Vote:103 Inspectorate of Government (IG)

V1: Vote Overview

I. Vote Mission Statement

To promote good governance, accountability and rule of law in public office

II. Strategic Objective

Enhancing Public Accountability and making a difference

III. Major Achievements in 2017/18

The IG in the FY 2017/18 is reporting on 29 Key Performance Indicators (exclusive of those under F&A). By first half of year, the IG was on track to achieve 10 indicators representing 34.5 % (realized over 50% of the planned outputs). These indicators are:
a. Number of High profile cases concluded 5 out of planned 8 (83%).
b. 100% Recommendations followed-up: Regional Offices followed-up all their recommendations.
c. Conviction Rate (85% planned, Achieved 73%).
d. Number of Court Orders Followed-up (16 out of planned 16)
e. Number of Judicial Review Cases Concluded (7 cases concluded out of planned 9).
f. Number of corruption investigations concluded in Local Governments (Concluded 485 out of planned 500 - 97%).
g. Compliance Rate of Leaders, 90.4%
h. Value of illicitly acquired assets identified and traced (UGX 12.1 Billion traced out of planned UGX 2 Billion).
i. Number of projects inspected (533 out 672).
j. % of grievances resolved (52% out of planned 80%).

The IG is also less likely to achieve 13 (44.8%) indicators listed below since half year performance level is below 50%:
a. % of high profile cases completed within agreed timeframe 40% (2 out of completed 5).
b. Number of other corruption cases investigated (57 out of 281; 26%)
c. Number of corruption cases prosecuted 15 out of 60.
d. Number of Ombudsman complaints resolved in LGs (407 out of 900, 45.2%).
e. % of funds recovered, planned 50%, recovered 6.3% (UGX 100,655,000 (6.3%) was recovered from court decisions out of a total of 1,590,386,788 extracted).
f. Number of sensitization workshops conducted (24 out of planned 4 - 16.7%).
g. Number of collaboration initiatives formed with Non State actors (6 out of planned 15 - 40%)
h. Number of Partnerships and Collaboration Networks established (formed 9 out of planned 24: 37.5%).
i. Number of verifications (concluded 10 out of 65 - 15.4%).
j. Investigation into breached of the LCC (concluded 2 out of 25 - 8%).
k. Number of Ombudsman complaints investigated (47 out of 150 - 31.3%).
l. Number of systemic investigations concluded (3 out of 10 - 3.3%).
m. Number of citizens trained to monitor projects (52 out of planned 2240 - 2.3%).

Furthermore, the IG is not collecting information or not carrying out any work on 6 indicators (20.7%); therefore no conclusion can be made whether track or less likely to realize the plan targets. The indicators are:
a. % of public officials ordered to leave public office that actually left.
b. Number of initiatives implemented through partners with public institutions.
c. % of Ombudsman cases resolved using Alternative Dispute Resolutions (ADR).
d. Number of MDA/LGs supported to set-up or reactivate internal inspectorates.
e. % of recommendations followed-up under Ombudsman.
f. Number of monitoring Reports produced by community.

IV. Medium Term Plans

Over the Medium Term the IG therefore plans to implement key interventions listed below:

Establish and implement an improved complaints management system: One of the IG's key challenges over the last few years

Vote:103 Inspectorate of Government (IG)

has been an increasing workload, as a result of increased awareness of the dangers of corruption and the ease of reporting incidents. This has in turn resulted in the rise in the number of complaints received by the IG, which have clogged the highly manual complaints management system in place. The IG will manage this over the medium term by developing and implementing a more efficient and effective electronic complaints and case management system.

Strengthen mechanisms to detect and prevent corruption: The IG has relied on received complaints and on reactive measures (investigation and prosecutions) as a means of detecting and eliminating corruption. While this has had a measure of success, it is by no means sufficient. In recognition of this, the IG will focus on strengthening systems and policies that detect and prevent corruption incidences before they occur or become more widespread. This will be done by conducting periodical surveys and or risk assessments, improving whistleblower reporting, conducting inspections in public projects, strengthening intelligence gathering and deploying efficient ICT systems to facilitate the detection, reporting and prevention of corruption.

Enhance the capacity of MDALGs to identify and resolve underlying drivers of complaints at source: Complaints related to maladministration and poor governance are often due to or related to certain underlying reasons. For instance, delayed/unpaid teachers' salaries can lead to absenteeism. Low pay in public sector may result in de-motivated staff, who in turn deliver inadequate services. The IG will enhance the capacity to identify and resolve underlying drivers of complaints where they arise. MDALGs will be encouraged to establish internal mechanisms to resolve complaints at source and train their personnel in root cause analysis of those complaints.

