

Foreword

The Government of Uganda adopted a Programme-Based Approach to planning in the Third National Development Plan (NDP III) FY 2020/21-2024/25. Among the Programmes is the Public Sector Transformation Programme (PSTP) led by Ministry of Public Service. The PSTP focuses on transforming the way the Public Service conducts its business and the Public Service culture while harnessing talent management and fostering innovation to address the challenge of Public Sector policy lags

The Programme directly contributes to Objective 5 of the NDPIII which aims at strengthening the role of the state in guiding and facilitating development. The goal of the Programme is to improve public sector response to the needs of the citizens and the private sector. The goal will be pursued under the NDPIII theme of Sustainable Industrialization for inclusive growth, employment and sustainable wealth creation. The key objectives of the Programme are,

1. Strengthen accountability for results across Government
2. Streamline Government structures and institutions for efficient and effective service delivery
3. Strengthen strategic human resource management function of Government for improved service delivery
4. Deepen decentralization and citizen participation in local development

The Programme registered some key milestones in the FY2020/21 and these include, Upgrading of the IPPS to Human Capital Management System and it has been rolled out to 4 votes, reviewed the Public Service Standing Orders, Over 2,000 Public Officers were trained in various tailor made and discretionary skills enhancement programmes, developed and EDRMS System and it was deployed on MoICT&NG local serves and piloted in 2 votes, developed Service Delivery Standards for key results areas for services under, Health, Education (Primary Sub-Sector), Works and Transport, Water and Environment, Lands, Housing and Urban Development, Production and Marketing, social development, public administration and management, developed an e-inspection tool and piloted it in 16 LGs, recruited over 6,000 parish chiefs in preparation for full scale implementation of the parish model and NITA-U supported the development of new 13 e-services among others

During the FY 2022/23 the programme will focus on the following,

1. Continued rationalization of Government institutions by merging some Ministries and Agencies to reduce and save on costs of public administration and associated expenditures.
2. Phased salary enhancement for scientists, health workers and all other categories in the public service
3. Enhanced capacity building of the public service and
4. Full scale implementation of parish development model

In pursuance of this strategic direction, the programme commits to perform in line with the expectations of the citizens amidst the challenges we might face, some of which, are spelt out in this Budget Framework Paper. It is pleasing to note that many of these challenges are adaptable, with the support and commitment of all Stakeholders

The Programme is also mindful of the gender and equity requirements as we finalize our Budget Framework Paper (BFP) for FY2022/23. In this context, its focus will be on provision of Support Supervision on mainstreaming G&E in HR Policies and Procedures, Integration of GBV concerns in the Performance Management, development of guidelines for mainstreaming G&E, training staff on mainstreaming G&E issues, training DLGs in areas of good governance with disaggregated data on G&E, development of a gender and equity policy, strengthening Monitoring and Evaluation of Programmes Targeting the Marginalized groups, Collaboration with stakeholders to ensure that gender related issues are implemented as planned, Negotiating gender-enhancing conditional grant funded programs between MDAs with Conditional grants.

My sincere appreciation is extended to the Programme Technical Working Group for the input during the process of preparing this Programme Budget Framework Paper. Your commitment and effective collaboration towards implementing this plan is very paramount

Catherine Bitarakwate Musingwiire (Mrs.)

Permanent Secretary

Abbreviations and Acronyms

| ACRONYM | ACRONYM NAME |
|----------------|---|
| CSCU | Civil Service College Uganda |
| DCAO | Deputy Chief Administrative |
| DSC | District Service Commission |
| EDRMS | Electronic Document and Records Management System |
| ESO | External Security Organization |
| HCM | Human Capital Management |
| HRM | Human Resource Management |
| NDPIII | Third National Development Plan |
| NIS | National Identification System |
| NRCA | National Records Center and Archives |
| R&S | Research and Standards |
| RIM | Records and Information Management System |
| SDS | Service Delivery Standards |

