Project | Sector | Vote Function | Output | Item | Budget Estimates |
|------|---------|---------|--------|---------------|--------|--------|---------------------------|
| 001 | 01 | 0000 | 16 | 49 | 99 | 321608 | 253,766,687.00 |
| 001 | 01 | 0000 | 16 | 49 | 99 | 321614 | 94,640,000.05 |
| 001 | 01C | 0000 | 16 | 04 | 99 | 321605 | 1,000,000,000.00 |
| 001 | 08 | 0000 | 11 | 11 | 99 | 321608 | 3,341,331,934.00 |
| 002 | 01 | 0000 | 16 | 11 | 99 | 321608 | 152,630,665.00 |
| 004 | 01 | 0000 | 11 | 49 | 99 | 321605 | 2,658,154,365.00 |
| 004 | 01 | 0000 | 11 | 49 | 99 | 321611 | 3,185,091,541.08 |
| 005 | 01 | 0000 | 13 | 49 | 99 | 321605 | 97,276,712.00 |
| 006 | 01 | 0000 | 16 | 49 | 99 | 321605 | 5,021,510,455.25 |
| 008 | 01 | 0000 | 14 | 49 | 99 | 321605 | 11,258,829,217.78 |
| 009 | 01 | 0000 | 12 | 49 | 99 | 321608 | 213,939,055.00 |
| 009 | 05 | 0000 | 12 | 12 | 99 | 321605 | 358,151,685.15 |
| 010 | 01 | 0000 | 01 | 49 | 99 | 321608 | 656,761,858.21 |
| 011 | 01 | 0000 | 13 | 49 | 99 | 321605 | 569,738,223.00 |
| 011 | 01 | 0000 | 13 | 49 | 99 | 321608 | 262,525,366.85 |
| 013 | 01 | 0000 | 07 | 49 | 99 | 321608 | 2,831,606,754.07 |
| 014 | 01 | 0000 | 08 | 49 | 99 | 321608 | 2,242,381,968.00 |
| 015 | 01 | 0000 | 06 | 49 | 99 | 321605 | 2,625,058,413.00 |
| 016 | 01 | 0000 | 04 | 49 | 99 | 321608 | 314,793,017.00 |
| 017 | 01 | 0000 | 03 | 49 | 99 | 321608 | 94,742,956.00 |
| 019 | 01 | 0000 | 09 | 49 | 99 | 321614 | 84,789,993.00 |
| 021 | 01A | 0000 | 13 | 32 | 99 | 321605 | 9,610,022,726.13 |
| 101 | 01 | 0000 | 12 | 51 | 99 | 321605 | 7,921,517,987.00 |
| 101 | 01 | 0000 | 12 | 51 | 99 | 321608 | 303,127,043.00 |
| 104 | 01 | 0000 | 15 | 51 | 99 | 321608 | 134,565,914.00 |
| 107 | 00 | 0359 | 08 | 51 | 99 | 321605 | 0.12 |
| 111 | 01 | 0000 | 07 | 51 | 99 | 321608 | 1,348,479,572.42 |
| 120 | 01 | 0000 | 12 | 11 | 99 | 321605 | 699,980,125.00 |
| 122 | 01 | 0000 | 13 | 49 | 99 | 321608 | 510,936,110.92 |
| 124 | 03 | 0000 | 10 | 06 | 99 | 321608 | 41,231,504.00 |
| 130 | 01 | 0000 | 14 | 51 | 99 | 321605 | 20,000,000,000.00 |
| 131 | 01 | 0000 | 14 | 53 | 99 | 321608 | 305,033,250.00 |
| 134 | 01 | 0000 | 08 | 52 | 99 | 321608 | 126,385,551.00 |
| 140 | 01 | 0000 | 07 | 51 | 99 | 321605 | 2,070,000.00 |
| 144 | 01 | 0000 | 12 | 56 | 99 | 321608 | 645,504,752.22 |
| 144 | 07 | 0000 | 12 | 56 | 99 | 321605 | 791,875,289.00 |
| 145 | 01 | 0000 | 12 | 57 | 99 | 321605 | 60,000,000.00 |
| 145 | 01 | 0000 | 12 | 57 | 99 | 321608 | 89,221,173.00 |
| 145 | 07 | 0000 | 12 | 57 | 99 | 321605 | 6,936,840,661.00 |
| 146 | 01 | 0000 | 13 | 52 | 99 | 321608 | 919,878.00 |
| 149 | 01 | 0000 | 07 | 51 | 99 | 321608 | 1,035,797,520.89 |
| 161 | 01 | 0000 | 08 | 54 | 99 | 321608 | 384,263,351.00 |
| 162 | 01 | 0000 | 08 | 55 | 99 | 321608 | 6,884,034.00 |
| 166 | 01 | 0000 | 08 | 56 | 99 | 321608 | 259,618,585.00 |
| 167 | 01 | 0000 | 08 | 56 | 99 | 321608 | 297,524,642.82 |
| 170 | 01 | 0000 | 08 | 56 | 99 | 321608 | 270,563,165.00 |
| 171 | 01 | 0000 | 08 | 56 | 99 | 321608 | 254,254,825.00 |
| 172 | 01 | 0000 | 08 | 56 | 99 | 321608 | 304,416,174.00 |
| 176 | 01 | 0000 | 08 | 56 | 99 | 321608 | 82,701,575.00 |
| 500 | 321608 | 0000 | 13 | 81 | 99 | 321608 | 21,258,544,289.00 |
| | | | | | | | 111,000,000,564.96 |

Annex 11: Reporting Cycle

A. Central Governments

| Quarter | Date | Release Process and Reporting | Condition for Release |
|----------------|------------------------------------|--|---|
| Q4 | <i>Last Working day of July</i> | <i>Q4 performance report (prev FY) and Performance Contract (Form A)</i> | <i>Approved Q3 Performance Report and Performance contract (Form A)</i> |
| Q1 | <i>Last Working day of October</i> | <i>Q1 Performance Report</i> | <i>Approved Q4 (Prev FY) Performance Report</i> |
| Q2 | <i>Last Working day of January</i> | <i>Q2 Performance Report</i> | <i>Approved Q1 Performance Report</i> |
| Q3 | <i>Last Working day of April</i> | <i>Q3 Performance Report</i> | <i>Approved Q2 Performance Report</i> |