Use the systems approach to proactively identify and address high risk areas in governance: As part of its efforts to proactively promote good governance in public office, the IG will engage with various MDALGs in studying processes and procedures with a view to identifying high-risk areas and effectively minimizing threats to effective service delivery. The Inspectorate will design effective systemic study models that will be used to identify, investigate and address high-risk areas in governance and ensure recommendations are implemented.

Vote:103 Inspectorate of Government (IG)

V. Summary of Past Performance and Medium Term Budget Allocations

Table 5.1: Overview of Vote Expenditures (UShs Billion)

		2016/17 Outturn	2017/18 Approved Budget	2017/18 Expenditure by End Dec	2018/19	MTEF Budget Projections 2019/20	2020/21	2021/22	2022/23
Recurrent	Wage	19.580	21.167	10.553	21.170	23.287	24.451	25.674	26.957
	Non Wage	20.221	18.841	11.904	18.044	22.014	25.316	30.379	36.455
Devt.	GoU	1.584	3.925	0.417	13.593	16.584	19.900	19.900	19.900
	Ext. Fin.	0.000	1.480	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total		41.384	43.933	22.874	52.807	61.884	69.667	75.953	83.312
Total GoU+Ext Fin (MTEF)		41.384	45.413	22.874	52.807	61.884	69.667	75.953	83.312
Arrears		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Total Budget		41.384	45.413	22.874	52.807	61.884	69.667	75.953	83.312
A.I.A Total		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Grand Total		41.384	45.413	22.874	52.807	61.884	69.667	75.953	83.312
Total Vote Budget Excluding Arrears		41.384	45.413	22.874	52.807	61.884	69.667	75.953	83.312

VI. Budget By Economic Clasification

Table V6.1 2017/18 and 2018/19 Budget Allocations by Item

Billion Uganda Shillings	2017/18 Approved Budget GoU	Ext. Fin	AIA	Total	2018/19 Draft Estimates GoU	Ext. Fin	AIA	Total
Output Class : Outputs Provided	41.063	1.350	0.000	42.413	39.482	0.000	0.000	39.482
211 Wages and Salaries	24.370	0.000	0.000	24.370	24.062	0.000	0.000	24.062
212 Social Contributions	2.117	0.000	0.000	2.117	2.091	0.000	0.000	2.091
213 Other Employee Costs	5.806	0.000	0.000	5.806	6.074	0.000	0.000	6.074
221 General Expenses	1.866	0.323	0.000	2.189	1.052	0.000	0.000	1.052
222 Communications	0.366	0.000	0.000	0.366	0.316	0.000	0.000	0.316
223 Utility and Property Expenses	2.407	0.000	0.000	2.407	2.412	0.000	0.000	2.412
224 Supplies and Services	0.145	0.060	0.000	0.205	0.145	0.000	0.000	0.145
225 Professional Services	0.060	0.100	0.000	0.160	0.027	0.000	0.000	0.027
227 Travel and Transport	3.472	0.867	0.000	4.339	2.926	0.000	0.000	2.926
228 Maintenance	0.442	0.000	0.000	0.442	0.368	0.000	0.000	0.368
282 Miscellaneous Other Expenses	0.012	0.000	0.000	0.012	0.010	0.000	0.000	0.010
Output Class : Capital Purchases	2.870	0.130	0.000	3.001	13.325	0.000	0.000	13.325
281 Property expenses other than interest	2.494	0.000	0.000	2.494	0.000	0.000	0.000	0.000
312 FIXED ASSETS	0.376	0.130	0.000	0.506	13.325	0.000	0.000	13.325

Vote:103 Inspectorate of Government (IG)

Grand Total :	43.933	1.480	0.000	45.413	**52.807**	**0.000**	**0.000**	**52.807**
Total excluding Arrears	43.933	1.480	0.000	45.413	**52.807**	**0.000**	**0.000**	**52.807**