P1: PROGRAMME OVERVIEW**Snapshot of Medium Term Budget Allocations****Table P1.1 Overview of Programme Expenditure and Medium Term Allocations (Ush Billion)**

| <i>Billion Uganda Shillings</i> | | 2022/23 Proposed Budget | MTEF Budget Projections | | | |
|---------------------------------|---------|----------------------------|-------------------------|----------------|----------------|----------------|
| | | | 2023/24 | 2024/25 | 2025/26 | 2026/27 |
| Recurrent | Wage | 108.018 | 108.018 | 108.018 | 108.018 | 108.018 |
| | NonWage | 85.744 | 85.744 | 85.744 | 85.744 | 85.744 |
| Devt. | GoU | 14.005 | 14.005 | 14.005 | 14.005 | 14.005 |
| | ExtFin | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| GoU Total | | 207.767 | 207.767 | 207.767 | 207.767 | 207.767 |
| Total GoU+Ext Fin (MTEF) | | 207.767 | 207.767 | 207.767 | 207.767 | 207.767 |
| A.I.A | | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| Grand Total | | 207.767 | 207.767 | 207.767 | 207.767 | 207.767 |

Programme Strategy and linkage to the National Development Plan

Continued rationalization of Government institutions by merging some Ministries and Agencies to reduce and save on costs of public administration and associated expenditures

Phased salary enhancement for scientists, health workers and all other categories in the public service

Enhanced capacity building of the public service

Full scale implementation of parish development model

Support Government Institutions to develop, document and disseminate Service Delivery Standards

P2: Highlights Of Programme Projected Performance**Table P2.1 Programme Outcomes Indicators**

| | | | | | | |
|--|--|------------------|----------------|----------------|----------------|----------------|
| Programme Outcome | Increased local participation in the economy | | | | | |
| Programme Objectives contributed to by the Intermediate Outcome | | | | | | |
| Deepen decentralization and citizen participation in local development | | | | | | |
| | Performance Targets | | | | | |
| Programme Outcome Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| Proportion of Local Government Development Plans aligned to the NDP, % | 2018/19 | 90% | 100% | 100% | 100% | 100% |
| Proportion of MDA Plans aligned to the NDP, % | 2019/20 | 95% | 100% | 100% | 100% | 100% |
| Programme Outcome | Reduced corruption incidences | | | | | |
| Programme Objectives contributed to by the Intermediate Outcome | | | | | | |
| Increase accountability and transparency in the delivery of services | | | | | | |
| | Performance Targets | | | | | |
| Programme Outcome Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| Corruption perception index | 2020/21 | 27% | 31.6% | 33.2% | 35% | 40% |

| | | | | | | |
|---|---|------------------|----------------|----------------|----------------|----------------|
| Programme Outcome | Improved government effectiveness | | | | | |
| Programme Objectives contributed to by the Intermediate Outcome | | | | | | |
| Streamline Government architecture for efficient and effective service delivery | | | | | | |
| | Performance Targets | | | | | |
| Programme Outcome Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| Government effectiveness index | 2020/21 | -0.58% | 0.05% | 0.03% | 0.01% | 0.01% |
| Programme Outcome | Improved accountability for results across government | | | | | |
| Programme Objectives contributed to by the Intermediate Outcome | | | | | | |
| Strengthen accountability for results across government | | | | | | |
| | Performance Targets | | | | | |
| Programme Outcome Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| Proportion of the population satisfied with their last experience of public services | 2018/19 | 48% | 61% | 65% | 70% | 75% |
| Programme Outcome | Improved public service productivity | | | | | |
| Programme Objectives contributed to by the Intermediate Outcome | | | | | | |
| Strengthen human resource management function of Government for improved service delivery | | | | | | |
| | Performance Targets | | | | | |
| Programme Outcome Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| Global competitiveness index | 2020/21 | 48.9% | 53.1% | 54.2% | 55% | 60% |