ANNEX 12: MATRIX OF THE KEY PRONOUNCEMENTS IN THE BUDGET FOR FY 2016 /2017

| POLICY INITIATIVE/ISSUE | MEASURES/UNDERTAKING | RESPONSIBLE CENTRE | PERFORMANCE |
|---|--|---|-------------|
| 1. MACROECONOMIC TARGETS FOR FY 2016/17 | | | |
| 1.1 Economic Growth | <ul style="list-style-type: none"> • GDP projected growth of 5.5% | Ministry of Finance, Planning & Economic Development | |
| 1.2 Inflation | <ul style="list-style-type: none"> • Keep Inflation rate with in single digit | Ministry of Finance, Planning & Economic Development | |
| 1.3 Exchange Rates | <ul style="list-style-type: none"> • Continue to smoothen exchange rate movements in order not to cause undue instability in the business climate. | Bank of Uganda | |
| 1.4 Interest Rates | <ul style="list-style-type: none"> • Government will ensure fiscal and monetary policies prevent a significant rise in interest rates that crowd out the private sector. • Strengthening consumer protection measures to address any misconduct, such as the manner in which collateral is sold in case of loan default, by some financial institutions. | Ministry of Finance, Planning & Economic Development, Bank of Uganda | |
| 1.5 Balance of Payments | <ul style="list-style-type: none"> • Increasing revenue from exports by adding value to primary commodities, • Harnessing the largely untapped tourism potential, and • Continuing to attract foreign direct investment | Ministry of Agriculture, Animal Industry and Fisheries, Ministry of Tourism | |

ANNEX 12: MATRIX OF THE KEY PRONOUNCEMENTS IN THE BUDGET FOR FY 2016 /2017

| POLICY INITIATIVE/ISSUE | MEASURES/UNDERTAKING | RESPONSIBLE CENTRE | PERFORMANCE |
|--|--|---|-------------|
| <p>2.2 Unlocking Uganda's Tourism potential</p> | <p>Key interventions for the FY2016/17 include:</p> <ul style="list-style-type: none"> • Participating in international tourism fairs and expos, and implementing the single East Africa Tourist visa; • Upgrading heritage sites such as the Namugongo Martyrs Shrine; promoting cultural theme events, and developing regional tourists circuits in Buganda, Bunyoro, Toro, Ankole and Kigezi, Busoga, West Nile, Acholi, Rwenzori, Sseese Islands, Teso and Karamoja. • Skilling tour operators, hoteliers and tourism industry workers to deliver world class hospitality services; • Grading of an additional 200 hotels and restaurants, and increasing inspection of tourism enterprises in Wakiso, Kabarole, Jinja, Mbale, Kabale, Mbarara, Masindi, Jinja, Gulu and Lira; and • Developing strategic tourism infrastructure with emphasis on tourism roads to improve visitor experience, and attract private investment in tourism. | <p>Ministry of Tourism, Wildlife and Antiquities</p> <p>Ministry of Tourism, Wildlife and Antiquities</p> | |
| <p>2.3 Employment and Job Creation</p> | <p>Government will;</p> <ul style="list-style-type: none"> • Continue with affirmative action with the Youth Livelihood Programme. The programme builds the capacity of Youth to invest in their own innovative projects, and eventually develops them into entrepreneurs • Economically empower women by rolling out the Uganda Women Enterprise Programme (UWEP). | <p>Ministry of Trade and Industry Cooperatives,</p> | |

ANNEX 12: MATRIX OF THE KEY PRONOUNCEMENTS IN THE BUDGET FOR FY 2016 /2017

| POLICY INITIATIVE/ISSUE | MEASURES/UNDERTAKING | RESPONSIBLE CENTRE | PERFORMANCE |
|-------------------------|---|--|-------------|
| | <p>Lira-Akia & Lira Railway & Army Barracks Accesses (12km)</p> <p>Kiryandongo-Karuma (37km)</p> <p>Mbarara by-pass (40km)</p> <p>Ntungamo-Mirama Hills(37km)</p> <p>Musita-Mayuge-Lumino-Busia/Majanji(104km)</p> <p>Namunsi-Sironko-Muyembe (32km)</p> <p>Iganga-Kaliro(32km)</p> <p>Commence construction on the following roads</p> <p>Tirinyi-Pallisa-Kumi/Pallisa-Kamonkolli (111km)</p> <p>Mbale-Bubulo-Lwakhakha road(45km)</p> <p>Nakalama-Tirinyi-Mbale(101km)</p> <p>Mbale-Nkokonjeru(21km)</p> <p>Soroti-Arapai Railway Station (10km)</p> <p>Soroti State lodge road (2km) Moroto</p> <p>Kamuli and Jinja town roads(22.2km)</p> | <p>Ministry of Works & Transport, URF, and UNRA.</p> | |

ANNEX 12: MATRIX OF THE KEY PRONOUNCEMENTS IN THE BUDGET FOR FY 2016 /2017

| POLICY INITIATIVE/ISSUE | MEASURES/UNDERTAKING | RESPONSIBLE CENTRE | PERFORMANCE |
|-------------------------|--|--|-------------|
| | <p>Ishaka-Rugazi-Katunguru (55km); Kabale-Bunyonyi Lake road (8km) Karenga-South Sudan border (44km) Soroti-Katakwi-Moroto-Lokitanyala (208km) Muyembe-Nakapiripirit (92km)</p> <p>Commence procurement of contractors to undertake the following Roads Tororo-Mbale-Soroti, Lira-Kamdini maintenance (all together 341km)</p> <p>Kabwoya-Buhuka(43km) Karugutu-Ntoroko road (55km) Rwenkuye-Masindi Port-Apac-Lira-Acholibur(250km) Kapchorwa-Suam road (77M) Kampala – Jinja expressway (77km)</p> <p>Carryout Feasibility Studies and conduct designs on the following roads Luwero-Butalangu-Ngoma(83km) Lusalira-Kasambya-Nkonge-Sembabule (97km) Kanoni-Misingi-Mityana (61km)</p> | <p>Ministry of Works & Transport, URF, and UNRA.</p> | |

ANNEX 12: MATRIX OF THE KEY PRONOUNCEMENTS IN THE BUDGET FOR FY 2016 /2017

| POLICY INITIATIVE/ISSUE | MEASURES/UNDERTAKING | RESPONSIBLE CENTRE | PERFORMANCE |
|-------------------------|---|--|-------------|
| | <p>Muhanga-Kisizi-Rwashamaire (50km)</p> <p>Nabumali-Butaleja-Namutumba (90km)</p> <p>Magale-Bumbo-Lwakhakha road(14km);</p> <p>Kumi-Ngora-Serere-Kagwara/Soroti (75km)</p> <p>Soroti-Katakwi-Moroto,Mayuge-Mbaale-Nakivumbi-Bugiri-Namayingo-Lugala(90km)</p> <p>Busia-Tororo (90km)</p> <p>Simu-Kamu-Bulago-Masisa (with a loop to Bumasobo in Buyaga) and Bubulo-Bududa Circular road (28km)</p> <p>Atiak-Adjumani-Afoji, Goli-Paidha-Zombo-Warr-Arua (59km)</p> <p>Kitgum-Kipedo road.</p> <p>Bridges</p> <p>Second Nile Bridge at Jinja</p> <p>Pakwata, Nyacyara</p> <p>Goli, Nyagak-3 (Nebbi)</p> <p>Enyau-3 and Alla (Arua)</p> | <p>Ministry of Works & Transport, URF, and UNRA.</p> | |

