

Vote:012 Ministry of Lands, Housing & Urban Development

V1: Vote Overview

I. Vote Mission Statement

The Mission is “To ensure sustainable land management, planned urban and rural development and decent housing for all”.

II. Strategic Objective

To ensure Security of land tenure, orderly development and adequate housing for all

III. Major Achievements in 2018/19

A) Under Land Administration (funds spent UGX 25.272 bn)

- i. Prepared principles for the Land Acquisition Bill, 2019, Surveyors' Registration (amendment) Bill, Survey and Mapping Bill and Valuation Bill.
- ii. Registered 313 Communal Land Associations (CLAs) in Kaabong district and carried out public sensitization on registration of CLAs in Bunyoro region, Bukedi region and Kayunga district to all categories of people including the poor and vulnerable groups.
- iv. Issued Customary Certificates of Ownership (CCOs) to beneficiaries as follows: 460 men, 350 women, 110 boys, 81 girls, 62 widows and 31 persons with disabilities in Nwoya District and 6,882 beneficiaries (4,096 women and 2,755 men, 31 disabled men and women) in Pader District.
- vi. Handled 17 cases of the reported land conflicts in Acholi sub region of which 9 were resolved by the Area Land Committees (ALCs) & the demarcation team and 8 were forwarded to Acholi
- vii. Religious Leaders Peace Initiative for mediation.
- viii. The National Land Policy disseminated to 28 districts of Pader, Kaabong, Nwoya, Mubende, Soroti, Katakwi, Kabale, Adjumani, Kayunga, Wakiso and Mukono. Others include Kotido,
- ix. Moroto, Napak, Mityana, Kasanda, Oyam, Kiboga, Buliisa, Hoima, Kibaale, Masindi, Kiryandongo, Mbale Gulu, Amuru and Arua.
- x. Carried out consultations on the draft Land Acquisition, Resettlement and Rehabilitation Policy to stakeholders including the representatives of the PWDs, elderly, women and youth.
- xi. Carried out public awareness on land rights to men, women and other vulnerable groups in Kampala, Mityana, Kassanda, Mubende, Soroti, Katakwi, Karamoja region and Ugandans in the
- xii. Diaspora.
- xiii. Completed reconnaissance, mobilization and sensitization of communities in preparation of registering CLAs.
- xiv. Approved compensation rates for Rubirizi, Ibanda, Omoro, Oyam, Kyankwanzi, Malaba, Sembabule, Lwengo, Rakai, Kyotera, Kakumiro, Hoima, and Kisoro, Fort portal, Nagongera,
- xv. Kiruhura, Kagadi, Wattuba, Soroti and Moyo.
- xvi. Carried out 12,000 Property Valuations.
- xvii. Trained District Land Boards (DLBs) of Mbarara, Ibanda, Kiruhura, Oyam, Katakwi, Lyantonde, Moroto, Napak, Sembabule, Nebbi, Nwoya and Kamuli.
- xviii. Established 208 Geodetic control points to aid in survey and mapping function.
- xix. Carried out 8 joint border technical meetings i.e UG/TZ (3 meetings), UG/KY (2), UG/DRC (2), UG/RW.
- xx. Established 53 Buffer pillars in Kabale/Kigezi.
- xxi. Reprinted 2 topographic maps of 29/2 Pakwach and 38/3 Buseruka.
- xxii. Surveyed 202 km of UG/RW international boundary.
- xxiii. Updated and disseminated 36 topographic maps to 4 districts of Luwero, Nakaseke, Iganga and Mayuge.
- xxiv. Approved 18,250 deed plans.
- xxv. 490 court cases facilitated.
- xxvi. 26,773 certificates of title processed and issued
- xxvii. 7,499 files committed in the MZOs.
- xxviii. Completed 31,605 conveyances.
- xxix. Completed construction of 10 MZOs (Kabale, Rukungiri, Moroto, Mpiigi, Mityana, Tororo, Mukono, Wakiso, Soroti and Luweero)

B). Under Housing (UGX 0.754 bn)

- i. Submitted the Landlord and Tenant Bill, 2018 to Parliament for debate and enactment into law.