Table P2.2: Intermediate Outcomes Indicators

| | | | | | | |
|--|--|------------------|----------------|----------------|----------------|----------------|
| Sub-Programme Name: | Strengthening Accountability | | | | | |
| Intermediate Outcome Indicators: | Increased awareness about public services | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| Level of client satisfaction with the client feedback mechanism | 2018/19 | 52% | 67% | 72% | 77% | 80% |
| Percentage of population knowledgeable about public services | 2018/19 | 20% | 60% | 70% | 80% | 90% |
| Intermediate Outcome Indicators: | Reduced incidences of infollution | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| % of information published that comply with the media quality management standards. | 2018/19 | 50% | 80% | 90% | 100% | 100% |
| Sub-Programme Name: | Government Structures and Systems | | | | | |
| Intermediate Outcome Indicators: | Improved Efficiency of Service delivery structures and systems of government | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| % of MDAs & LGs with structures aligned to their mandate and the National Development Plan | 2018/19 | 65% | 90% | 100% | 100% | 100% |
| % of structures void of overlaps and duplications | 2018/19 | 49% | 90% | 100% | 100% | 100% |
| Level of satisfaction of clients with the re-engineered systems' turnaround time | 2018/19 | 48% | 61% | 65% | 70% | 75% |

| | | | | | | |
|---|---|------------------|----------------|----------------|----------------|----------------|
| Sub-Programme Name: | Human Resource Management | | | | | |
| Intermediate Outcome Indicators: | Improved affordability and sustainability of the pension scheme | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| Percentage of retirees accessing retirement benefits on the due date | 2018/19 | 62% | 85% | 95% | 100% | 100% |
| Percentage reduction in accumulated pension and gratuity arrears | 2018/19 | 65% | 73% | 77% | 85% | 90% |
| Intermediate Outcome Indicators: | Improved alignment of employees' competences and qualifications with job roles | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| Percentage age of Public officers whose Qualification and competences are aligned to their jobs | 2018/19 | 80% | 100% | 100% | 100% | 100% |
| Intermediate Outcome Indicators: | Improved compliance to recruitment guidelines by service commissions | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| Level of compliance to recruitment guidelines by service commissions | 2018/19 | 45% | 100% | 100% | 100% | 100% |
| Intermediate Outcome Indicators: | Improved effectiveness of performance and work place dispute management systems | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| Level of client satisfaction with the client feedback mechanism | 2018/19 | 52% | 67% | 72% | 77% | 80% |
| Percentage of employee grievances resulting into industrial action | 2018/19 | 0% | 0% | 0% | 0% | 0% |
| Percentage of Organizations achieving | 2018/19 | 60% | 65% | 75% | 85% | 100% |
| Percentage reduction in absenteeism rate in the Public Service | 2018/19 | 25% | 5% | 5% | 5% | 5% |
| Intermediate Outcome Indicators: | Improved efficiency and effectiveness in Payroll management in the Public Service | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| % of employees earning salary according to their salary scales | 2018/19 | 97% | 100% | 100% | 100% | 100% |
| % of MDAs & LGs paying salary and pension by 28th | 2018/19 | 70% | 100% | 100% | 100% | 100% |
| % of Public Officers receiving salary according to the approved pay plan | 2018/19 | 15% | 50% | 75% | 100% | 100% |
| % of retired staff accessing the pension payroll within 30 days after | 2018/19 | 62% | 85% | 95% | 100% | 100% |
| % of staff accessing payroll within 30 days after assumption of duty | 2018/19 | 70% | 100% | 100% | 100% | 100% |
| % reduction in MDAs and LGs requesting for wage, gratuity and | 2018/19 | 15% | 10% | 5% | 0% | 0% |
| Intermediate Outcome Indicators: | Improved efficiency and effectiveness of the decentralised recruitment function | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| % of LGs with fully constituted service commissions | 2018/19 | 35% | 60% | 65% | 70% | 75% |