ANNEX 12: MATRIX OF THE KEY PRONOUNCEMENTS IN THE BUDGET FOR FY 2016 /2017

| POLICY INITIATIVE/ISSUE | MEASURES/UNDERTAKING | RESPONSIBLE CENTRE | PERFORMANCE |
|-------------------------|--|--|-------------|
| | <p>Seretoyo on Kapchorwa-Suam road</p> <p>Kaabong bridge</p> <p>Design of Kiakia, Ora, Mutukula, Semiliki and Murungo bridges</p> <p>Kabuhuuna bridge on Nguse river Kibaale District</p> <p>Complete procurement of construction of the following strategic bridges</p> <p>Ora 2 bridge on Pakwach-Inde-Ocoko road</p> <p>Ora 1 bridge, Awa bridge and Olemika Bridge on Pakwach-Inde-Ocoko road</p> <p>Nyakambu bridge on Kabwohe-Bwizibwera road</p> <p>Koch bridge on Keri-Midigo-Kerwa road</p> <p>Osu bridge on Arua-Biliife-Otrevu road</p> <p>Odrua bridge on Arua-Vurra Custon-Paidha Goli road</p> <p>Nariamabune bridge on Ariamoi-Kotido-Kabong-Kapedo road</p> <p>Malaba 2 bridge, Malaba 3 bridge, Okane bridge and Halukada bridge all on Tororo-Busia road</p> <p>Maziba (Omukabaare) bridge on old Kabale road (Kigata –Kabunyonyi-Nyakigugwe) road</p> <p>Bridge on Kagandi (Kaku) Natete-Busanza-Mpaka road, Kiruruma bridge on Katojo-Kihini</p> | <p>Ministry of Works & Transport, URF, and UNRA.</p> | |

ANNEX 12: MATRIX OF THE KEY PRONOUNCEMENTS IN THE BUDGET FOR FY 2016 /2017

| POLICY INITIATIVE/ISSUE | MEASURES/UNDERTAKING | RESPONSIBLE CENTRE | PERFORMANCE |
|--------------------------------|---|--|-------------|
| 3.1. 2 Air Transport | <p>redeployed on the Buvuma Island-Mainland route.</p> <ul style="list-style-type: none"> • Increased enforcement of regulations to make water transport safe and environmentally friendly. • Upgrade Entebbe International Airport as Uganda's principal international airport to improve the quality of operation and maintenance; • Construct a new cargo center, new passenger terminal, strengthening runways, and the replacement of navigations aids; • Fast track several regional aerodromes and an airport at Kabale (Hoima) to ease the development of the oil refinery. | Ministry of Works and Transport | |
| 3.2 Electricity Infrastructure | <ul style="list-style-type: none"> • Commencement of works on the connection of Nwoya, Kaboong and Kotido districts to the national grid • The feasibility study to connect Buvuma district to the national grid • Works will also continue on 2,000 Km of transmission lines, 8,000 Km of Medium Voltage and 4,000 Km of Low Voltage networks located in over 98 districts. • Works at four (4) new substations will also commence at the Namanve South, Luzira, Mukono and Iganga Industrial parks. | Ministry of Energy and Mineral Development, Rural Electrification Agency (REA) | |

ANNEX 12: MATRIX OF THE KEY PRONOUNCEMENTS IN THE BUDGET FOR FY 2016 /2017

| POLICY INITIATIVE/ISSUE | MEASURES/UNDERTAKING | RESPONSIBLE CENTRE | PERFORMANCE |
|-------------------------|---|--|-------------|
| | <p>education;</p> <ul style="list-style-type: none"> • Increase of salaries of Primary teachers by 15% which will be the last installment in Government's commitment to increase teachers' salaries by 50% in a phased manner. | | |
| 4.2 Skills Development | <p>Government will undertake the following interventions:-</p> <ul style="list-style-type: none"> • Finalize the update of national curriculum for Business, Technical Vocational and Education and Training courses; • Complete six technical and vocational national certificate assessment guides; • Complete orientation manuals for 6 technical and vocational programs; and • Train 237 instructors on the 6 technical and Vocational national Certificate programs. • Continue to strengthen institutional capacity of BTVET institutions to narrow the gap between the formal education and the labour market. | Ministry of Educations, Science, Technology and Sports | |
| 4.3 Health | <p>Focus will be placed on the following;</p> <ul style="list-style-type: none"> • Continue rehabilitation and expansion of Mulago Hospital • Accelerating interventions to improve availability of healthcare workers at health centres, • Enhancing Maternal, New born and Child health in order to reduce the high number of deaths. | Ministry of Health | |

ANNEX 12: MATRIX OF THE KEY PRONOUNCEMENTS IN THE BUDGET FOR FY 2016 /2017

| POLICY INITIATIVE/ISSUE | MEASURES/UNDERTAKING | RESPONSIBLE CENTRE | PERFORMANCE |
|--|--|---|-------------|
| 5.1.1 Peace and National Security | <ul style="list-style-type: none"> Government will continue to build the capacity of the security forces to enable maintain security both national and across the region | Ministry of Defense | |
| 5.1.2 Law and Order | <ul style="list-style-type: none"> Continued strengthening of the legal reforms, Ensure harmonization of justice delivery standards. Increase productivity of the judiciary by enhancing efficiency to reduce commercial case backlog by introducing new technology. The sector will also reduce regulatory requirements for starting a business, including expediting of business licensing reform. | Ministry of Internal Affairs, Ministry of Justice and Constitutional Affairs | |
| 5.2 Improving Government Effectiveness in Service Delivery | <ul style="list-style-type: none"> Government will restructure Ministries, Departments and local governments to enhance the efficiency and effectiveness of their systems and processes; Further consolidate the decentralized payroll and pensions' management system by integrating payroll system with the Budgeting System and strengthening the Human Resource Management function; Deepen Fiscal Decentralisation by devolving more financial decisions closer to the frontline service delivery units including consolidating the decentralized budgeting and payment of salaries, pension and gratuity; Cross payment of allowances between Ministries, Departments Agencies and Local Government will not be permitted forthwith, with the exception of Local Government officials required to attend Central Government organized workshops; and | Ministry of Finance, Planning & Economic Development, MoPS, OPM and respective MDA's. | |

ANNEX 12: MATRIX OF THE KEY PRONOUNCEMENTS IN THE BUDGET FOR FY 2016 /2017

| POLICY INITIATIVE/ISSUE | MEASURES/UNDERTAKING | RESPONSIBLE CENTRE | PERFORMANCE |
|-------------------------|--|--------------------|-------------|
| | <p>domestic suppliers and producers.</p> <ul style="list-style-type: none"> • Producers of solar, wind and geothermal energy will be allowed relief on VAT incurred on their business inputs, in order to reduce the cost of production of alternative sources of energy. • VAT imposed on imported services used by Business Process Outsourcing (BPO) companies will be refunded at the time of export or offset if the services are consumed in Uganda. | | |