VII. Budget By Programme And Subprogramme

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

Billion Uganda shillings		FY 2017/18			Medium Term Projections			
	FY 2016/17 Outturn	Approved Budget	Spent By End Dec	2018-19 Proposed Budget	2019-20	2020-21	2021-22	2022-23
12 General Administration and Support Services	**0.000**	**18.831**	**7.643**	**26.380**	**30.705**	**35.352**	**40.856**	**41.856**
02 Internal Audit Department	0.000	0.018	0.009	0.013	0.026	0.026	0.032	0.038
03 Finance and Accounts	0.000	0.014	0.007	0.014	0.014	0.022	0.032	0.036
0354 Support to IGG	0.000	5.405	0.417	1.093	1.584	3.400	1.400	1.400
04 General Administration and Management	0.000	13.017	7.047	12.365	13.499	14.793	19.938	20.880
05 Human Resource Management	0.000	0.183	0.084	0.090	0.198	0.218	0.420	0.420
06 Policy, Planning and M & E	0.000	0.064	0.027	0.050	0.055	0.059	0.068	0.072
07 Procurement and Disposal	0.000	0.029	0.010	0.024	0.032	0.032	0.045	0.056
08 ICT and Information	0.000	0.101	0.042	0.230	0.298	0.302	0.420	0.453
1496 Construction of the IGG Head Office building project	0.000	0.000	0.000	12.500	15.000	16.500	18.500	18.500
13 Anti-Corruption	**0.000**	**23.768**	**13.759**	**23.944**	**28.250**	**28.752**	**30.982**	**31.714**
09 Transparency, Accountability and Anti-Corruption	0.000	1.304	0.752	1.258	4.107	4.107	4.107	4.107
10 Specialised and Other Investigations	0.000	2.605	1.503	2.589	2.589	2.589	3.592	3.592
11 Decentralised Anti-Corruption Interventions	0.000	12.683	7.359	13.163	12.619	12.474	12.250	11.982
12 Prosecutions and Civil Litigations	0.000	2.816	1.658	2.783	3.783	3.783	3.783	3.783
13 Enforcement of Leadership Code of Conduct	0.000	2.393	1.389	2.242	3.242	3.242	4.242	4.242
14 Education and Prevention of Corruption	0.000	1.967	1.099	1.911	1.911	2.558	3.008	4.008
14 Ombudsman	**0.000**	**2.814**	**1.472**	**2.483**	**2.929**	**5.563**	**4.115**	**9.743**
16 Management and Resolution of Complaints	0.000	1.407	0.776	1.399	1.432	2.750	2.050	4.820
17 Systemic Interventions	0.000	1.407	0.696	1.084	1.497	2.813	2.065	4.923
51 Corruption investigation ,Litigation & Awareness	**41.384**	**0.000**	**0.000**	**0.000**	**0.000**	**0.000**	**0.000**	**0.000**
01 Statutory	39.800	0.000	0.000	0.000	0.000	0.000	0.000	0.000
0354 Support to IGG	1.584	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Total for the Vote	**41.384**	**45.413**	**22.874**	**52.807**	**61.884**	**69.667**	**75.953**	**83.312**
Total Excluding Arrears	**41.384**	**45.413**	**22.874**	**52.807**	**61.884**	**69.667**	**75.953**	**83.312**

VIII. Programme Performance and Medium Term Plans

Vote:103 Inspectorate of Government (IG)

Table V8.1: Programme Outcome and Outcome Indicators (Only applicable for FY 2018/19)

Programme :	12 General Administration and Support Services
Programme Objective :	1. To provide administrative and support services to the Inspectorate of Government. 2. To build and strengthen the IG human resource financial and physical capacity. 3. To coordinate formulation and implementation of Strategic Plan, Budget Framework Paper, Policy Statement, Annual Budget and Work Plans. 4. Promote effective and efficient use of Information and Communication Technologies by providing strategic advice, guidance and service provision for IG operations. 5. Implement and monitor policies and procedures concerning the financial, administrative and procurement. 6. To support management optimize internal control systems that significantly increase the ability to achieve the set objectives. 7. To ensure availability, distribution, efficient and effective utilization of logistics. 8. To ensure safe custody and maintenance of IG properties and assets.
Responsible Officer:	Under Secretary
Programme Outcome:	Efficient and effective Inspectorate of Government.

