

# Vote:146 Public Service Commission

## VI: Vote Overview

### (i) Snapshot of Medium Term Budget Allocations

**Table V1.1: Overview of Vote Expenditures**

<i>Billion Uganda Shillings</i>	FY2017/18 Outturn	FY2018/19		FY2019/20 Proposed Budget	MTEF Budget Projections			
		Approved Budget	Spent by End Sep		2020/21	2021/22	2022/23	2023/24
Recurrent Wage	1.656	2.658	0.416	2.658	2.791	2.930	3.077	3.231
Non Wage	4.188	5.555	0.969	5.114	5.881	7.057	8.469	10.163
Devt. GoU	0.483	0.484	0.014	0.484	0.581	0.581	0.581	0.581
Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
<b>GoU Total</b>	<b>6.326</b>	<b>8.697</b>	<b>1.399</b>	<b>8.256</b>	<b>9.253</b>	<b>10.569</b>	<b>12.127</b>	<b>13.975</b>
<b>Total GoU+Ext Fin (MTEF)</b>	<b>6.326</b>	<b>8.697</b>	<b>1.399</b>	<b>8.256</b>	<b>9.253</b>	<b>10.569</b>	<b>12.127</b>	<b>13.975</b>
<i>A.I.A Total</i>	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
<b>Grand Total</b>	<b>6.326</b>	<b>8.697</b>	<b>1.399</b>	<b>8.256</b>	<b>9.253</b>	<b>10.569</b>	<b>12.127</b>	<b>13.975</b>

### (ii) Vote Strategic Objective

A competent, motivated and highly performing Public Service for effective service delivery

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## *V2: Past Vote Performance and Medium Term Plans*

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### **Performance for Previous Year FY 2017/18**

Appointed 1,154 Public officers in various categories for various Ministries/Departments/ Agencies including advice to HE the President.

97 Officers were appointed during Graduate Recruitment Exercise (GRE) whereby 61 were male and 36 were female. This is over and above the recruitments reported above.

100% (70/70) Disciplinary cases with complete submissions were handled and decisions communicated.

Confirmed 591 Public Officers in their appointments

32 Job Competence profiles developed

59 Selection instruments were developed

74 selection tests for District Local Governments and Ministries, including both competence and aptitude tests were administered to a total of 3,283 applicants out of the 3,874 shortlisted. Out of this number 1,202 successful applicants were recommended for consideration for the oral interview and other forms of assessment.

Procurement of a 14 Seater Van was concluded and the Van delivered to the Commission

Procured a 24 BTU Air Conditioner for the Server Room.

Procured 5 Laptops and 1 Colored Printer

Two (2) Mini Servers, RAM and Extra HDD for E-recruitment examinations module were procured.

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## Performance as of BFP FY 2018/19 (Performance as of BFP)

Performance Audit of twenty one (21) DSCs was conducted. -They included: Wakiso, Mpigi, Butambala, Kole, Oyam, Omoro, Hoima, Bulisa, Masindi, Apac, Amolatar, Dokolo, Nakapiripirit, Amudat, Moroto, Serere, Ngora, Kibuku, Agago, Kitgum and Pader.

Eighteen (18) DSCs visited and respective Secretaries mentored in the following DSCs. Kumi, Soroti, Katakwi, Bulambuli, Sironko, Bududa, Bunyangabo, Kabarole, Kamwenge, Buikwe, Mukono, Kayunga, Rubanda, Kabale, Rukiga, Pakwach, Nebbi and Zombo

A total of 836 cases were concluded. -These included: 164 appointments, 02 appeals, 52 promotions, 63 contract appointments, 448 confirmation in appointment, 99 re-designations, and 08 approvals of study leave.

Held one National Stakeholders Conference in Western Uganda.

GRE Advert released and the process of Selection has started.

15 Selection tests developed:

15 Competence selection instruments administered for posts mentioned above

Data for six (6) profiles has been collected and draft profiles are being compiled

Bid notice for Procurement of one (1) Station Wagon issued and receipt of bids underway.