Annex 13: Funds Allocation for recruitment of Tertiary Employees, PHC Workers and Agricultural Extension Workers

| Vote | Local Government | Recruitment for Tertiary/2016/17 | Recruitment for 2016/17 | Recruitment for 2016/17 |
|------|------------------------|----------------------------------|-------------------------|-------------------------|
| 532 | Luwero District | | 445,869,273 | 181,652,174 |
| 533 | Masaka District | | | 181,652,174 |
| 534 | Masindi District | | 513,891,716 | 181,652,174 |
| 535 | Mayuge District | | | 181,652,174 |
| 536 | Mbale District | | | 181,652,174 |
| 537 | Mbarara District | | | 181,652,174 |
| 538 | Moroto District | | 392,489,445 | 181,652,174 |
| 539 | Moyo District | | | 181,652,174 |
| 540 | Mpigi District | | | 181,652,174 |
| 541 | Mubende District | 313,557,660 | | 181,652,174 |
| 542 | Mukono District | | | 181,652,174 |
| 543 | Nakapiripirit District | | 395,816,848 | 181,652,174 |
| 544 | Nakasongola District | 313,557,660 | | 181,652,174 |
| 545 | Nebbi District | | 445,869,273 | 181,652,174 |
| 546 | Ntungamo District | | 451,173,358 | 181,652,174 |
| 547 | Pader District | 313,557,660 | | 181,652,174 |
| 548 | Pallisa District | | 356,416,593 | 181,652,174 |
| 549 | Rakai District | | 967,451,928 | 181,652,174 |
| 550 | Rukungiri District | | | 181,652,174 |
| 551 | Sembabule District | | | 181,652,174 |
| 552 | Sironko District | | | 181,652,174 |
| 553 | Soroti District | | | 181,652,174 |
| 554 | Tororo District | | 840,248,079 | 181,652,174 |
| 555 | Wakiso District | | 198,709,792 | 181,652,174 |
| 556 | Yumbe District | 627,115,320 | 397,425,677 | 181,652,174 |
| 557 | Butaleja District | | 512,610,038 | 181,652,174 |
| 558 | Ibanda District | | | 181,652,174 |
| 559 | Kaabong District | | 654,932,787 | 181,652,174 |
| 560 | Isingiro District | | | 181,652,174 |
| 561 | Kaliro District | | | 181,652,174 |
| 562 | Kiruhura District | | | 181,652,174 |
| 563 | Koboko District | | | 181,652,174 |
| 564 | Amolatar District | | | 181,652,174 |
| 565 | Amuria District | 313,557,660 | | 181,652,174 |
| | | | | 627,521,447 |
| | | | | 181,652,174 |
| | | | | 695,543,890 |
| | | | | 181,652,174 |
| | | | | 181,652,174 |
| | | | | 181,652,174 |
| | | | | 181,652,174 |
| | | | | 574,141,619 |
| | | | | 181,652,174 |
| | | | | 181,652,174 |
| | | | | 495,209,834 |
| | | | | 181,652,174 |
| | | | | 891,026,682 |
| | | | | 627,521,447 |
| | | | | 632,825,532 |
| | | | | 495,209,834 |
| | | | | 538,068,767 |
| | | | | 1,149,104,102 |
| | | | | 181,652,174 |
| | | | | 181,652,174 |
| | | | | 181,652,174 |
| | | | | 181,652,174 |
| | | | | 1,021,900,253 |
| | | | | 380,361,966 |
| | | | | 1,206,193,171 |
| | | | | 694,262,212 |
| | | | | 181,652,174 |
| | | | | 836,584,961 |
| | | | | 181,652,174 |
| | | | | 181,652,174 |
| | | | | 181,652,174 |
| | | | | 181,652,174 |
| | | | | 181,652,174 |
| | | | | 181,652,174 |
| | | | | 495,209,834 |

Annex 13: Funds Allocation for recruitment of Tertiary Employees, PHC Workers and Agricultural Extension Workers

| Vote | Local Government | Recruitment for Tertiary 2016/17 | Recruitment for 2016/17 | Recruitment for 2016/17 |
|------|-------------------------------|----------------------------------|-------------------------|-------------------------|
| 600 | Bukomansimbi District | | | 181,652,174 |
| 601 | Mitooma District | | | 181,652,174 |
| 602 | Rubirizi District | | | 181,652,174 |
| 603 | Ngora District | | | 181,652,174 |
| 604 | Napak District | | | 181,652,174 |
| 605 | Kibuku District | | 513,891,716 | 181,652,174 |
| 606 | Nwoya District | | | 181,652,174 |
| 607 | Kole District | | | 181,652,174 |
| 608 | Butambala District | | 440,855,661 | 622,507,835 |
| 609 | Sheema District | | 544,602,811 | 726,254,985 |
| 610 | Buhweju District | | | 181,652,174 |
| 611 | Agago District | | | 181,652,174 |
| 612 | Kween District | | | 181,652,174 |
| 613 | Kagadi District | | | 181,652,174 |
| 614 | Kakumiro | | | 181,652,174 |
| 616 | Rubanda | | | 181,652,174 |
| 615 | Omoro | | | 25,000,000 |
| 751 | Arua Municipal Council | | | 25,000,000 |
| 752 | Entebbe Municipal Council | | | 25,000,000 |
| 753 | Fort-Portal Municipal Council | | | 25,000,000 |
| 754 | Gulu Municipal Council | | | 25,000,000 |
| 755 | Jinja Municipal Council | | | 25,000,000 |
| 757 | Kabale Municipal Council | | | 25,000,000 |
| 758 | Lira Municipal Council | | | 25,000,000 |
| 759 | Masaka Municipal Council | | | 25,000,000 |
| 760 | Mbale Municipal Council | | | 25,000,000 |
| 761 | Mbarara Municipal Council | | | 25,000,000 |
| 762 | Moroto Municipal Council | | | 25,000,000 |
| 763 | Soroti Municipal Council | | | 25,000,000 |
| 764 | Tororo Municipal Council | | | 25,000,000 |
| 770 | Kasese Municipal Council | | | 25,000,000 |
| 771 | Hoima Municipal Council | | | 25,000,000 |
| 772 | Mukono Municipal Council | | | 25,000,000 |
| 773 | Iganga Municipal Council | | | 25,000,000 |

TEL: 331900
 FAX: 335462
 EMAIL: secret@statehouse.go.ug

IN ANY CORRESPONDENCE ON PO/23
 THIS SUBJECT PLEASE QUOTE No.



THE REPUBLIC OF UGANDA

State House,
 P.O. Box 25497,
 Kampala,
 Uganda.

31st March 2016

Rt. Hon. Dr. Ruhakana Rugunda
 Prime Minister
 KAMPALA.