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- ii. Carried out sensitization on the condominium law and green building technology in the urban and rural areas of Kasese, Iganga, Kamuli, Ishaka Bushenyi, Ntungamo and Kabale Municipality.
 - iii. Gazetted two sets of bye-laws for the Architects Registration Board.
 - iv. Vetted 22 Condominium plans.
 - v. Disseminated house prototype plans to Serere, Kaberamaido, Katakwi, Amuria, Kapalebyong, Ngora, Kasanda, Kikuube, Kagadi, Bugweri, Butebo, Namisindwa, Rubanda, Rukiga, Kabale and Ntungamo for further distribution with emphasis to the poor.
 - vi. Offered technical support to OPM for constructing resettlement houses for the Bududa landslide victims, Posta Uganda LTD CEDP, IRA, UAC, MoD, NCS & OAG & 2 LGs of Nwoya and Amuru District
 - vii. Reviewed standard procedures for building plan approvals for Kasanda, Kikuube, Kagadi, Bugweri, Butebo, Namisindwa, Rubanda, Rukiga, Kabale & Ntungamo LGs.
 - viii. Provided financial supported to Architects Registration Board.
 - ix. Held technical meetings with Association of Real Estate Agents (AREA).
 - x. Real estate developments catalogued in the 8 LGs of Arua, Nebbi, Pakwach, Gulu, Kitgum, Lira, Kampala & Wakiso.
 - xi. Supported LGs in the intergration of Housing Policy strategies into Local Government Development Plans of Kyegegwa, Kabarole, Bundibugyo, Ibanda Kayunga, Mayuge, Buikwe, Kyazanga, Kiboga & Ssembabule.
 - xii. Disseminated the National Housing Policy, 2016 to technical and political leadership for further dissemination to all categories of people including the vulnerable groups in the Districts and Town Councils of Kayunga, Mayuge, Buikwe, Kyazanga, Kiboga, Ssembabule Kyegegwa, Kabarole, Bundibugyo, Ibanda, Bushenyi, Sheema, Kabale, Rukungiri, Masaka & Ntungamo.
 - xiii. Mobilized communities in Kyegegwa, Kabarole, Bundibugyo, Ibanda, Kayunga, Mayuge, Buikwe, Kyazanga, Kiboga and Ssembabule into forming housing co-operatives emphasizing youth and women.
- C). Under Physical Planning and Urban Development (UGX 9.982 bn)
- i. Produced a final draft of the National Physical Development Plan.
 - ii. Supported the LGs in the implementation of the Physical Planning Act, 2010, and the National Land Use Policy, 2007.
 - iii. Disseminated the National Land Use Regulatory and Compliance Framework to Buikwe, Kakindu, Busunju, Butaleja, Rubaare and Lamwo districts to ensure urban and rural compliance.
 - iv. Monitored and inspected GKMA of Entebbe, Kakiri, Kiira, Wakiso, Mukono, Nansana, Ssis, Kakiri, & Makindye-Ssabagabo for compliance to the land use regulatory framework.
 - v. Monitored and evaluated the implementation of PDPs & the Land Use Regulatory framework in districts & urban councils of Nakaloke, Nabumali, Rubaare, Rwashamaire, Matete, Bukomansimbi, Lamwo Buikwe, Nkokonjeru Kakindu, Busunju, Butaleja, Busolwe Rubaare, Kitwe Lamwo, Padibe, and Anaka.
 - vi. Trained and sensitized PPCs in Rubaare, Lamwo, Padibe, Budaka, Lyantonde, and Gomba & Pader on implementation of Land use regulatory compliance framework & enforcement.
 - vii. Review of Guidelines for preparation of PDPs commenced.
 - viii. Preparation of a Model Sub-county PDP commenced.
 - ix. Carried out support supervision of Physical Planning activities in Kalangala, Buvuma, Mukono, Buikwe, Amuria, Ngora and Bukedea districts.
 - x. Carried out supervision of the preparation of PDPs in Nakaseke, Arua, Kyotera, Wakiso, Mbale, Kamuli, Serere, Nebbi and Bugiri districts.
 - xi. Trained District PPCs and respective sub county PPCs in Kakumiro, Kotido, Buvuma and Pallisa districts in physical development planning.
 - xii. Conducted Urban audits, training & monitoring of Adjumani, Yumbe, Amuru, Moyo, Koboko, Lamwo, Maracha, Kitgum, Napak, Kotido, Kabong, Abim, Kween, Nakapiripirit, Moroto & Amudat in urban planning and management.
 - xiii. Disseminated the National Urban Policy to 10 Urban Councils in the districts of Adjumani, Yumbe, Amuru, Moyo, Koboko, Lamwo, Maracha, and Kitgum in Northern region and 8 Urban Councils in Karamoja sub- region.
 - xiv. Preparation of the Kabale & Kikuube District Physical Development Plan & Regional PDP for Eastern Region commenced.
- D). Under Policy Planning and Support Services (UGX 18.800 bn)
- i. Prepared & submitted to Cabinet Secretariat 12 Cabinet Memoranda for consideration.
 - ii. Carried out policy research to inform policy formulation process.

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- iii. Produced Semi Annual Budget performance report.
- iv. Monitored & evaluated implementation of Government and Ministry interventions in LGs and produced 3 reports.
- v. Prepared & submitted Sector Budget Framework Paper FY2019/2020 to MFPED.
- vi. Paid salaries & wages for 455 Ministry staff.
- vii. Paid Pension & Gratuity to former employees and contract staff of the Ministry.
- viii. Held 12 Top Management meetings, 9 Senior Management meetings, 1 Retreat with Members of Parliament, 1 general staff meeting & end of year staff party.
- ix. Implemented Access to Information Manual & Ministry's Clients Charter.
- x. Prepared & submitted 6 month financial statement to relevant authorities.
- xi. Carried out half year field inspections & project audits, produced a report & discussed by top management.
- xii. Carried out verification of payrolls & pensions payment.
- xiii. Procured assorted ICT equipment, Assorted Furniture & Office cabinets.
- xiv. Maintained Motor vehicles, Equipment and Ministry buildings in good condition.

IV. Medium Term Plans

- 1) Development and implementation of National/Sectoral Policies, Laws, Regulations, Standards and guidelines to address all forms of disparities and other emerging issues;
- 2) Finalization of the review/amendment and drafting of land related and other sectoral laws with emphasis on incorporation of gender & equity concerns and other emerging issues;
- 3) Coordination of the implementation of sectoral laws;
- 4) Survey and demarcation of International boundaries;
- 5) The Land Information System rolled out to the remaining Ministry Zonal Offices for regional equity and taking services closer to the people including the vulnerable groups;
- 6) Implementation of the Uganda Support to Municipal Infrastructure Development (USMID) II Program;
- 7) Support to decentralized land administration institutions (ALCs, DLBs, LC III courts, DLOs & PPCs) through capacity building;
- 8) Reinstating and capacity building of Land Tribunals to address the increasing land conflicts and disputes;
- 9) Strengthen the Office of Chief Government Valuer to provide prompt and fair valuations;
- 10) Finalise the development of the National Physical Development Plan and other regional Physical Development Plans;
- 11) Coordinate the implementation of the Physical Development Plan for the Albertine Graben region and other regions;
- 12) Formulation and dissemination of the Municipal Development Strategies; Training of sub-county chiefs in aspects of physical planning and land management.
- 13) Updating the Urban Indicators and production of the State of the Urban Sector Report;
- 14) Monitoring compliance to PDPs and production of the State of Land Use Compliance Report;
- 15) Develop and implement all-inclusive housing projects through PPPs;
- 16) Implementation of Slum redevelopment projects in partnership with National Housing Construction Company and other stakeholders;
- 17) Promotion of inclusive Housing Cooperatives comprised of the youths, women, men, elderly and PWDS;
- 18) Promotion of affordable alternative housing technology;
- 19) Filling approved staff positions;
- 20) Construction of new offices for the Ministry Headquarters which are compliant to the Building Control Act;
- 21) Implementation of the Sector Strategic Development Plan.