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|---|--|------------------|----------------|----------------|----------------|----------------|
| Sub-Programme Name: | Human Resource Management | | | | | |
| Intermediate Outcome Indicators: | Improved Quality of service delivered and compliance to service delivery standards | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| Level of compliance with SDS in MDAs and LGs | 2018/19 | 47% | 61% | 65% | 70% | 75% |
| Intermediate Outcome Indicators: | Improved Quality of the Civil Service | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| % of advertised positions filled with skilled & competent staff | 2018/19 | 50% | 68% | 74% | 80% | 85% |
| % of employees leaving the service on grounds other than due to retirement or dismissal | 2018/19 | 0.06% | 0.04% | 0.044% | 0.04% | 0.04% |
| Percentage of professional Public Servants | 2018/19 | 8% | 48% | 64% | 80% | 85% |
| Salary compression ratio of the Public Service | 2018/19 | 1:93 | 1:44 | 1:28 | 1:12 | 1:10 |
| Intermediate Outcome Indicators: | Improved Timeliness in implementing approved structures | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| Timeliness in filling declared vacant positions (Months) | 2018/19 | 12 Mont hs | 3 Months | 3 Months | 3 Months | 3 Months |
| Intermediate Outcome Indicators: | Increased adoption of electronic document management systems | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| % of Archives reference materials accessible on line | 2020/21 | 0% | 10% | 20% | 25% | 30% |
| Percentage of records lost due to poor storage conditions | 2018/19 | 30% | 12% | 6% | 0% | 0% |
| Percentage uptake of the automated RIM (EDRMS) system | 2020/21 | 0% | 19% | 35% | 80% | 100% |
| Average process turnaround time for retrieval of records (Minutes) | 2018/19 | 60 Mins | 27min | 16 min | 5 min | 5 min |
| Sub-Programme Name: | Decentralization and Local Economic Development | | | | | |
| Intermediate Outcome Indicators: | A conducive environment to facilitate Private Sector participation in investment in the local economy provided | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| % of District Private forums that are functional | 2019/20 | 0 | 90% | 100% | 100% | 100% |
| Intermediate Outcome Indicators: | Critical positions at in Local Governments filled | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| % of approved critical positions in | 2019/20 | 48% | 78% | 100% | 100% | 100% |
| Intermediate Outcome Indicators: | Districts with functional LED resource teams/ for a | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| Proportion of districts with functional | 2020/21 | 60% | 90% | 100% | 100% | 100% |

| | | | | | | |
|--|---|------------------|----------------|----------------|----------------|----------------|
| Sub-Programme Name: | Decentralization and Local Economic Development | | | | | |
| Intermediate Outcome Indicators: | Improved commitment of government in financing the delivery of decentralized services | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| Percentage share of the National budget between Central and LGs | 2018/19 | 12.5% | 17% | 20% | 22% | 25% |
| Intermediate Outcome Indicators: | Improved fiscal sustainability of local governments | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| Increase in local revenue mobilization, % | 2018/19 | 3% | 25% | 35% | 37% | 37% |
| Intermediate Outcome Indicators: | Increased Domestic Tax | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| Domestic Tax Revenue collection to target | 2018/19 | 81.85% | 100% | 100% | 100% | 100% |
| Average filing ratio (PAYE & VAT) | 2018/19 | 88.7% | 85% | 90% | 90% | 90% |
| Sub-Programme Name: | Business Process Re-engineering and Information Management | | | | | |
| Intermediate Outcome Indicators: | Enhanced Identification & Registration services | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| % increase in number of government MDA systems interfacing with the NIRA | 2018/19 | 15% | 20% | 67% | 20% | 25% |
| Turnaround time for issuance of Birth, Death and Adoption Orders certificates (in days) | 2018/19 | 14 days | 1 day | 1 day | 1 day | 1 day |
| Turnaround time for production & Issuance of NID Cards (in days) | 2018/19 | 60 days | 14 Days | 14 Days | 14 Days | 14 Days |
| Intermediate Outcome Indicators: | Improved efficiency and effectiveness in the implementation of government programmes | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| Percentage of high profile/ syndicated corruption cases investigated and completed within 9 months from the time of registration | 2018/19 | 25% | 70% | 75% | 80% | 85% |
| Percentage of IG recommendations implemented. | 2018/19 | 41% | 60% | 65% | 70% | 75% |
| Intermediate Outcome Indicators: | Improved recovery of illicitly acquired wealth | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| Value of assets and funds recovered by the IG (Bn) | 2018/19 | 2.7 Billion | 3.5 Billion | 4.0 Billion | 5.0 Billion | 5.0 Billion |
| Value of money saved as a result of IG interventions (Bn) | 2018/19 | 15 | 30 Billion | 40 Billion | 50 Billion | 50 Billion |