IRREGULAR RECRUITMENT OF STAFF WITHOUT AUTHORIZATION

I have been informed that a number of Government Ministries, Agencies, Departments and Local Governments, undertake unplanned recruitment in the course of the Financial Year in total disregard of the budget approved by myself, Cabinet and appropriated by Parliament.

The practice has led to mismanagement of the Government payroll including persistent supplementary funding requests due to wage bill overruns which undermine the credibility of the Budget.

This practice, if not checked can easily lead to unsustainability of the wage bill as happened in the past leading to accumulation of salary arrears. I am told that good budgeting practice requires that the wage bill of a country should not exceed 30% of its revenue to ensure that it is sustainable. Good enough our wage bill is around that compared to URA revenue of US\$11,000bn. This is the reason I have been advising the Ugandan Political class to advocate for low wages in the short-term in order to free resources for infrastructure and increase production. Once our economy becomes strong, then we can consider increasing wages in the long-run.

Furthermore, I have received information that this year over Shs.100bn is being provided through supplementary expenditure to meet salaries arising out of unplanned recruitment. This money could have been used to provide infrastructure or wealth creation.

Annex 15: Verified Pension and Gratuity Arrears

| Code | Vote | Submissions from Accounting Officers |
|------|---|--------------------------------------|
| 001 | Office of the President incl. ISO | 31,487,584 |
| 003 | Office of the Prime Minister | 25,105,216 |
| 005 | Ministry of Public Service | 295,920,000 |
| 006 | Ministry of Foreign Affairs | 781,868,335 |
| 008 | Ministry of Finance, Planning & Economic Dev. | 475,723,599 |
| 009 | Ministry of Internal Affairs | 160,642,304 |
| 012 | Ministry of Lands, Housing & Urban Development | 243,057,153 |
| 013 | Ministry of Education, Science, Technology and Sports | 4,347,304,652 |
| 015 | Ministry of Trade, Industry and Cooperatives | 64,640,090 |
| 016 | Ministry of Works and Transport | 198,236,395 |
| 017 | Ministry of Energy and Mineral Development | 314,597,347 |
| 019 | Ministry of Water and Environment | 106,368,042 |
| 021 | Ministry of East African Community Affairs | 397,691,280 |
| 022 | Ministry of Tourism, Wildlife and Antiquities | 93,354,429 |
| 111 | Busitema University | 3,203,984,986 |
| 122 | Kampala Capital City Authority | 2,244,684,800 |
| 131 | Auditor General | 808,102,567 |
| 134 | Health Service Commission | 66,259,528 |
| 144 | Uganda Police Force | 1,795,796,760 |
| 145 | Uganda Prisons | 766,723,037 |
| 148 | Judicial Service Commission | 14,814,138 |
| 149 | Gulu University | 2,801,628,145 |
| 151 | Uganda Blood Transfusion Services | 238,325,723 |
| 163 | Arua Referral Hospital | 460,994,715 |
| 164 | Fort Portal Referral Hospital | 167,025,819 |
| 166 | Hoima Referral Hospital | 403,874,077 |
| 167 | Jinja Referral Hospital | 284,795,418 |
| 168 | Kabale Referral Hospital | 522,424,829 |
| 169 | Masaka Referral Hospital | 111,249,207 |
| 170 | Mbale Referral Hospital | 779,576,289 |
| 171 | Soroti Referral Hospital | 290,041,039 |
| 172 | Lira Referral Hospital | 579,972,154 |
| 173 | Mbarara Referral Hospital | 14,289,223 |
| 175 | Moroto Referral Hospital | 418,417,199 |
| 501 | Adjumani District | 153,907,091 |
| 502 | Apac District | 778,523,760 |
| 504 | Bugiri District | 218,543,018 |
| 505 | Bundibugyo District | 348,534,399 |
| 506 | Bushenyi District | 311,298,503 |
| 507 | Busia District | 1,184,951,228 |
| 508 | Gulu District | 1,212,142,098 |
| 509 | Hoima District | 609,949,523 |
| 510 | Iganga District | 766,845,438 |
| 511 | Jinja District | 399,168,241 |
| 512 | Kabale District | 1,174,767,070 |
| 514 | Kaberamaido District | 429,505,798 |
| 515 | Kalangala District | 247,511,486 |

Annex 15: Verified Pension and Gratuity Arrears

| | | |
|-----|-----------------------------|-----------------------|
| 568 | Mityana District | 773,348,686 |
| 570 | Amuru District | 435,172,160 |
| 571 | Budaka District | 462,322,919 |
| 572 | Oyam District | 669,313,310 |
| 573 | Abim District | 61,511,079 |
| 574 | Namutumba District | 270,557,873 |
| 575 | Dokolo District | 778,989,474 |
| 576 | Bullisa District | 13,174,880 |
| 577 | Maracha District | 306,840,595 |
| 578 | Bukedea District | 715,823,148 |
| 579 | Bududa District | 410,972,720 |
| 580 | Lyantonde District | 24,301,030 |
| 584 | Kyegegwa District | 57,803,417 |
| 585 | Lamwo District | 61,758,516 |
| 586 | Otuke District | 124,914,611 |
| 587 | Zombo District | 219,463,606 |
| 589 | Bulambuli District | 322,002,285 |
| 591 | Gomba District | 84,484,046 |
| 592 | Kiryandongo District | 358,839,226 |
| 593 | Luuka District | 83,978,465 |
| 594 | Namayingo District | 69,771,794 |
| 596 | Serere District | 539,542,322 |
| 597 | Kyankwanzi District | 42,101,672 |
| 598 | Kalungu District | 473,692,235 |
| 599 | Lwengo District | 314,825,186 |
| 602 | Rubirizi District | 177,152,954 |
| 603 | Ngora District | 84,682,916 |
| 605 | Kibuku District | 102,952,324 |
| 606 | Nwoya District | 76,662,803 |
| 607 | Kole District | 459,518,449 |
| 608 | Butambala District | 66,490,518 |
| 609 | Sheema District | 753,091,430 |
| 610 | Buhweju District | 13,214,617 |
| 752 | Entebbe Municipal Council | 268,823,528 |
| 754 | Gulu Municipal Council | 195,029,830 |
| 755 | Jinja Municipal Council | 2,066,918,885 |
| 757 | Kabale Municipal Council | 136,861,245 |
| 760 | Mbale Municipal Council | 443,174,835 |
| 761 | Mbarara Municipal Council | 107,757,108 |
| 763 | Soroti Municipal Council | 136,094,694 |
| 764 | Tororo Municipal Council | 256,090,799 |
| 770 | Kasese Municipal Council | 1,403,142 |
| 771 | Hoima Municipal Council | 199,239,986 |
| 772 | Mukono Municipal Council | 191,710,250 |
| 773 | Iganga Municipal Council | 5,760,000 |
| 774 | Masindi Municipal Council | 63,982,691 |
| 775 | Ntungamo Municipal Council | 27,952,690 |
| 776 | Busia Municipal Council | 230,404,989 |
| 778 | Rukungiri Municipal Council | 51,858,547 |
| | TOTAL | 74,622,940,488 |



REPORT

**MONITORING OF THE DECENTRALISED SALARY, PENSION AND
GRATUITY PAYMENTS FOR FY 2015/16**

Ministry of Finance, Planning and Economic Development

MAY 2016

4. However, inadequate sensitisation of a number of key stakeholders at the Centre and in Local Governments on the policy-shift has led to delayed verification and payment of bonafide pensioners, which is likely to undermine the achievement of the full benefit of the policy.
5. It is against this background, that this monitoring exercise was conducted to assess the progress of implementation of the decentralised pensions and salary payments policy, sensitize the key players involved in processing salaries and pensions payments, generate recommendations for addressing the challenges in order to improve the overall Government payroll management.