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V. Summary of Past Performance and Medium Term Budget Allocations

Table 5.1: Overview of Vote Expenditures (US\$ Billion)

	2017/18 Outturn	2018/19		2019/20	MTEF Budget Projections				
		Approved Budget	Expenditure by End Dec		2020/21	2021/22	2022/23	2023/24	
Recurrent									
Wage	5.381	8.103	3.518	8.103	8.508	8.933	9.380	9.849	
Non Wage	41.844	22.224	11.751	34.654	39.852	47.822	57.387	68.864	
Devt.									
GoU	13.046	20.102	7.843	9.701	11.641	11.641	11.641	11.641	
Ext. Fin.	45.180	136.216	24.922	116.650	50.139	53.189	39.568	6.464	
GoU Total	60.270	50.428	23.112	52.458	60.001	68.397	78.408	90.354	
Total GoU+Ext Fin (MTEF)	105.451	186.645	48.033	169.108	110.141	121.585	117.976	96.818	
Arrears	4.312	9.132	6.775	0.000	0.000	0.000	0.000	0.000	
Total Budget	109.763	195.777	54.808	169.108	110.141	121.585	117.976	96.818	
A.I.A Total	0.000	2.880	0.000	0.000	0.000	0.000	0.000	0.000	
Grand Total	109.763	198.657	54.808	169.108	110.141	121.585	117.976	96.818	
Total Vote Budget Excluding Arrears	105.451	189.525	48.033	169.108	110.141	121.585	117.976	96.818	

VI. Budget By Economic Classification

Table V6.1 2018/19 and 2019/20 Budget Allocations by Item

<i>Billion Uganda Shillings</i>	2018/19 Approved Budget				2019/20 Draft Estimates		
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	Total
Output Class : Outputs Provided	40.924	110.108	0.000	151.031	45.473	81.977	127.449
211 Wages and Salaries	9.641	3.994	0.000	13.634	9.973	5.157	15.130
212 Social Contributions	2.744	0.369	0.000	3.113	3.082	0.613	3.695
213 Other Employee Costs	1.095	0.000	0.000	1.095	1.132	0.000	1.132
221 General Expenses	5.242	2.978	0.000	8.219	6.099	9.704	15.803
222 Communications	1.369	0.020	0.000	1.389	1.280	1.951	3.231
223 Utility and Property Expenses	1.051	0.240	0.000	1.291	1.527	0.435	1.962
224 Supplies and Services	0.347	0.000	0.000	0.347	0.119	0.000	0.119
225 Professional Services	2.435	93.515	0.000	95.950	4.244	44.405	48.649
226 Insurances and Licenses	0.000	0.268	0.000	0.268	0.000	0.000	0.000
227 Travel and Transport	4.883	5.863	0.000	10.746	6.206	16.492	22.698
228 Maintenance	1.717	2.862	0.000	4.578	1.409	2.643	4.052
281 Property expenses other than interest	0.000	0.000	0.000	0.000	0.000	0.576	0.576
282 Miscellaneous Other Expenses	10.400	0.000	0.000	10.400	10.400	0.000	10.400
Output Class : Outputs Funded	3.000	0.000	2.880	5.880	4.765	0.000	4.765

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262 To international organisations	0.000	0.000	2.880	2.880	1.715	0.000	1.715
263 To other general government units	3.000	0.000	0.000	3.000	3.050	0.000	3.050
Output Class : Capital Purchases	6.505	26.109	0.000	32.613	2.220	34.674	36.893
281 Property expenses other than interest	0.238	1.846	0.000	2.084	0.133	3.024	3.157
312 FIXED ASSETS	6.266	24.263	0.000	30.529	2.087	31.650	33.736
Output Class : Arrears	9.132	0.000	0.000	9.132	0.000	0.000	0.000
321 DOMESTIC	9.132	0.000	0.000	9.132	0.000	0.000	0.000
Grand Total :	59.561	136.216	2.880	198.657	52.458	116.650	169.108
Total excluding Arrears	50.428	136.216	2.880	189.525	52.458	116.650	169.108

VII. Budget By Programme And Subprogramme

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

<i>Billion Uganda shillings</i>	FY 2017/18 Outturn	FY 2018/19		2019-20 Proposed Budget	Medium Term Projections			
		Approved Budget	Spent By End Dec		2020-21	2021-22	2022-23	2023-24
01 Land, Administration and Management (MLHUD)	46.250	114.015	25.272	51.383	20.549	23.660	28.134	32.073
03 Office of Director Land Management	0.051	0.068	0.032	0.068	0.068	0.078	0.078	0.098
04 Land Administration	2.299	2.027	1.398	0.886	1.286	1.607	2.362	2.462
05 Surveys and Mapping	0.921	3.279	1.602	2.062	4.622	6.040	7.514	9.062
06 Land Registration	0.343	0.415	0.217	0.445	1.537	1.065	2.015	2.226
07 Land Sector Reform Coordination Unit	9.453	9.877	4.904	9.453	11.387	13.220	13.967	14.967
08 Valuation	0.000	0.000	0.000	1.749	1.650	1.650	2.199	3.260
1289 Competitiveness and Enterprise Development Project [CEDP]	33.182	98.350	17.118	36.720	0.000	0.000	0.000	0.000
02 Physical Planning and Urban Development	20.450	47.136	9.982	90.050	61.213	64.499	50.796	20.165
11 Office of Director Physical Planning & Urban Devt	0.050	0.056	0.023	0.056	0.056	0.056	0.056	0.086
12 Land use Regulation and Compliance	0.651	0.844	0.421	0.844	0.544	0.544	0.703	1.011
1244 Support to National Physical Devt Planning	2.178	2.698	0.705	2.848	8.568	8.568	8.568	8.568
1255 Uganda Support to Municipal Development Project (USMID)	11.178	0.000	5.810	0.000	0.000	0.000	0.000	0.000
13 Physical Planning	1.324	1.287	0.675	1.737	1.471	1.636	1.395	2.930
1310 Albertine Region Sustainable Development Project	4.493	22.816	2.108	39.400	0.000	0.000	0.000	0.000
14 Urban Development	0.575	0.534	0.241	0.534	0.434	0.506	0.506	1.106
1514 Uganda Support to Municipal Infrastructure Development (USMID II)	0.000	18.900	0.000	44.580	50.139	53.189	39.568	6.464
1528 Hoima Oil Refinery Proximity Development Master Plan	0.000	0.000	0.000	0.050	0.000	0.000	0.000	0.000
03 Housing	1.613	1.623	0.754	1.673	1.623	2.473	3.122	3.097

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09 Housing Development and Estates Management	0.866	0.938	0.433	0.988	0.938	1.689	2.239	1.913
10 Human Settlements	0.699	0.634	0.309	0.634	0.634	0.734	0.812	1.112
15 Office of the Director, Housing	0.048	0.051	0.012	0.051	0.051	0.051	0.071	0.071
49 Policy, Planning and Support Services	41.451	35.883	18.800	26.003	26.755	30.953	35.924	41.484
01 Finance and administration	33.149	21.018	10.915	21.896	21.697	24.865	28.736	33.186
02 Planning and Quality Assurance	1.015	1.215	0.816	1.257	1.888	2.918	3.979	5.079
1331 Support to MLHUD	7.193	13.554	7.024	2.753	3.073	3.073	3.073	3.073
16 Internal Audit	0.093	0.097	0.045	0.097	0.097	0.097	0.136	0.146
Total for the Vote	109.763	198.657	54.808	169.108	110.141	121.585	117.976	96.818
Total Excluding Arrears	105.451	189.525	48.033	169.108	110.141	121.585	117.976	96.818