Sector Outcomes contributed to by the Programme Outcome

1. Value for money in the management of public resources

	Performance Targets		
Outcome Indicators	**2018/19**	**2019/20**	**2020/21**
	Target	**Projection**	**Projection**

Vote:103 Inspectorate of Government (IG)

• % of targets achieved	75%	80%	85%

SubProgramme: 03 Finance and Accounts

Output: 01 Administration & Support services

Number of policicies/operational plans/strategies/guidelines developed	2	0	
Number of periodic reports produced	19	19	19

SubProgramme: 04 General Administration and Management

Output: 01 Administration & Support services

Number of policicies/operational plans/strategies/guidelines developed	2	3	3
Number of periodic reports produced	27	27	27
Number of Policy documents/actions/plans/reviewed/updated	4	4	4

SubProgramme: 05 Human Resource Management

Output: 19 Human Resource Management Services

Human Resource Systems in Place	2	3	4
Number of staff recruited/ promoted	15	20	25
Number of Initiatives conducted to build and sustain desired organisational culture	4	6	8

SubProgramme: 06 Policy, Planning and M & E

Output: 01 Administration & Support services

Number of policicies/operational plans/strategies/guidelines developed	4	4	4
Number of periodic reports produced	8	8	8
Number of Policy documents/actions/plans/reviewed/updated	1	1	1

Programme :	13 Anti-Corruption
Programme Objective :	1. To create public awareness and enlist public support for preventing and combating corruption. 2. To investigate organized and syndicate and other forms of corruption in Uganda Government Ministries, Departments, Agencies and Local Governments. 3. Enforce adherence/compliance to the Code of Conduct. 4. To prosecute cases of corruption and provide legal services. 5. To increase Social Accountability in the implementation of government projects by empowering stakeholders to hold Public Officials socially accountable for publicly held resources.
Responsible Officer:	Director
Programme Outcome:	Improved transparency and less corruption in public service delivery.

Sector Outcomes contributed to by the Programme Outcome
N/A

	Performance Targets		
Outcome Indicators	**2018/19**	**2019/20**	**2020/21**
	Target	**Projection**	**Projection**
N / A			

Vote:103 Inspectorate of Government (IG)

Programme Outcome:	Reduction in crime of corruption

Sector Outcomes contributed to by the Programme Outcome

1. Value for money in the management of public resources

Outcome Indicators	Performance Targets		
	2018/19	**2019/20**	**2020/21**
	Target	**Projection**	**Projection**
• Number of grand or syndicated corruption cases registered	75	50	45

SubProgramme: 09 Transparency, Accountability and Anti- Corruption

Output: 06 Transparency, Accountability and Anti-Corruption (TAAC)

Number of citizens trained to monitor projects	**2240**	**2400**	**2500**
Percentage of grievances resolved timely	**80%**	**90%**	**100%**
Percentage of recommendations followed up	**100%**	**100%**	**100%**

SubProgramme: 10 Specialised and Other Investigations

Output: 01 Special Investigations

Number of high profile cases investigated	**6**	**7**	**8**
Number of other curruption cases investigated	**218**	**230**	**250**
Percentage of recommendations followed up	**100%**	**100%**	**100%**

SubProgramme: 11 Decentralised Anti-Corruption Interventions

Output: 04 Decentralised Anti - corruption programmes

Number of corruption cases investigated in LG's	**500**	**600**	**700**
Number of Ombusman complaints resolved in LG's	**900**	**1000**	**1100**
Percentage of recommendations followed up	**100%**	**100%**	**100%**

SubProgramme: 12 Prosecutions and Civil Litigations

Output: 02 Prosecutions & Civil Litigation

Number of corruption cases prosecuted	**60**	**65**	**70**
Percentage of Court Orders followed up	**100%**	**100%**	**100%**
Percentage of funds recovered from the court decisions and investigations	**50%**	**60%**	**70%**

SubProgramme: 13 Enforcement of Leadership Code of Conduct

Output: 05 Verification of Leaders' Declarations

Number of verifications concluded	**65**	**70**	**75**
Number of investigations in breaches concluded	**25**	**30**	**35**
Value of illicity acquired assets identified and traced	**2**	**3**	**4**

Vote:103 Inspectorate of Government (IG)

SubProgramme: 14 Education and Prevention of Corruption

Output: 03 Education and Public Awareness

Number of partnerships and collaboration networks established	24	30	35
Number of initiatives implemented through partnerships with Government institutions	4	6	8
Number of collaboration initiatives with non State Actors	4	6	8

Programme :	14 Ombudsman
Programme Objective :	1. To investigate maladministration, injustices and economic malpractices in public office. 2. To enhance capacity of the MDALGs to identify and resolve underlying drivers of complaints at source. 3. To use systemic approach to pro-actively identify and address causes of high risks areas in governance. 4. To examine the practices and procedures, facilitate discovery of corrupt practices and recommend actions for revision of methods of work and procedures.
Responsible Officer:	Director
Programme Outcome:	Adherence to standards in public administration.