1.2 Objective of the Monitoring Exercise

6. The key objective of the exercise was to sensitise the AOs, HoDs, HROs, employees/pensioners and all other relevant stakeholders on the decentralised payment of Salaries, Pension and Gratuity.
7. Specifically, the exercise aimed at establishing reasons for alleged non-payment, under and over payments, delayed verification of pensioners' records, delayed access of pensioners on the payroll and other challenges experienced by states in implementing the decentralised policy.

1.3 Scope of the Monitoring Exercise

8. This exercise covered all government institutions with employees/pensioners on the Government payroll. The first phase of the exercise covered institutions. The first and second phase covered all local governments, Universities and Referral Hospitals outside

1.4 Key Improvements and outstanding challenges since the introduction of the reform

I. Budget Preparation

Salaries Payments:

- i) All Votes are able to submit detailed staff lists in the format of the Output Budgeting Tool (OBT); *Accounting Officers should also ensure updated staff-lists in the format of MoPS for Management, Policy and Planning.*
- ii) It was noted that Wage Bill provisions to pay salaries for staff on the payroll and filling of critical vacant posts was inadequate. LGs were however advised to prioritize recruitment of critical staff within the budget provisions appropriated by Parliament as provided in the PFMA 2015.
- iii) Lack of National Identification (ID) Numbers by some Public Servants, which poses a challenge during capturing information in the OBT. LGs leaders were advised to mobilize the affected staff to register for the National ID as guided by Government.
- iv) Wage shortfalls arising out of Central Government Initiated recruitments of Health workers and failure by MoFPED to honor submissions on budget for ongoing/planned recruitments and cases pending reactivation during preparation and submission of BFP. It was recommended that Accounting Officers be consulted when recruiting Health workers and Secondary Teachers.
- v) Inadequate budget provision for IFMS and IPPS operational costs such as scanners, photocopying and fuel for generators
- vi) It was also raised that centralized appointment and deployment of secondary school teachers lead to budgeting and supervision challenges by AOs. MESTS were requested to consult with AOs in the deployment of secondary teachers and ensure that appropriate documentations are filed with the Accounting Officers.

- vi) The Issuance of Deduction codes on the payroll by Ministry of Public Service instead of Accounting Officers has led in-excessive deductions beyond 50%, hence causing massive payroll deletions.
- vii) It was noted that, there is need to automate the salary payments system, such that ONLY gross salary processing/payment is done in order to minimize inaccuracies created out net salary payments.
- viii) Irregular issuance of loans by financial institutions and coding of payroll deductions by MoPs without knowledge of the Accounting Officers; It was recommended that Direct financial Institutions should only issue loans after obtaining letters from the AOs, and MoPS should stopping issuing deduction codes at the Centre. This will ensure that loans are not approved beyond 50% of the employees' salaries and loans are not given to those on interdiction/ abscondment, hence minimizing over deductions and employees records deleted.
- ix) It was reported that, there are delays in implementation of an effective IPPS-IFMS interface and use of the excel template (data loader) to upload the payroll data on the IFMS has led to errors being made on the payroll system.
- x) Frequent IFMS and IPPS failure due to poor network leading to delayed processing of the payroll and salary payments still remain a challenge. It is recommended that government (MoLG) should consider contracting more than one internet service provider, to minimize system failures.
- xi) There were reported cases of non-payment of science allowance to some Science teachers and hard to reach allowance in some LGs e.g. Bundibugyo DLG.
- xii) Delays in processing of payments under the Treasury Single Account (TSA) System which affects salary payments

Pensions and Gratuity Payments:

- i) It was noted that, there was no pension pay slips printed and distributed to pensioners. *This has made it difficult for pensioners to know exactly how much is transferred to their bank accounts.*

- iv) Ministry of Public Service to provide pension files that have not yet been worked on to the votes so that they take up the responsibility to process those files.
- v) Ministry of Public Service should stop issuing deduction codes at the centre in order to minimize over deductions and employees records deleted
- vi) Expeditious filling of vacant Posts and access to the payroll for new employees
- vii) Provide a refresher training for Human Resource Officers who are responsible for the decentralized pension and salary payment so as to enhance their capacity
- viii) The report on the key findings of these exercises should be shared with the Local governments and the Beneficiaries.

Part 2: SUMMARY OF KEY FINDINGS, SALARY AND PENSION PAYROLL ISSUES, CHALLENGES AND RECOMMENDATIONS FOR REDRESS

| | AOs | Monthly |
|--|---|--|
| <p>4. Non-remittance of payroll deductions such as to UNATU and Medical Workers Association</p> | <p>AOs must ensure that all outstanding and subsequent deductions are remitted</p> | <p>Monthly</p> |
| <p>5. Irregular issuance of loans by financial institutions and coding of payroll deductions by MoPs without knowledge of the Accounting Officers</p> | <p>Direct financial institutions should only issue loans after obtaining letters from the Accounting Officers, and MoPS should not code deductions at the centre. This will ensure that loans are not approved beyond 50% of the employees' salaries, loans are not given to those on interdicted/abscondment, no over deductions and employees records deleted</p> | <p>MoFPED, MoPS & MDAs Immediate</p> |
| <p>6. MoFPED takes long to issue supplier numbers and this makes payments for Salaries and Pensions hard.</p> | <p>The issuance of supplier numbers should be amended</p> | <p>MoPS MoFPED (AGO) Immediate</p> |
| <p>7. Persistent payroll changes, which are not initiated by the Accounting Officers such as disappearance of some staff names from the payroll and inclusion of unknown names on some Votes payrolls.</p> | <p>• Ensure that all payroll records are initiated by AOs • AOs should delete all the unknown records from their payrolls and inform the MoPS. • Address the system errors in the IPPS and ensure full decentralization.</p> | <p>AOs MoPS Monthly</p> |