VIII. Programme Performance and Medium Term Plans

Table V8.1: Programme Outcome and Outcome Indicators (Only applicable for FY 2019/20)

Programme :	01 Land, Administration and Management (MLHUD)				
Programme Objective :	<ul style="list-style-type: none"> -Create an inclusive and pro-poor policy and legal framework for the land sector; put land resources to sustainable productive use; -Improve livelihoods of poor people through a more equitable distribution of land access and ownership, and increased tenure security for vulnerable groups; -Increase availability, accessibility, affordability, and use of land information for planning and implementing development programmes; -Establish and maintain transparent, accountable and easily accessible institutions and systems for decentralized delivery of land services;and -Mobilize and utilize public and private resources efficiently and effectively for the development of the land sector; 				
Responsible Officer:	Director , Land Administration and Management				
Programme Outcome:	Improved land tenure security				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Improved land Use for production purposes					
2. Reduced land disputes					
Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection

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• Average time of land tiling	14	10	7
SubProgramme: 04 Land Administration			
<i>Output: 01 Land Policy, Plans, Strategies and Reports</i>			
Number of districts where the National Land policy and implementation guidelines are disseminated	20	30	40
SubProgramme: 05 Surveys and Mapping			
<i>Output: 04 Surveys and Mapping</i>			
Number of deed plans approved	45,000	48,000	50,000
Number of geodetic control points established	15	25	30
Number of kilometers of international boarder surveyed	200	250	300
SubProgramme: 06 Land Registration			
<i>Output: 02 Land Registration</i>			
Number of titles issued	150,000	180,000	200,000
Number of land conveyances handled	300,000	350,000	400,000
SubProgramme: 07 Land Sector Reform Coordination Unit			
<i>Output: 06 Land Information Management</i>			
Number of ministry zonal offices equipped and operational	21	21	21
SubProgramme: 08 Valuation			
<i>Output: 03 Inspection and Valuation of Land and Property</i>			
Status of development of the National Land Valuation Information System	System Analysis, Design and requirement for the development of the National Land Valuation information system done;	10% Development of the National Land Valuation Information System done;	30% Development of the National Land Valuation information System done
No. of property valuations carried out	25,000	27,000	30,000
SubProgramme: 1289 Competitiveness and Enterprise Development Project [CEDP]			
<i>Output: 06 Land Information Management</i>			
Number of ministry zonal offices equipped and operational	21	21	21
Programme :	02 Physical Planning and Urban Development		
Programme Objective :	- Attain orderly and sustained growth of urban and regional development; - Attain a well regulated and controlled land use; and - Enhance awareness on urban land use and regional development among all categories of people;		
Responsible Officer:	Director, Physical Planning and urban Development		
Programme Outcome:	Increased compliance to physical planning regulatory framework		
<i>Sector Outcomes contributed to by the Programme Outcome</i>			

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1. Orderly and sustainable rural and urban development					
Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection
• Percentage compliance to physical planning regulatory framework in the urban councils.	39.5%	2017	50%	60%	70%
SubProgramme: 12 Land use Regulation and Compliance					
<i>Output: 02 Field Inspection</i>					
Number of Districts/Urban councils inspected for compliance to physical development plans			30	40	50
<i>Output: 05 Support Supervision and Capacity Building</i>					
Number of Physical Planning committees trained on the functions and operations of the Physical Planning Act, 2010.			15	20	30
SubProgramme: 13 Physical Planning					
<i>Output: 01 Physical Planning Policies, Strategies, Guidelines and Standards</i>					
Status of development of the National physical Development Plan			Dissemination of the National Physical Development Plan	National Physical Development Plan disseminated to across all regions	Implementation of National Physical Development Plan carried out
Level of development of the Physical Planning Amendment Bill			70	90	100
<i>Output: 05 Support Supervision and Capacity Building</i>					
Number of Physical Planning committees trained on the functions and operations of the Physical Planning Act, 2010.			240	250	260
SubProgramme: 14 Urban Development					
<i>Output: 02 Field Inspection</i>					
Number of Districts/Urban councils inspected for compliance to physical development plans			40	50	60
Programme :	03 Housing				
Programme Objective :	<ul style="list-style-type: none"> - Provide overall guidance to the housing sector; - Improve the quality of housing for the poor and vulnerable groups in Uganda; - Increase home ownership to all individuals; - Improve the security of housing tenure for all especially the vulnerable in society - Increase public awareness on human settlements development in rural and urban areas - Build capacity among stakeholders for housing development and management. 				
Responsible Officer:	Director, Housing				
Programme Outcome:	Increased access to adequate housing				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Improved Human settlements					
Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection
• Percentage awareness of the National Housing Policy.			50%	60%	70%

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• Percentage of disseminated prototype plans implemented	30%	40%	45%		
SubProgramme: 09 Housing Development and Estates Management					
<i>Output: 04 Estates Management Policy, Strategies & Reports</i>					
Number of districts where proto-type plans are disseminated	16	20	25		
SubProgramme: 10 Human Settlements					
<i>Output: 01 Housing Policy, Strategies and Reports</i>					
Number of Districts where National Housing policy is disseminated	20	25	30		
Programme :	49 Policy, Planning and Support Services				
Programme Objective :	-Ensure efficient, effective and optimal use of Government resources for better service delivery at all levels				
Responsible Officer:	Permanent Secretary				
Programme Outcome:	An efficient and effective delivery of services				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Improved land administration					
2. Improved land Use for production purposes					
3. Strengthened Land valuation					
Outcome Indicators	Performance Targets				
			2019/20	2020/21	2021/22
	Baseline	Base year	Target	Projection	Projection
N / A					
N/A					