| | | | | | | |
|---|---|------------------|----------------|----------------|----------------|----------------|
| Sub-Programme Name: | Business Process Re-engineering and Information Management | | | | | |
| Intermediate Outcome Indicators: | Improved service delivery | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| Number of transactions conducted through the shared public service delivery system (Million). | 2018/19 | 0 | 50 | 100m | 100m | 100m |
| Proportion of government services provided online (%) | 2018/19 | 20% | 60% | 72% | 80% | 85% |
| Level of satisfaction of public Service by Service (Administrative and Legal Services) | 208/19 | 74.5% | 80% | 82% | 84% | 86% |
| Intermediate Outcome Indicators: | Increased NBI coverage | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| %age of districts headquarters connected to the NBI. | 2018/19 | 30% | 80% | 90% | 95% | 100% |
| Intermediate Outcome Indicators: | Increased public participation in the fight against corruption | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| Percentage of IG complaints registered and managed through integrated ICT platform including feedback | 2018/19 | 50% | 80% | 90% | 100% | 100% |
| Intermediate Outcome Indicators: | Reduced costs of service delivery | | | | | |
| | Performance Targets | | | | | |
| Indicators | Base Year | Base Line | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| Proportion of government services provided online (%) | 2018/19 | 20% | 60% | 72% | 80% | 85% |

P3: Medium Term Budget Allocations by Sub-Programme and Vote**Table P3.1: Proposed Budget Allocations and Medium Term Projections by Sub-Programme**

| <i>Billion Uganda Shillings</i> | 2022/23 | Medium Term Projections | | | |
|--|-----------------|-------------------------|----------------|----------------|----------------|
| | Proposed Budget | 2023/24 | 2024/25 | 2025/26 | 2026/27 |
| 01 Strengthening Accountability | 64.046 | 64.512 | 61.666 | 61.666 | 61.666 |
| 02 Government Structures and Systems | 17.268 | 17.268 | 17.271 | 17.268 | 17.268 |
| 03 Human Resource Management | 120.047 | 119.581 | 122.424 | 122.427 | 122.427 |
| 04 Decentralization and Local Economic Development | 6.406 | 6.406 | 6.406 | 6.406 | 6.406 |
| Total for the Programme | 207.767 | 207.767 | 207.767 | 207.767 | 207.767 |

Table P3.2: Proposed Budget Allocations and Medium Term Projections by Vote

| <i>Billion Uganda Shillings</i> | 2022/23 | Medium Term Projections | | | |
|----------------------------------|-----------------|-------------------------|---------|---------|---------|
| | Proposed Budget | 2023/24 | 2024/25 | 2025/26 | 2026/27 |
| 005 Ministry of Public Service | 32.553 | 32.553 | 32.553 | 32.553 | 32.553 |
| 011 Ministry of Local Government | 30.273 | 30.273 | 30.273 | 30.273 | 30.273 |

| <i>Billion Uganda Shillings</i> | 2022/23 | Medium Term Projections | | | |
|---|-----------------|-------------------------|----------------|----------------|----------------|
| | Proposed Budget | 2023/24 | 2024/25 | 2025/26 | 2026/27 |
| 023 Ministry of Kampala Capital City and Metropolitan Affairs | 3.465 | 3.465 | 3.465 | 3.465 | 3.465 |
| 103 Inspector General of Government's Office(IGG) | 3.463 | 3.463 | 3.463 | 3.463 | 3.463 |
| 108 National Planning Authority(NPA) | 7.231 | 7.231 | 7.231 | 7.231 | 7.231 |
| 122 Kampala Capital City Authority(KCCA) | 110.778 | 110.778 | 110.778 | 110.778 | 110.778 |
| 123 National Lotteries and Gaming Regulatory Board | 5.056 | 5.056 | 5.056 | 5.056 | 5.056 |
| 146 Public Service Commission (PSC) | 10.949 | 10.949 | 10.949 | 10.949 | 10.949 |
| 147 Local Government Finance Commission(LGFC) | 4.000 | 4.000 | 4.000 | 4.000 | 4.000 |
| Total for the Programme | 207.767 | 207.767 | 207.767 | 207.767 | 207.767 |