| | | | | |
|-----|---|---|--------------------------|-----------|
| 13. | Lack of personal file numbers for some staff | Ensure provision of the IPPS number to the affected staff. | AOs MoPS | Monthly |
| 14. | Wage shortfalls arising out of Central Government initiated recruitments of Health workers and failure by MoFPED to honor submissions on budget for ongoing/planned recruitments and cases pending reactivation during preparation and submission of BFP. | <ul style="list-style-type: none"> Consult the Accounting Officers when recruiting staff for Health secondary Education Consider information submitted by Accounting Officers in the OBT. | MoH MoEST&S MoFPED | |
| 15. | Non-remittance of payroll deductions | AOs must ensure that all outstanding and subsequent deductions are remitted. | AOs | Monthly |
| 16. | There are cases of non-payment of science allowance to some Science teachers and also hard to reach allowance e.g Bundibugyo | Verify and rectify the claim. However, the standing orders do not provide for payment of allowances in arrears. | AOs | Immediate |
| 17. | Delays in processing of payments under the Treasury Single Account (TSA) System which affects salary payments. | Establish the reasons for the delays in the TSA and address the system challenges | MoFPED BoU | |

| | | | |
|-----|---|--|------------------|
| 23. | Some of the pensioners' files remained in Kampala hence a challenge of accessing their payments. | Ministry of Public Service should work on Pensioners files and send them to their respective districts. | MoPS |
| 24. | Pensioners lack awareness/guidance on Government policies and procedures regarding pension payments; | Sensitize the Pensioners/carry out awareness especially on the overall government policy on payment of pension AOs and the Pensioners should visit their last duty stations to check for their records. | A/Os |
| 25. | Lack of relevant documents vital in the verification process, Computation of Pension benefits, Access to Survivors benefits | Accounting Officers should write to MoPS for provision of Pensioners details for those that are lacking. | A/Os MoPS |
| 26. | Delayed access to the Pension payroll by new retirees mostly on Medical terms; and also delays in verification and clearance of Pension Files by MoPS | <ul style="list-style-type: none"> • Ensure automatic transfer of staff from the active payroll to the Pension payroll • Ensure submission of the retirement request six(6) months before retirement | MoPS MoLG/AOs |

| GROUP 3 | | |
|----------------|------------------------|----------------------------|
| 25. | Mr. J J. Ssonko | Judiciary -Team Leader |
| 26. | Mr. Patrick Okwananga | Ministry of Public Service |
| 27. | Ms. Esther Ayebare | MoFPED |
| 28. | Mr. Louls Tugume | Ministry of Health |
| 29. | Mr. Christopher Ogwang | Ministry of Defence |
| 30. | Mr. Patrick Oruk | Uganda Police |
| 31. | Ms. Dorothy Kirabo | UNATU |
| 32. | Ms. Juliet Sserabidde | MoFPED |
| 33. | Ms. Gladys Kizito | Ministry of Education |
| 34. | Mr. Desire Aijuka | MoFPED |
| 35. | Ms. Ruth Uwizeye | MoFPED |
| GROUP 4 | | |
| 36. | Ms. Samalie Ibanda | Ministry of Public Service |
| 37. | Ms. Solome Nambi | Uganda Prisons |
| 38. | Mr. Moses Muluya | Uganda Police |
| 39. | Mr. Allan Ndagije | MoFPED |
| 40. | Mr. Richard Drilliga | Ministry of Education |
| 41. | Mr. Gunsinze Robert | UNATU |
| 42. | Ms. Mary Nakayiza | Ministry of Defence |
| 43. | Mr. Samuel Oplo | MoFPED |
| 44. | Ms. Phionah Natamba | MoFPED |
| GROUP 5 | | |
| 45. | Mr. Godwin Kakama | MoFPED -Team Leader |
| 46. | Mr. James Tweheyo | UNATU |
| 47. | Maj. Godfrey Atusimire | Ministry of Defence |
| 48. | Mr. Onan Kusasilira | Uganda Prisons |
| 49. | Mr. Alex Omweru | Ministry of Public Service |

| GROUP 8 | | |
|----------------|------------------------|-----------------------|
| 72. | Ms. Dorah Aryatuha | MoPS -Team Leader |
| 73. | Mr. Richard Ndyanabo | MoFPED |
| 74. | Ms. Celia Bamwonjobora | Uganda Police Force |
| 75. | Mr. Aggrey Aturwanlire | Uganda Prisons/NIRA |
| 76. | Mr. Francis Ocen | Ministry of Education |
| 77. | Ms. Flavia Mutabule | Ministry of Defence |
| 78. | Mr. Agnes Wotali | Judiciary |
| 79. | Mr. Zadock Tumuhimbise | UNATU |
| 80. | Maj. Eddy Baingana | UPDF |
| 81. | Mr. Arnold Bigabwa | MoFPED |

Telephone : 256 41 4707 000
: 256 41 4232 095
Fax : 256 41 4230 163
: 256 41 4343 023
: 256 41 4341 286
Email : finance@finance.go.ug
Website : www.finance.go.ug



Ministry of Finance, Planning &
Economic Development
Plot 2-12, Apollo Kaggwa Road
P.O. Box 8147
Kampala
UGANDA

In any correspondence on
this subject please quote No. BPD/86/150/01

4th July 2016

All Accounting Officers (Central and Local Governments)

All Heads of Public Corporations and State Enterprises

CONTRACTING IN LOCAL CURRENCY FOR ALL GOVERNMENT BODIES

Reference is made to my circulars of even reference dated 15th January 2016 and 21st March 2016 in which I instructed that all contracts for works, goods and services are to be awarded in Ugandan Shillings.

All contracts including those that follow International Competitive Bidding procedure shall be quoted in Ugandan shillings. The only exemption will be where it is clearly expressed in the financing agreements with Development Partners to use other currencies in the bidding process.

Ongoing contracts that are subject to renewal and are not denominated in the local currency shall be subjected to currency review before renewal. You must ensure that at renewal, the new currency is Ugandan shillings.

This is to reiterate that this policy was effective from 15th January 2016.

By copy of this circular, the Executive Director/PPDA is requested to review the standard bidding documents to ensure that they comply with this policy.

A handwritten signature in black ink, appearing to read 'Muthakanizi'.