IX. Major Capital Investments And Changes In Resource Allocation

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

FY 2018/19		FY 2019/20
Appr. Budget and Planned Outputs	Expenditures and Achievements by end Dec	Proposed Budget and Planned Outputs
Vote 012 Ministry of Lands, Housing & Urban Development		
<i>Program : 02 02 Physical Planning and Urban Development</i>		
Development Project : 1310 Albertine Region Sustainable Development Project		
Output: 02 02 73 Roads, Streets and Highways		
10 km upgraded to Tarmac and 6.6 km rehabilitated for Buliisa TC 118.1 km-Hoima District LG Rehabilitated. 30.3 km of roads-Buliisa District LG Rehabilitated..	Procurement process was concluded. A Civil works contract has been signed between the Ministry and M/S Greystone Investments Ltd. Procurement process was concluded. A Civil works contract has been signed between the Ministry and M/S Greystone Investments Ltd. Procurement process was concluded. A Civil works contract has been signed between the Ministry and M/S Greystone Investments Ltd.	- Environmental and Social Impact Assessment studies conducted for Batch 2 roads - Rehabilitation 118.1 kms of gravel roads in Hoima DLG under Batch 1 Completed - Rehabilitation of 31.3 km of Gravel Roads in Buliisa DLG under Batch 1 Completed -7 kms of Buliisa Town Upgraded to Bituminous standard -ESMMP for Batch 1 Road Projects Implemented Supervision of construction works carried out

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Total Output Cost(Ushs Thousand)	17,346,503	0	29,142,071
Gou Dev't:	0	0	0
Ext Fin:	17,346,503	0	29,142,071
A.I.A:	0	0	0
Output: 02 02 79 Acquisition of Other Capital Assets			
3 Markets for Buliisa TC, 6 Markets for Buliisa district LG , 4 Markets, 2 Fish Landing Sites, 25 Fish Cages , 1 slaughter house at Buseruka for Hoima District Local government.	Draft designs for Batch-2 Sub Projects (Roads and Economic Infrastructure) in Hoima and Buliisa Districts reviewed by the Ministry Process of Procuring a safe guards firm to review the design report for the 3 Markets for Buliisa TC, 6 Markets for Buliisa district LG , 4 Markets, 2 Fish Landing Sites, 25 Fish Cages , 1 slaughter house at Buseruka for Hoima District Local government initiated	Environmental and Social Impact Assessment Reports & Resettlement Action Plans (ESIA & RAP) for Selected Local Economic Infrastructure in Buliisa and Hoima Districts conducted Environmental and Social Management and Monitoring Plan (ESMMP) for Batch 2 implemented One (1) Market constructed in Buliisa DLG One (1) Market constructed in Buliisa TC One(1) market constructed in Hoima DLG	
Total Output Cost(Ushs Thousand)	1,970,000	0	5,531,473
Gou Dev't:	0	0	0
Ext Fin:	1,970,000	0	5,531,473
A.I.A:	0	0	0
Program : 02 49 Policy, Planning and Support Services			
Development Project : 1331 Support to MLHUD			
Output: 02 49 76 Purchase of Office and ICT Equipment, including Software			
- 2 dual GNSS receivers for surveying and mapping of the international border procured. - 5 heavy duty laptops for border demarcation procured. - Survey and mapping capital works of the common border monitored and appraised. -240SQkms of satellite imagery for border demarcation acquired. -Generator for use in boarder demarcation procured -Other Assorted ICT items for retooling of the Ministry offices procured Assorted Furniture procured. Assorted Furniture procured. Assorted Machinery and Equipment procured Furniture and fixtures for MZOs procured ICT equipments for the MZOs Procured	- Survey and mapping capital works of the common border monitored and appraised. - Assorted ICT items i.e 3 TASKalfa Photocopiers, 9 Desktop computers, 2 Printers procured for retooling the Ministry - Procurement of Assorted Furniture ongoing - Procurement of Assorted Assorted Machinery and Equipment ongoing - 6 Office cabinets procured for retooling the Ministry Offices - Procurement of Furniture and fixtures for MZOs ongoing	- Furniture and equipment procured for the Ministry Headquarters - ICT equipment(Ragged laptops for border survey and works) procured - Machinery and equipment procured for retooling the Ministry - Ministry activities and interventions monitored and appraised. -Assorted Machinery and Equipment procured for MZOs. -ICT and software items procured for the Ministry Headquarters and MZO	
Total Output Cost(Ushs Thousand)	1,847,620	407,825	1,439,620
Gou Dev't:	1,847,620	407,825	1,439,620
Ext Fin:	0	0	0
A.I.A:	0	0	0

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

I. Inadequate funding to implement the following activities:

a) Maintenance of Land Information System (LIS) and Ministry Zonal Offices (MZOs) (UGX. 6.7bn);

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- b) Strengthening the Office of Chief Government Valuer (Staffing, Retooling and Capacity building) (UGX 7bn);
 - c) Strengthening the Department of Land Registration (Retooling and Capacity building (UGX 1bn);
 - d) Strengthening the Support to Ministry of Lands, Housing and Urban Development Project to provide necessary and requisite facilitation and retooling Ministry Zonal Offices and the Headquarters (UGX2bn)
 - e) Survey and demarcation of Buliisa land (land surveying, land valuation and physical planning in preparation for production of Oil by 2020 (UGX 3bn)
 - f) Compensation of restructured ranches (UGX 38.2 bn)
 - g) Wage Shortfall (UGX 3.25bn)
 - h) Shelter Afrique (Country subscription and arrears) (UGX 1.44bn)
 - i) Support to Physical planning & Plans implementation- countrywide (UGX 5bn per FY)
 - j) National wide sensitization and training of Physical planning committees (UGX 300m)
 - k) Strengthening the National Physical Planning Board (UGX 312m)
 - l) Implementation of the National Urban Policy (UGX 1.5bn)
 - m) Development of the National Solid Waste management implementation Plan (UGX 400m)
 - n) Formation of Municipal Development Forums (UGX. 500m)
 - o) Creating awareness on land related matters (UGX 1bn)
 - p) Implementation of the National Housing Policy (UGX 2 bn)
2. Inadequate staff structure coupled with the failure to attract certain caliber of staff due to the inadequate salaries paid by Government yet they are competed for by the private sector which pays them adequate salaries.
 3. Inadequate training and support of the land management Institutions including Physical Planning Committees.
 4. Inadequate training of Physical Planning committees and Land Boards.
 5. Absence and or non-implementation of physical Development plans in Local Governments due to inadequate funding.
 6. Increasing slums.
 7. Growing Urban Sprawl
 8. Inadequate staff structure in Local Governments to implement sector mandate
 9. Inadequate low and medium cost houses leading to a huge housing deficit.
 10. Inadequate institutional houses for public servants.
 11. Limited public awareness on services offered by the Ministry.
 12. Low compliance to physical development plans and physical planning framework leading to unplanned developments
 13. Absence of a National Value Data bank
 14. Absence of adequate serviced land for investment/development purposes.