Sector Outcomes contributed to by the Programme Outcome

1. Value for Money in the management of public resources

	Performance Targets		
Outcome Indicators	**2018/19**	**2019/20**	**2020/21**
	Target	**Projection**	**Projection**
• Number of improvements in public administration as a result of Ombudsman actions	75	100	125

SubProgramme: 16 Management and Resolution of Complaints

Output: 01 Ombudsman Complaints, Policy and Systems Studies

Number of Ombusman complaints resolved and systematic interventions concluded	150	160	170
Number of MDA/LG's supported to set up or reactivate internal inspectorates	20	25	30
Percentage of Ombudsman case resolved using alternative dispute resolutions	5%	10%	15%

IX. Major Capital Investments And Changes In Resource Allocation

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

FY 2017/18		FY 2018/19
Appr. Budget and Planned Outputs	**Expenditures and Achievements by end Dec**	**Proposed Budget and Planned Outputs**
Vote 103 Inspectorate of Government (IG)		
Program : 14 12 General Administration and Support Services		
Development Project : 0354 Support to IGG		
Output: 14 12 72 Government Buildings and Administrative Infrastructure		
architectural designs approved, procure contractor	The IG is pre qualifying contractors to build the IG House.	

Vote:103 Inspectorate of Government (IG)

Total Output Cost(Ushs Thousand)	**2,494,275**	**0**	**0**
Gou Dev't:	2,494,275	0	0
Ext Fin:	0	0	0
A.I.A:	0	0	0
Development Project : 1496 Construction of the IGG Head Office building project			
Output: 14 12 72 Government Buildings and Administrative Infrastructure			
			site clearance, preliminary construction works, mobilizing construction materials and machines
Total Output Cost(Ushs Thousand)	**0**	**0**	**12,500,000**
Gou Dev't:	0	0	12,500,000
Ext Fin:	0	0	0
A.I.A:	0	0	0

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

Vote:103 Inspectorate of Government (IG)

Performance Challenges:

The GoU has prioritized good governance, as a driver for achievement of NDPII objectives. While the Inspectorate of Government progress has been made over the last decade in promoting good governance and combating corruption, several constraints still remain and these include:

Prevalence and complexity of corruption in the public and private sector; of particular concern to the IG is the evolving nature of corruption. While previously limited to favors and bribes to a few officials, it now encompasses grand syndicated corruption where controls are deliberately circumvented in a systematic way, involving networks of corrupt officials from different MDALGs and the private sector.

Absence of the Leadership Code Tribunal following the Amendment of the Leadership Code Act. Though the Leadership Code Act was amended, the Tribunal has not been established, this therefore hinders the effectiveness of the IG in the performance of its functions. For instance, the absence of a Leadership Code Tribunal hinders the efforts of the IG to effectively supervise the implementation of the Leadership Code Act, as there is no other body that can arbitrate between the IG and public officers who commit breaches of the Leadership Code. In addition, there is no provision in the law for non-conviction based asset recovery or forfeiture.

Delays in the judicial process; the establishment of the Anti-Corruption Division of the High Court significantly shortened the period taken to complete prosecution of corruption cases. However, even with a functional Anti-Corruption Court, cases face delays in courts of justice for various reasons including, but not limited to transfer of judicial officers, and continuous adjournments and lack of quorum.The Anti corruption court is only in Kampala. Witnesses travel from all over the country and the Court has not grown to meet the demand. We have Police,UNRA each bringing cases including private clients.

Non-implementation of IG recommendations; upon completion of investigations, there have been instances where the IG's recommendations are not implemented. When implementation of the recommendations (such as sanctions of various officials) is not effected promptly, the matters attended to remain unresolved for example in the FY 2016-17 the Inspectorate of Government followed up on 452 recommendations, 207 of which were acted upon representing implementation rate of 45.8%.

Increasing cost of rent. Currently, the IG is operating in rented office premises for both its Headquarters and the 16 Regional Offices. The rent for the Head Office is paid in Dollars, thus the continuous rise in the dollar has adversely affected the funds available for other activities given that rent is a primary cost to the institution's existence and operations. In addition, landlords for Regional Offices have a tendency of adjusting rents upwards at the end of the tenancy agreements. For instance, the expenditure on rent has been projected to increase from UGX. 2.286 Billion in the current FY 2017-18 to UGX. 2.757 Billion presenting an increment of 20.6% (UGX. 0.471 Billion).