Keith Muthakanizi

PERMANENT SECRETARY/ SECRETARY TO THE TREASURY

Copy to; Rt. Hon. Prime Minister
Rt. Hon. 1st Deputy Prime Minister
Rt. Hon. 2nd Deputy Prime Minister
All Hon. Ministers and Hon. Ministers of State
Head of Public Service and Secretary to Cabinet
Deputy Head of Public Service and Deputy Secretary to Cabinet
Auditor General
Inspector General of Government
Executive Director, Public Procurement and Disposal of Public Assets
Authority

Mission

"To formulate sound economic policies, maximize revenue mobilization, ensure efficient allocation and accountability for public resources so as to achieve the most rapid and sustainable economic growth and development"

Telephone : 256 41 4707 000
: 256 41 4232 095
Fax : 256 41 4230 163
: 256 41 4343 023
: 256 41 4341 286
Email : finance@finance.go.ug
Website : www.finance.go.ug



Ministry of Finance, Planning &
Economic Development
Plot 2-12, Apollo Kaggwa Road
P.O. Box 8147
Kampala
Uganda

In any correspondence on
this subject please quote No MET.50/268/01

THE REPUBLIC OF UGANDA

5th July 2016

All Accounting Officers (Central and Local Governments)

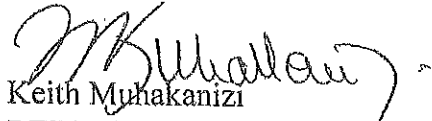
FIRST QUARTER CASH LIMITS FOR WAGE, NON-WAGE RECURRENT AND DEVELOPMENT EXPENDITURE FOR JULY TO SEPTEMBER 2016 FOR FY 2016/17

1. In line with the Budget Execution Circular for FY 2016/17, this is to communicate the Expenditure Limits for Wage, Non-Wage Recurrent and Development Expenditure for the period July – September 2016 as attached in **Annex 1**.
2. The Expenditure Limits are based on the Government Annual Cash Plan adjusted to take into account revenue performance and absorption capacity exhibited towards the end of FY2015/16. You should ensure that all your priority expenditures are addressed within the resources advised to you in this circular.
3. The First Quarter Expenditure Limits allocation has accorded protection to Salaries, Pension and Gratuity and arrears. These have been fully provided for based on quarterly projections and submissions received from Accounting Officers. It is the responsibility of the Accounting Officers to ensure that timely payments are made accordingly. In respect to Arrears, I wish to draw you to my letter Ref. BPD 86/298/02 dated 10th June 2016 Para.3 (Sections i, ii&iii). *You are requested to submit your Warrants together with the plan for settlement of arrears and any outstanding bills from last financial year showing the service provider, purpose and amount in line with Annex 9 of the Budget Execution Circular 2016/17 showing the verified arrears position. No warrant will be approved without this information. Director Budget and Accountant General should ensure compliance to this directive.*
4. Effective July 2016/17, *all releases including Local Governments, Missions and Universities will be effected on the Integrated Financial Management System (IFMS)*. A circular will soon follow clarifying on the release process

A handwritten signature in black ink, appearing to be a stylized 'M' or similar character.

otherwise they will be rejected.

14. By copy of this letter, the Accountant General is requested to issue Accounting Warrants up to the levels indicated in the Expenditure Limits schedule attached in Annex 1.


Keith Muhakanizi

PERMANENT SECRETARY/SECRETARY TO THE TREASURY

Copy to: The Rt. Hon Speaker of Parliament
 The Rt. Hon Prime Minister
 The Hon Minister of Finance, Planning and Economic
 Development
 All Hon Ministers and Ministers of State
 Head of Public Service and Secretary to cabinet
 Auditor General
 Inspector General of Government
 All Resident District Commissioners
 All LCV Chairpersons and Mayors
 Accountant General
 Managing Director, National Water and Sewerage Corporation
 Managing Director, Uganda Telecommunications Limited
 Managing Director, Uganda Electricity Distribution Company

Quarter One Expenditure Limits for FY 2016/17

| Venue | Vote Description | Subtype | Stationary | Motor | PAF | Postponed | Statutory | on Postponed | on Grantly | Other | Arms | Total Q1 |
|-------|---|---------|------------|-------|-----|-----------------|-----------|--------------|------------|-------|------|-----------------|
| 136 | Madagascar University | | | | | 951,006,507 | | | | | | 951,006,507 |
| 137 | Madagascar University | | | | | 726,461,452 | | | | | | 726,461,452 |
| 138 | Madagascar University Business School | | | | | 194,000,000 | | | | | | 194,000,000 |
| 139 | Madagascar University | | | | | 90,555,538 | | | | | | 90,555,538 |
| 140 | Uganda Management Institute | | | | | 13,722,200,000 | | | | | | 13,722,200,000 |
| 141 | Uganda Revenue Authority | | | | | 1,171,185,692 | | | | | | 1,171,185,692 |
| 142 | National Agricultural Research Organisation | | | | | 3,512,250,000 | | | | | | 3,512,250,000 |
| 143 | Uganda Bureau of Standards | | | | | 8,665,159,430 | | | | | | 8,665,159,430 |
| 144 | Uganda Police Force | | | | | 9,112,809,378 | | | | | | 9,112,809,378 |
| 145 | Uganda Revenue | | | | | 12,077,500 | | | | | | 12,077,500 |
| 146 | Public Services Commission | | | | | 30,500,000 | | | | | | 30,500,000 |
| 147 | Local Government Finance Commission | | | | | 24,096,813 | | | | | | 24,096,813 |
| 148 | Local Government Finance Commission | | | | | 193,980,984 | | | | | | 193,980,984 |
| 149 | Local Government Finance Commission | | | | | 218,462,500 | | | | | | 218,462,500 |
| 150 | National Employment Management Authority | | | | | 6,290,000 | | | | | | 6,290,000 |
| 151 | Uganda Blood Transfusion Service (UBTS) | | | | | 103,353,735,020 | | | | | | 103,353,735,020 |
| 152 | Public Procurement and Disposal of Assets | | | | | 218,462,500 | | | | | | 218,462,500 |
| 153 | Uganda National Bureau of Standards | | | | | 8,665,159,430 | | | | | | 8,665,159,430 |
| 154 | Uganda National Bureau of Standards | | | | | 7,800,000,000 | | | | | | 7,800,000,000 |
| 155 | Uganda National Bureau of Standards | | | | | 240,649,625 | | | | | | 240,649,625 |
| 156 | Uganda National Bureau of Standards | | | | | 38,000,000 | | | | | | 38,000,000 |
| 157 | Uganda National Bureau of Standards | | | | | 3,512,250,000 | | | | | | 3,512,250,000 |
| 158 | Uganda National Bureau of Standards | | | | | 118,517,572 | | | | | | 118,517,572 |
| 159 | Uganda National Bureau of Standards | | | | | 100,000,000 | | | | | | 100,000,000 |
| 160 | Uganda National Bureau of Standards | | | | | 1,715,312,500 | | | | | | 1,715,312,500 |
| 161 | Uganda National Bureau of Standards | | | | | 758,564,250 | | | | | | 758,564,250 |
| 162 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 163 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 164 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 165 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 166 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 167 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 168 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 169 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 170 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 171 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 172 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 173 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 174 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 175 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 176 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 177 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 178 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 179 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 180 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 181 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 182 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 183 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 184 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 185 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 186 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 187 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 188 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 189 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 190 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 191 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 192 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 193 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 194 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 195 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 196 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 197 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 198 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 199 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 200 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 201 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 202 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 203 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 204 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 205 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 206 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 207 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 208 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 209 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 210 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 211 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 212 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 213 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 214 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 215 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 216 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 217 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 218 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 219 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 220 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 221 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 222 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 223 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 224 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |
| 225 | Uganda National Bureau of Standards | | | | | 75,000,000 | | | | | | 75,000,000 |