Plans to improve Vote Performance

- a) Ensure the appropriated funds are utilised on earmarked activities and funds spent on time.
- b) Enhance Monitoring and Evaluation of Sector interventions and Projects for improved service delivery.
- c) Advocate and solicit support from key stakeholders to actively participate in sector undertakings for improved ownership and sustainability.
- d) Retaining a given proportion of the revenue generated as the Ministry generates a lot of revenue
- e) Intensify support supervision, inspection and field visits to enforce adherence to standards and guidelines for better implementation of sector interventions
- f) Provide wage for implementation of the approved structure to allow the Ministry fill the vacant positions in the structure and deployment of staff at all service delivery points to ensure enhanced service delivery.
- g) Implement the National Urban Policy and a Strategic Urban Development Plan aligned with objectives of NDPII and the Spatial Framework 2040, to guide urban planning, development and management.
- h) Undertake training and capacity building of Land Administration institutions so as to improve on service delivery.
- i) Coordinate the development and implementation of physical development plans, which guide developments and human settlements.
- j) Undertake public sensitizations and awareness campaigns on sector related services
- k) Develop and implement land valuation information system (value data bank, geospatial information) which interfaces with Land information system. This shall improve reliability and efficiency

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of land valuation.

- l) Set up Geographical Information System (GIS) unit for Physical Planning at MLHUD and undertake GIS training to priority districts and urban Local Government.
- m) Ensure land use practices comply with sound environmental and natural resources management.
- n) Development of national valuation standards and guidelines to set and maintain standards of professional practice, education, ethics and discipline and the valuation professional which shall result into improved quality, reliability and valuations performed.
- o) Fast track systematic demarcation of land in the country.
- p) strengthen the land fraud unit/ Litigation office
- q) Develop and implement the Regional, District, Urban and Local Physical Development Plans (RPDP).
- r) Provide an independent vote and funds for the National Physical Planning Board
- s) Develop and fast track the needs for land tribunals.

XI Off Budget Support

Table 11.1 Off-Budget Support by Sub-Programme

<i>Billion Uganda Shillings</i>	2018/19 Approved Budget	2019/20 Draft Estimates
Programme 0201 Land, Administration and Management (MLHUD)	0.00	0.65
<i>Recurrent Budget Estimates</i>		
05 Surveys and Mapping	0.00	0.65
<i>422-United Nations Development Program (UNDP)</i>	<i>0.00</i>	<i>0.37</i>
<i>GIZ</i>	<i>0.00</i>	<i>0.28</i>
Programme 0202 Physical Planning and Urban Development	0.00	0.39
<i>Recurrent Budget Estimates</i>		
14 Urban Development	0.00	0.39
<i>400-MULTI-LATERAL DEVELOPMENT PARTNERS</i>	<i>0.00</i>	<i>0.39</i>
Programme 0203 Housing	0.00	0.15
<i>Recurrent Budget Estimates</i>		
10 Human Settlements	0.00	0.15
<i>422-United Nations Development Program (UNDP)</i>	<i>0.00</i>	<i>0.15</i>
<i>UN- Habitat</i>	<i>0.00</i>	<i>0.01</i>
Total for Vote	0.00	1.20

XII. Vote Cross Cutting Policy And Other Budgetary Issues

Table 12.1: Cross- Cutting Policy Issues

Issue Type:

HIV/AIDS

Objective :

Implement the Ministry HIV/AIDS Work Place Policy so as to:

- (i) Increase HIV/AIDS awareness among the members of staff and other key stakeholders in the sector;
- (ii) Network with other stakeholders to provide care, treatment, and social support to employees and their immediate families affected by HIV/AIDS;
- (iii) Sensitise the public on mainstreaming HIV/AIDS in housing development activities;
- (iv) Undertake research on the impact of HIV/AIDS on Housing; and,
- (v) Institutionalize specialized and subsidised service-provision packages for the vulnerable groups including the people affected and infected by HIV/AIDS.

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Issue of Concern :	Non implementation of the HIV/AIDS Work Place Policy
Planned Interventions :	<ul style="list-style-type: none"> i) Host Health awareness week ii) Disseminate IEC materials iii) Organize HIV/AIDS Sensitization workshops iv) Collaborate with HIV/AIDS Service providers.
Budget Allocation (Billion) :	0.070
Performance Indicators:	<ul style="list-style-type: none"> i)No of HIV/AIDS Sensitization workshops held ii)No of HIV/AIDS partners in the Ministry iii)Level of dissemination of the the HIV/AIDS work place policy in the Ministry iv)% of staff receiving HIV/AIDS testing and counselling services

Issue Type: **Gender**

Objective :	<p>Mainstream Gender and Equity issues in the Ministry through;</p> <ul style="list-style-type: none"> i) Developing a clear strategy and action plan for promoting gender and equity in the Ministry; ii) Ensure adequate budget for gender equality objectives, including sufficient resources for capacity building; iii) Undertake public awareness campaigns on PWDs, women and children affairs in urban areas; iv) Support the implementation of the National Gender Policy to address the gender inequity concerns in the Ministry; v) Protecting the Land Rights of Other Vulnerable Groups, including the Internally Displaced Persons; vi) Undertake periodic M&E to assess implementation of programmes to enhance women's land access and rights
Issue of Concern :	Limited mainstreaming of Gender ,Equity and Equality in the Ministry of Lands, Housing and Urban Development undertakings
Planned Interventions :	<ul style="list-style-type: none"> i) Mainstream Gender, Equity and Equality in the Ministry of Lands, Housing and Urban Development Interventions ii) Sensitize men , women and PWDs on gender and land in 20 LGs. iii) Sensitize ALCs and DLBs on Gender equity and Land in 20 LGs.
Budget Allocation (Billion) :	1.389
Performance Indicators:	<ul style="list-style-type: none"> - No. of campaigns on PWDs, women and children affairs conducted. - No of vulnerable groups with registered land rights. - No of periodic M&E activities undertaken on women's land rights.