P4: PROGRAMME PRIORITIES IN LINE WITH INTERVENTIONS FOR FY2022/23

| Programme Priorities FY2022/23 | NDP III Programme Intervention aligned to |
|---|---|
| <p>1. Organize and facilitate Negotiations between LGs and Sector Ministries with decentralized services on Grants allocation formula and models in light of program policies reviewed to in-build crosscutting issues like poverty, HIV/AIDS, gender and environment</p> <p>2. Local government Budget Consultative workshops held at the central and local government</p> <p>3. Enhanced Local Revenue through potential sources</p> <p>4. Specific Budget Analysis Feedback Reports on the results of the LG approved budgets produced</p> <p>5. Technical support provided in identified areas of weaknesses in compliance with legal requirements and LG TPCs capacities enhanced to partake strategies that lead to self-reliance</p> | Build LG fiscal decentralization and self-reliance capacity |
| <p>Rewards and Sanctions Committees oriented in 66 MDAs and LGs</p> <p>Implementation of the Rewards and Sanctions Framework Monitored in 25LGs and MDAs</p> | Design and implement a rewards and sanctions system |
| <p>Develop a professional ICT workforce and digital literacy</p> <p>Provide Platforms for digitization and documentation of ongoing government programmes for MDAs & LGs</p> <p>Develop and operationalize a digital/online content repository for information about GoU programs and projects</p> <p>Enhance e-Citizens Portal (e-Services added onto the Portal</p> <p>Develop and roll out three (3) priority e-services in three (3) programmes.</p> | Design and implement electronic citizen (e-citizen) system |

| Programme Priorities FY2022/23 | NDP III Programme Intervention aligned to |
|--|--|
| Service Delivery Standards developed and monitored in 4 MDAs and 12LGs across the four regions Compliance inspection conducted in 10 MDAs and 20 LGs inspected PAIPAS applied in 10 MDAs and 20 LGs Findings of the NSDS 2021 disseminated Investigative inspections undertaken in 4 public institutions E-inspection rolled out to 4 MDAs and 12 LGs | Develop and enforce service and service delivery standards |
| EDRMS rolled out to 8 MDAs and 2 LGs | Develop and operationalize an e-document management system |

| Programme Priorities FY2022/23 | NDP III Programme Intervention aligned to |
|--|---|
| <p>Comprehensive Job Evaluation in the public service undertaken</p> <p>Technical Support provided to all MDAs and LGs in managing decentralized wage, pension and gratuity management</p> <p>Guidelines on Management of Salary, Wage, Pension and gratuity developed and issued to the entire public service.</p> <p>Recruitment plans, Wage, Pension and gratuity budget prepared for the whole Service</p> <p>Management of wage, Payroll, pension gratuity by MDA/LGs monitored for all votes</p> <p>HR analytics conducted for selected 80 HR officers across the service</p> <p>Implementation of recruitment plans and cleared recruitments monitored in LGs</p> <p>Job Descriptions and Person Specifications arising out of Rationalization of Ministries and Government Agencies reviewed and Developed</p> <p>Schemes of Service for 16 Cadres in Public Service Developed</p> <p>Consultative Committees established and supported in 80 LGs and 20 MDAs</p> <p>100% of decisions of Appointing Authorities implemented</p> <p>100% of Grievances and complaints from Public Service Labor Unions and individuals handled</p> <p>Provide guidance on recruitments and selection to all LGs</p> <p>Critical positions at in Local Governments filled (CAOs, DCAOs, Town Clerks of Cities and municipalities and Heads of Department and Units)</p> <p>Equip Service Commissions with assistive devices for persons with special needs to ensure inclusiveness</p> <p>Constitute and empower District Service Commissions to execute their Mandate where they are lacking</p> <p>Review interview Assessment tools and Recruitment and Selection Guidelines</p> <p>Implement the approved Recruitment Plans of MDAs and LGs</p> <p>Review Performance standards and minimum conditions for DSCs</p> | <p>Empower MDAs to customize talent management (Attract, retain and motivate public servants)</p> |