Evaluation of bids for procurement of Projectors and 5 Computers on going

Solicitation for quotations for procurement of office furniture underway.

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## **FY 2019/20 Planned Outputs**

Hold 02 Regional Stakeholders Conferences in Eastern and Central Regions

Conduct Monitoring Visits in 50 Districts

Induct 150 newly appointed DSC Members and Secretaries; hold refresher training

Mentor Secretaries of 25 DSCs

Visit 10 DSCs on Appeal Cases

Conduct Graduate Recruitment Exercise 2019/20 (GRE) recruitment

Conduct preliminary activities on development of an electronic Database Management System (EDMS)

Review PSC Regulations, Guidelines and Checklists

Match Public Service Jobs with courses offered at various Universities and conduct Career sensitization programmes to University Students.

Verify Academic Documents of Applicants

Develop 20 Competence Profiles

Develop 40 Selection Instruments to update the question bank

Conduct Selection Exams in 50 DSCs

Purchase in conjunction with Physiological Society, 5 International off Shelf Tests

Develop a competence based recruitment user manual

Renovation/refurbishment of the Registry on the Ground Floor

Procurement of a Server for back up, new email client and firewall

Replacement of Intercom PABX and Telephone sets

Procurement of Furniture for Resource Centre & Others

Procurement of one station wagon vehicle

Bench Marking Exercise by Members, PSC conducted

## **Medium Term Plans**

Fully implement the E-Recruitment System

Develop the Electronic Database Management System (EDMS)

Fill the Public Service Commission staff structure

Acquire enough Station Wagon Motorvehicles for Members of the Public Service Commission

Acquire land and construct an office block for the Commission

## **Efficiency of Vote Budget Allocations**

The allocations have been made basing on the current FY (2018/19) performance and key adjustments made where needed.

## **Vote Investment Plans**

The Commission does not have Capital Investments above the 0.5bn threshold.

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## Major Expenditure Allocations in the Vote for FY 2019/20

Purchase of a Station Wagon Vehicle (0.3bn)

### V3: PROGRAMME OUTCOMES, OUTCOME INDICATORS AND PROPOSED BUDGET ALLOCATION

**Table V3.1: Programme Outcome and Outcome Indicators**

<b>Programme :</b>	<b>52 Public Service Selection and Recruitment</b>						
<b>Programme Objective :</b>	To provide government with competent human resources for effective and efficient public service delivery.						
<b>Responsible Officer:</b>	Dr. John Geoffrey Mbabazi.						
<b>Programme Outcome:</b>	<b>An efficient and transparent public service recruitment process</b>						
<i>Sector Outcomes contributed to by the Programme Outcome</i>							
<b>1. Improved institutional and human resource management at central and local government level</b>							
Programme Performance Indicators (Output)	Performance Targets						
	2017/18 Actual	2018/19 Q1 Actual			2019/20 Target	2020/21 Target	2021/22 Target
• Percentage of staff recruited against the declared posts	60%	68			85%	90%	95%

**Table V3.2: Past Expenditure Outturns and Medium Term Projections by Programme**

Billion Uganda shillings	2017/18	2018/19		2019/20	MTEF Budget Projections			
	Outturn	Approved Budget	Spent By End Q1	Proposed Budget	2020/21	2021/22	2022/23	2023/24
<b>Vote :146 Public Service Commission</b>								
52 Public Service Selection and Recruitment	6.255	8.697	1.386	8.256	9.253	10.569	12.127	13.975
<b>Total for the Vote</b>	<b>6.255</b>	<b>8.697</b>	<b>1.386</b>	<b>8.256</b>	<b>9.253</b>	<b>10.569</b>	<b>12.127</b>	<b>13.975</b>