Under-resourced Inspectorate of Government, with limited number of staff and operational funds. For example each investigating officer has over 50 cases to complete in a financial year inclusive of backlogs. Furthermore the IG undertakes investigations, prosecutions and verifications of leaders' declarations. In the previous FY 2016-17, a total of 22,122 Leaders declared using the IG-Online declaration Portal but only 65 declaration has been planned for verification in the current FY 2017-18. This a very small proportion (0.29%) of the sum of the declarations submitted to the Inspectorate of Government.

The allocation to the Inspectorate of Government and other statutory Institutions for current FY 2017-18 was reduced by 10% to raise funds for the construction of oil roads. The non wage component of the budget therefore decreased by approximately 750M. Between FY 2016-17 and 2018-19 the non wage component of the IG budget was reduced from 19.721 Billion to 18.840 Billion and yet in the same period the IG had been permitted to recruit 52 additional staff. Recruitment of these staff meant that the institution needed more non- wage t o cater for allowances, NSSF, Gratuity and other operational expenses. In the first budget call circular issued in September 2017, Ministry of Finance Planning and Economic Development stated that the MTEF for next financial year for all the MDAs was maintained at the level of the current FY. Maintaining the resource level means the IG will continue to operate at a constrained funding carried forward from the previous financial years.

It has been projected that for the IG to operate optimally in the FY 2018-19, additional UGX 2447 Billion is required as follows: Allowances UGX321M, 10% NSSF contributions UGX 370M, Gratuity UGX 718M, Rent UGX 471M, Medical Insurance UGX 271M,and Travel Inland for Investigations and Prosecutions UGX 305M

Plans to improve Vote Performance

Vote:103 Inspectorate of Government (IG)

The IG has continued to pursue a number of interventions to address the above constraints, in the coming FY 2018-19 the institution will undertake the following actions to improve performance.
1. Build capacity of the staff to investigate and prosecute syndicated and high profile corruption training.
2. Development and implement and effective performance management system.
3. Designed and implement training programmes which for on behavioral and attitude change.
4. Promote the use of Case Management System and use of technology during investigations. Also make it compulsory to fill National Identification Numbers (NIRA) that should be linked to Tax Identification Numbers (URA) during declarations.
5. Conduct leadership and supervision training.

XI. Vote Cross Cutting Policy And Other Budgetary Issues

Table 11.1: Cross- Cutting Policy Issues

Issue Type:	**HIV/AIDS**
Objective :	To mitigate the effects of HIV and AIDS on the IG work place and to provide care and treatment for the IG staff and family
Issue of Concern :	The burden and negative impact of HIV and AIDS on the IG workforce
Planned Interventions :	Improve service seeking behaviour of staff, with more staff getting HIV tested and more staff on anti retroviral treatment
Budget Allocation (Billion) :	0.070
Performance Indicators:	50 staff and family members supported. 1 outreach initiatives held.

Issue Type:	**Gender**
Objective :	ii. To promote gender equity and equality in the Inspectorate of Government through according equal treatment to men and women in the process of recruitment and training and promotion to all persons irrespective of gender.
Issue of Concern :	Limited integration of gender issues in the IG work plans and budgets.
Planned Interventions :	• Conduct Information and awareness-raising activities on gender mainstreaming techniques through workshops, seminars and training for the IG staff
Budget Allocation (Billion) :	0.045
Performance Indicators:	5 gender awareness sessions conducted

Issue Type:	**Enviroment**
Objective :	To contribute to the promotion of management and sustainable use of environment
Issue of Concern :	There is increased abuse of environmental laws
Planned Interventions :	Investigate cases of environmental concern and support integrity ambassador clubs in tree planting drives
Budget Allocation (Billion) :	0.040
Performance Indicators:	15 cases related to the environmental concern investigated 5 institutions supported with planting materials.

XII. Personnel Information

Vote:103 Inspectorate of Government (IG)

Table 12.1 Staff Recruitment Plan

Post Title	Salalry Scale	No. Of Approved Posts	No Of Filled Posts	Vacant Posts	No. of Posts Cleared for Filling FY2018/19	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
INSPECTORATE OFFICER	IG5	1	0	1	1	3,942,085	47,305,020
OFFICE SUPERVISOR	IG6D	2	0	2	2	3,301,876	39,622,512
PRINCIPAL INSPECTORATE OFFICER	IG3	1	0	1	1	6,723,477	80,681,724
SENIOR PRINCIPAL INSPECTORATE OFFICER	IG2	1	0	1	1	9,388,317	112,659,804
Total		178	139	39	39	266,427,837	3,197,134,044