| Programme Priorities FY2022/23 | NDP III Programme Intervention aligned to |
|---|--|
| <p>Compliance to RIM standards in 20 MDAs and 40 LGs assessed and technical support provided to address the identified gaps.</p> <p>Verify 400 declarations from Leaders and Public Officers and Investigate 25 breaches into the Leadership Code.</p> <p>Investigate and resolve 150 Ombudsman complaints in MDAs and 468 in LGs</p> <p>Conduct 12 System Investigations in MDAs & LGs</p> <p>Management and resolution of Ombudsman Complaints</p> | Enforce compliance to the rules and regulations |
| Enforce compliance to rules and regulations in the Local Governments | Enforce compliance to the rules and regulations |
| <p>Develop and operationalize a data sharing and integration platform to enhance the delivery of services in government and private sector</p> <p>Collect, package (program) and translate the local government content on parish model into different local languages</p> <p>Broadcast local government content on parish model on Radio and TV, social media, and other communications media in different languages</p> <p>Establishing regional public services broadcaster centres taking broadcast services nearer to the people</p> <p>MDAs NDP III digital content (documentaries, feature stories, talk shows, and promotion materials) developed and broadcast</p> <p>Develop and package local content for universal access to electronic Governance (e-Governance) services, e-citizen portal services, other private sector ICT services, other communication channels</p> <p>Digital citizenship promoted</p> <p>Formulation of UBC and MDAs collaboration frameworks for content development, preservation and broadcasting</p> <p>Develop a mechanism that links vital personal data information</p> <p>Collect Content data on NDP III Planning, Implementation, and performance monitoring and evaluation by various MDAs activities collected</p> | Improve access to timely, accurate and comprehensible public information |
| <ol style="list-style-type: none"> 1. Facilitate the training and Capacity building of PDCs (T.O.T for LGs, Roll-out by the Districts for all Parishes) 2. Disburse the Parish Revolving Fund (PRF) to all parishes to support subsistence households improve their business enterprises 3. Undertake Technical Support at all levels (field visits, on-call visits) 4. Organize Pillar Working Group Meetings, IMTC meetings 5. Form 10,594 Parish SACCOs 6. Mobilization in all LGs aimed at formation of Farmer Groups and associations | Operationalize the parish model |
| Implement and monitor the Parish Development Model | Operationalize the parish model |