Issue Type: **Environment**

Objective :	<p>Ensure Environment, Occupational Health and Safety in all Ministry interventions;</p> <ul style="list-style-type: none"> (a) Promote Keep your Environment Clean Campaign; (b) Reduce the amount of waste generated and promote reuse/recycling at workplace; (c) Mainstream environmental concerns in all Ministry activities; (d) Have regular coordination meetings on protection of wetlands and fragile ecosystems; (e) Have regular Coordination meetings on Mitigation of the impacts of Climate Change; (f) Conduct workshops on occupational Health and safety (OHS); (g) Enforce Health and Safety Act in the Ministry/workplace;
Issue of Concern :	Limited awareness, knowledge and negative attitudes on environmental issues
Planned Interventions :	<ul style="list-style-type: none"> i) Promote awareness, knowledge and attitudes of workplace environment ii) Coordinate with other players for protection fragile ecosystems. iii) Promote mitigation and adaption to impacts of climate change. iv) Implement the Ministry's OHS policy
Budget Allocation (Billion) :	0.277

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Performance Indicators:	i) No of Keep your Environment clean campaigns conducted ii) % reduction of waste generated and reused/recycled at workplace iii) Level of mainstreaming of environmental concerns done iv) No of workshops on OHS conducted
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XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Permanent Secretary	U16	1	1
Assistant Commissioner	U1E	18	2
Assistant Commissioner	U1EU	1	0
Commissioner	U1SE	9	4
Undersecretary	U1SE	1	1
Princ. Economist (Monit.& Evaluation)	U2	2	2
Princ. Housing Officer	U2	2	2
Principal Accountant	U2	1	1
Principal Asst. Secretary	U2	1	0
Principal Human resource Officer	U2	2	1
Principal Information Scientist	U2	1	1
Principal Internal Auditor	U2	1	1
PrincipaL Land Management Officer	U2	4	0
Principal Personal Secretary	U2	1	0
Principal Policy Analyst	U2	1	1
Principal Procurement Officer	U2	1	0
Principal ICT Officer	U2(S)	3	0
Principal Staff Geodisist	U2(S)	1	0
Principal Urban Officer	U2L	2	1
Principal Quantity Sur.	U2Sc	1	0
Sen Physical planner	U3	29	10
Sen. Personal Secretary	U3	5	0
Sen. Quality Assur. Officer	U3	2	2
Sen. Staff Cartographer/ Princ. Cart.	U3	1	1
Sen. Staff Litho/Princ. Litho.	U3	1	1
Sen.Staff Surv./ Princ.Surveyor	U3	1	1
Senior Accountant	U3	1	1
Senior Assistant Secretary/Pers. Asst	U3	5	5

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Senior Government Valuer/Pric Asst V	U3	23	14
Senior Internal Auditor	U3	1	0
Senior Registrar of Titles	U3	24	17
Senior Sociologist	U3	1	0
Senior Sociologist	U3 LOWER	1	0
Senior ICT Officer	U3(S)	1	0
Senior Staff Geodisist/Principal Geodisist	U3(S)	1	0
Senior Staff Hydrographic Surveyor	U3(S)	1	0
Senior Housing Officer	U3L	2	0
Principal Physical Planner	U3U	6	3
Senior Architect	U3U	1	1
Senior Economist	U3U	2	1
Senior Engineer/Civil	U3U	1	1
Senior Policy Analyst	U3U	1	0
Senior Quantity Surveyor	U3U	1	1
Senior Statistician	U3U	2	0
Senior Urban Officer	U3U	2	1
Accountant	U4	2	2
Director	U4	3	0
Economist	U4	1	1
Geographer	U4	1	1
Government Valuer	U4	3	0
Housing Economist	U4	1	1
Human Resource Officer	U4	1	1
ICT Officer	U4	1	0
Internal Auditor	U4	1	1
Land Officer/ Inspector	U4	9	0
Records Officer	U4	4	0
Records Officer/SARO	U4	22	5
Registrar of Titles	U4	40	18
Senior Asistant Records Officer	U4	1	0
Senior Assistant Valuer	U4	3	0
Senior Land Officer/Inspector	U4	27	11
Sociologist	U4	3	2
Staff Cartographer	U4	21	11

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Staff Cartographer/Sen.Cartogra.	U4	7	7
Staff Lithog/Sen. Lithograph.	U4	2	1
Staff Photogram./ Sen Ass Photogram	U4	3	3
Staff Surve./Sen. Surveyor	U4	23	13
Statistician	U4	2	2
Staff Geodisist/Senior Geodisist	U4(S)	1	0
Staff Hydrographic Surveyor	U4(S)	1	0
Housing Officer/Estates	U4L	2	1
Personal Secretary	U4L	14	7
Urban Devt officer	U4L	2	2
Engineer/Civil	U4U	1	1
Engineer/Electrical	U4U	1	1
Phy sical Planner	U4U	1	2
Physical Planner	U4U	8	1
Quantity Surveyor	U4U	1	1
Assistant ICT Officer	U5	1	0
Assistant Records Officer	U5	8	4
Assistant Valuer	U5	1	0
Assistant. Records Officer.	U5	21	6
Assistant.Photogrammetrist	U5	2	2
Cartographer	U5	33	25
Draughtsman	U5	1	1
Lithographer	U5	4	1
Photographer	U5	1	0
Senior Accounts Assistant.	U5	25	2
Surveyor	U5	8	5
Architectural Assistant	U5L	1	1
Stenographer Secretary	U5L	3	0
Office Supervisor	U6	1	1
Stenographer Secretary	U6	13	5
Pool Stenographer	U6L	1	0
Accounts Assistant.	U7	2	2
Receptionist	U7	22	4
Records Assistant	U7	1	1
Telephone Operator	U7L	2	0
Askari	U8	2	2

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Driver	U8	1	0
Driver	U8U	39	21
Office Attendant	U8U	9	8
Office Typist	U8U	5	5
Office Attendants	U9	11	8