### V4: SUBPROGRAMME PAST EXPENDITURE OUTTURNS AND PROPOSED BUDGET ALLOCATIONS

**Table V4.1: Past Expenditure Outturns and Medium Term Projections by SubProgramme**

Billion Uganda shillings	2017/18	2018/19		2019/20	Medium Term Projections			
	Outturn	Approved Budget	Spent By End Sep	Proposed Budget	2020/21	2021/22	2022/23	2023/24
<i>Programme: 52 Public Service Selection and Recruitment</i>								
01 Headquarters (Finance and Administration)	5.043	6.394	1.026	3.686	4.199	4.975	5.903	7.014
02 Selection Systems Department (SSD)	0.166	0.459	0.094	0.502	0.573	0.682	0.811	0.966
03 Guidance and Monitoring	0.590	1.313	0.245	3.533	3.842	4.264	4.752	5.320
0388 Public Service Commission	0.483	0.484	0.014	0.484	0.581	0.581	0.581	0.581
04 Internal Audit Department	0.038	0.047	0.007	0.051	0.058	0.068	0.079	0.093
<b>Total For the Programme : 52</b>	<b>6.320</b>	<b>8.697</b>	<b>1.386</b>	<b>8.256</b>	<b>9.253</b>	<b>10.569</b>	<b>12.127</b>	<b>13.975</b>

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Total for the Vote :146	6.320	8.697	1.386	8.256	9.253	10.569	12.127	13.975
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N / A

## Table V4.3: Major Capital Investment (Capital Purchases outputs over 0.5Billion)

N/A

## V5: VOTE CHALLENGES FOR 2019/20 AND ADDITIONAL FUNDING REQUESTS

### Vote Challenges for FY 2019/20

**Inadequate Office Space;** The problem of inadequate office space still persisted. The efforts to get a permanent home were still on and the Commission lobbied all the relevant Stakeholders through the Inter Commissions Forum (ICF) to make the Offices' Block Project for all appointing Service Commissions a reality

**High Number of Applicants Competing for Few Jobs;** Each year, the number of candidates applying for jobs in the Public Service increases without a corresponding increase in job opportunities. This resulted into high costs of administering selection tests.

**Increased Number of Districts and Municipalities;** With the increased number of Districts and Municipalities, the workload of the Commission has also increased and yet the budget and human resources have remained almost the same. For example, the Selection Systems Department is run by only three (3) staff

**Functionality of District Service Commissions;** A total of 120 District Service Commissions were functional out of which, 37 DSCs had 4 Members each, 24 DSCs had 3 Members each while 58 DSCs were fully constituted with 5 Members each. Even in cases where submissions were made, some of the nominees were found to be wanting in terms of the minimum requirements for appointment.

**Capacity Enhancement for DSCs;** Although PSC conducted inductions and sensitization programmes for DSCs, political interference in the work of the DSCs as well as other inappropriate practices such as nepotism and failure to adhere to Human Resource Management (HRM) rules, policies and procedures still persisted.

**Non Response/Delayed Response by DSCs to Issues Raised by PSC on Cases of Appeal;** In order to determine the appeals in line with the principles of natural justice, PSC normally requests for comments from the relevant DSCs. However, the DSCs either delayed to respond or did not respond at all, thereby resulting in prolonged period for resolution of some of the cases.

**Failure to Fill Vacant Posts;** None of the establishment structures both in Local Governments and at the Centre were fully filled, mainly due to inadequate wage provision. As a result, many staff in Local Governments held positions in acting capacity.

**Reported Cases of Corruption;** Reported cases of bribery by DSCs were corroborated by a number of DSC candidates when they appeared for interviews. Some of the cases were investigated by IGG and PSC. However, it was difficult to prove many of the cases as complainants feared to come out to testify.

### Table V5.1: Additional Funding Requests

Additional requirements for funding and outputs in 2019/20	Justification of requirement for additional outputs and funding
<b>Vote : 146 Public Service Commission</b>	
<b>Programme : 52 Public Service Selection and Recruitment</b>	
<b>OutPut : 76 Purchase of Office and ICT Equipment, including Software</b>	

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Funding requirement UShs Bn : **0.500**

The Commission holds documents from since its creation in hard copy, the system will scan, store all documents in soft copy and in retrievable format.

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