| Programme Priorities FY2022/23 | NDP III Programme Intervention aligned to |
|---|--|
| <p>Technical guidance on HR Policies and Procedures provided to 20 MDAs and 60 LGs</p> <p>Support Supervision on implementation of HR Policies and Procedures in 20 MDAs and 24 LGs conducted</p> <p>Research on Impact of two Public Service Initiatives conducted and recommendations made for further improvement</p> | <p>Rationalize and harmonize policies to support public service delivery</p> |
| <p>5 Government business processes Systems reengineered</p> <p>4 reviewed systems performance monitored</p> <p>8 Mini SUCs established and Technical support provided to establish Regional Service Uganda Centers</p> <p>Public and Private institutions supported to review, re-engineer their processes, automate and deliver services online.</p> | <p>Reengineer public service delivery business processes</p> |
| <p>Comprehensive Restructuring of 18 Ministries 28 Agencies and 11 LGs undertaken</p> <p>Technical support provided to 15 MDAs and 30LGs in implementing of approved structures.</p> <p>Approved Structures and staff establishment data for MDAs and LGs updated and controlled on IPPS and HCM</p> | <p>Restructure Government institutions (MDAs & sectors) to align with new programme planning, budgeting and implementation</p> |
| <p>Records management systems set up in 5 MDAs and 35 LGs where they are lacking</p> <p>Two (2) Model Registries and Records Centres set up for hands-on training in RIM</p> <p>Valuable archival records acquired from 14 MDAs and 6 LGs and preserved at NRCA for effective knowledge management.</p> | <p>Review and develop management and operational structures, systems and standards</p> |
| <p>Client Charters developed and implemented 15 MDAs and LGs</p> | <p>Review and strengthen the client chatter feedback mechanism to enhance the public demand for accountability</p> |
| <p>Review policies, regulations and laws (The Constitution, Public Service Act, Public Service Commission Act, Public Service Commission Regulations, Local Government Act on establishment of service commissions for local governments</p> <p>Formulate, evaluate, review and disseminate Human Resource policies to the service such as,</p> <ol style="list-style-type: none"> 1. Framework for Talent Management 2. Knowledge Management Policy and strategy 3. Curriculum for pre and post retirement 4 Framework for Collaboration and Partnership with Training Institutions 5 Guidelines on Management of Salary, Wage, Pension and gratuity to the entire public service 7 Updated Education Sector Capacity Development Plan | <p>Review the existing legal, policy, regulatory and institutional frameworks to standardise regulation and benefits in the public service</p> |

| Programme Priorities FY2022/23 | NDP III Programme Intervention aligned to |
|--|--|
| <p>HCM rolled out to 100 MDAs & LGs</p> <p>Early Life Support to 160 HCM sites provided</p> <p>Employee master data, establishment and transaction data for 88 votes cleaned</p> <p>Stakeholder Engagement and Change Management conducted</p> <p>Targeted HCM users in 100 votes trained & HRs certified</p> <p>Functional and Technical Support provided on HRM systems at Regional Centres</p> | <p>Roll out the Human Resource Management System (Payroll management, productivity management, work leave, e-inspection)</p> |
| <p>Develop and implement a comprehensive staff Training, Capacity development and knowledge management program</p> | <p>Strengthen collaboration of all stakeholders to promote local economic development;</p> |
| <p>Performance Budgeting integrated into the individual performance management framework 40 MDAs and LGs</p> <p>28 MDAs and LGs supported and monitored on implementation of Performance management initiatives</p> <p>25 MDAs & LGs supported to link their Performance Management Plans to the National Plans in all the 4 regions</p> <p>Performance Improvement based approach to Capacity Building institutionalized in 75 LGs and MDAs in all the 4 regions</p> <p>The Annual League Table on Compliance with Performance Management policy Framework in the Public Service produced</p> <p>Strengthen Performance management culture in Education Sector Schools and Institutions.</p> <p>Conduct On-spot Technical support supervision and backstopping in 40 schools and Institutions</p> | <p>Strengthening public sector performance management</p> |
| <p>Build capacity of 1,800 public officers in different discipline areas across all regions e.g 300-Strategic Human Resource Planning, 400-Mind Set Change, 400-Leadership and Strategic Management, 200-Practical Orientated Policy Formulation and Analysis, 250 -Learning and development, 250 -Officers in RIM.</p> <p>Capacity of 240 HR Managers in 20 MDAs and 50 LGs built in Strategic Human Resource Planning</p> <p>70% and 30% of Headquarter staff and Field school/Institutions, respectively in Leadership and management</p> <p>90% and 40% of the newly recruited staff at Headquarters and field institutions inducted, respectively</p> | <p>Undertake nurturing of civil servants through patriotic and long-term national service training</p> |

P5: GENDER AND EQUITY ISSUES AND INTERVENTIONS FOR FY2022/23

Issue: Gender and equity mainstreaming in HR policies and guideline

Intervention

Provide Support Supervision on mainstreaming G&E in HR Policies and

Procedures in 20 MDAs and 24 LGs