Table 13.2 Staff Recruitment Plan

Post Title	Salary Scale	No. Of Approved Posts	No Of Filled Posts	Vacant Posts	No. of Posts Cleared for Filling FY2019/20	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Accountant	U4	2	2	0	0	0	0
Accounts Assistant.	U7	2	2	0	0	0	0
Architectural Assistant	U5L	1	1	0	0	0	0
Askari	U8	2	2	0	0	0	0
Assistant Commissioner	U1EU	1	0	1	1	1,517,837	18,214,044
Assistant Commissioner	U1E	18	2	16	5	10,585,680	127,028,160
Assistant ICT Officer	U5	1	0	1	0	0	0
Assistant Records Officer	U5	8	4	4	0	0	0
Assistant Valuer	U5	1	0	1	0	0	0
Assistant. Records Officer.	U5	21	6	15	0	0	0
Assistant. Photogrammetrist	U5	2	2	0	0	0	0
Cartographer	U5	33	25	8	1	598,724	7,184,688
Commissioner	U1SE	9	4	5	2	3,250,788	39,009,456
Director	U4	3	0	3	2	4,841,168	58,094,016
Draughtsman	U5	1	1	0	0	0	0
Driver	U8U	39	21	18	0	0	0
Driver	U8	1	0	1	0	0	0
Economist	U4	1	1	0	0	0	0
Engineer/Civil	U4U	1	1	0	0	0	0
Engineer/Electrical	U4U	1	1	0	0	0	0
Geographer	U4	1	1	0	0	0	0
Government Valuer	U4	3	0	3	0	0	0
Housing Economist	U4	1	1	0	0	0	0
Housing Officer/Estates	U4L	2	1	1	0	0	0
Human Resource Officer	U4	1	1	0	0	0	0
ICT Officer	U4	1	0	1	0	0	0
Internal Auditor	U4	1	1	0	0	0	0
Land Officer/ Inspector	U4	9	0	9	0	0	0
Lithographer	U5	4	1	3	0	0	0
Office Attendant	U8U	9	8	1	0	0	0
Office Attendants	U9	11	8	3	2	394,334	4,732,008
Office Supervisor	U6	1	1	0	0	0	0
Office Typist	U8U	5	5	0	0	0	0
Permanent Secretary	U16	1	1	0	0	0	0

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Personal Secretary	U4L	14	7	7	0	0	0
Photographer	U5	1	0	1	0	0	0
Physical Planner	U4U	1	2	-1	0	0	0
Physical Planner	U4U	8	1	7	0	0	0
Pool Stenographer	U6L	1	0	1	0	0	0
Princ. Economist (Monit.& Evaluation)	U2	2	2	0	0	0	0
Princ. Housing Officer	U2	2	2	0	0	0	0
Principal Accountant	U2	1	1	0	0	0	0
Principal Asst. Secretary	U2	1	0	1	0	0	0
Principal Human resource Officer	U2	2	1	1	0	0	0
Principal ICT Officer	U2(S)	3	0	3	0	0	0
Principal Information Scientist	U2	1	1	0	0	0	0
Principal Internal Auditor	U2	1	1	0	0	0	0
Principal Land Management Officer	U2	4	0	4	0	0	0
Principal Personal Secretary	U2	1	0	1	0	0	0
Principal Physical Planner	U3U	6	3	3	3	3,412,716	40,952,592
Principal Policy Analyst	U2	1	1	0	0	0	0
Principal Procurement Officer	U2	1	0	1	0	0	0
Principal Quantity Sur.	U2Sc	1	0	1	0	0	0
Principal Staff Geodisist	U2(S)	1	0	1	0	0	0
Principal Urban Officer	U2L	2	1	1	0	0	0
Quantity Surveyor	U4U	1	1	0	0	0	0
Receptionist	U7	22	4	18	0	0	0
Records Assistant	U7	1	1	0	0	0	0
Records Officer	U4	4	0	4	0	0	0
Records Officer/SARO	U4	22	5	17	0	0	0
Registrar of Titles	U4	40	18	22	8	5,658,928	67,907,136
Sen Physical planner	U3	29	10	19	0	0	0
Sen. Personal Secretary	U3	5	0	5	0	0	0
Sen. Quality Assur. Officer	U3	2	2	0	0	0	0
Sen. Staff Cartographer/ Princ. Cart.	U3	1	1	0	0	0	0
Sen. Staff Litho/Princ. Litho.	U3	1	1	0	0	0	0
Sen. Staff Surv./ Princ. Surveyor	U3	1	1	0	0	0	0
Senior Accountant	U3	1	1	0	0	0	0
Senior Accounts Assistant.	U5	25	2	23	0	0	0
Senior Architect	U3U	1	1	0	0	0	0
Senior Asistant Records Officer	U4	1	0	1	0	0	0
Senior Assistant Secretary/Pers. Asst	U3	5	5	0	0	0	0
Senior Assistant Valuer	U4	3	0	3	0	0	0
Senior Economist	U3U	2	1	1	0	0	0
Senior Engineer/Civil	U3U	1	1	0	0	0	0
Senior Government Valuer/Pric Asst V	U3	23	14	9	0	0	0
Senior Housing Officer	U3L	2	0	2	0	0	0

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Senior ICT Officer	U3(S)	1	0	1	0	0	0
Senior Internal Auditor	U3	1	0	1	0	0	0
Senior Land Officer/Inspector	U4	27	11	16	0	0	0
Senior Policy Analyst	U3U	1	0	1	0	0	0
Senior Quantity Surveyor	U3U	1	1	0	0	0	0
Senior Registrar of Titles	U3	24	17	7	0	0	0
Senior Sociologist	U3 LOWER	1	0	1	0	0	0
Senior Sociologist	U3	1	0	1	0	0	0
Senior Staff Geodisist/Principal Geodisist	U3(S)	1	0	1	0	0	0
Senior Staff Hydrographic Surveyor	U3(S)	1	0	1	0	0	0
Senior Statistician	U3U	2	0	2	0	0	0
Senior Urban Officer	U3U	2	1	1	0	0	0
Sociologist	U4	3	2	1	0	0	0
Staff Cartographer	U4	21	11	10	0	0	0
Staff Cartographer/Sen.Cartogra.	U4	7	7	0	0	0	0
Staff Geodisist/Senior Geodisist	U4(S)	1	0	1	0	0	0
Staff Hydrographic Surveyor	U4(S)	1	0	1	0	0	0
Staff Lithog/Sen. Lithograph.	U4	2	1	1	0	0	0
Staff Photogram./ Sen Ass Photogram	U4	3	3	0	0	0	0
Staff Surve./Sen. Surveyor	U4	23	13	10	0	0	0
Statistician	U4	2	2	0	0	0	0
Stenographer Secretary	U6	13	5	8	0	0	0
Stenographer Secretary	U5L	3	0	3	0	0	0
Surveyor	U5	8	5	3	0	0	0
Telephone Operator	U7L	2	0	2	0	0	0
Undersecretary	U1SE	1	1	0	0	0	0
Urban Devt officer	U4L	2	2	0	0	0	0
Total		601	278	323	24	30,260,175	363,122,100