

Vote:020 Ministry of ICT and National Guidance

V1: Vote Overview

I. Vote Mission Statement

To increase access and usage of ICT infrastructure and services throughout the country, ensure effective communication of government policies and programmes and promotion of a national ideology for socio economic transformation.

II. Strategic Objective

1. Improve the legal and regulatory frameworks to respond to the industry needs.
2. Enhance the ICT expertise
3. Promote an informed and ideologically aware citizenry for socio-economic transformation
4. Enhance access, usage, security and application of ICT infrastructure and Services

III. Major Achievements in 2019/20

The total approved annual budget for the Ministry for FY 2019/20 was shs. 63.918Bn; out of which the following releases were made by end of Second Quarter: Wage (shs. 2.968Bn); Non-Wage Recurrent (shs. 7.961Bn); GoU Development (shs 20.360Bn). By the end of Quarter Two, the Ministry was able to spend as follows: wage recurrent shs. 2.837Bn (95.5%); Non-wage Recurrent shs. 5.508Bn (68.8%); GoU Development shs. 18.069 Bn (88.3%).

Under Program: 01 Enabling environment for ICT Development and Regulation, the following was achieved: Dissemination of the Data Protection and Cyber laws to LGS of Serere, kumi, Soroti, Pallisa, Mubende, Kyenjojo, Kyegegwa, Kabarole was undertaken; Digitization Readiness assessment ongoing in Mpigi, Lwengo, Masaka, Lyantonde, Rakai, Isingiro, Ntungamo, Kabale and Kisoro LGS; The department of Information Technology provided technical support to Ministry of Public service in the piloting of the electronic records system and the Human Capital System; Data on extent of broadband Infrastructure deployment in rural parts of the border districts of Busia, Namayingo, Tororo, and Manafwa was collected; Data was collected to support development of guidelines for use of Postal Networks/Service Centers for e-Government Services; Support to Sixty ICT Innovators was processed; Call One FY 2017/18 ICT Innovators were monitored and a report produced; Call Two FY 2018/19 Innovators were monitored and a report produced; Construction activities of the ICT Hub in Nakawa were supervised; ICT Equipment and furniture for ICT Hub in Nakawa were procured and supplied; The first ICT Innovation Expo was held at the UICT - Nakawa, where products and services supported under the NIISP, were showcased as well as other solutions developed in the private sector.

Under Program: 02 Program: 02 Effective Communication and National Guidance, the following progress was achieved: Carried out research and inspection of DIOs and their communication tools in the districts of Mityana, Mubende, Kyegegwa and Kakumiro to support national guidance activities; Popularised government programmes and policies in Rwenzori, west Nile and Busoga sub region to promote peace, cohesion, and unity, understand government functions and improve public awareness on social economic and political issues in the region; The GCIC website underwent redesigning and improvements to better address the needs of citizens and is being merged with the Ministry website by the GCIC team; Conducted a training for District Communication Officers and District Information Officers from Western Uganda, Busoga, Elgon and West Nile regions on effective use of digital and social media to communicate Government programmes and projects; Dissemination of Guidelines to District Communications Officers and other officials (60) of Amuria, Budaka, Bududa, Bugiri, Bugweri, Bukedea, Bukwo, Bulambuli, Busia, Butaleja, Butebo, Buyende, Iganga, Jinja, Kaberamaido, Kaliro, Kamuli, Kapchorwa, Katakwi, Kibuku, Kumi, Kween, Luuka, Manafwa, Mayuge, Mbale, Namayingo, Namisindwa, Namutumba, Ngora, Pallisa, Serere, Sironko, Soroti, Tororo District Local Governments in Eastern Uganda; Training was conducted in Jinja to disseminate and sensitize on the guidelines, aimed at having a well-coordinated approach of government messaging to meet the public information needs; Program: 49 General Administration, Policy and Planning the following

The Joint Annual Sector Review for the ICT Sector FY 2018/19 was undertaken in collaboration with Sector agencies and players; The Information and Communications Sector performance and operational framework was analysed and a report produced; Two project proposals were prepared and submitted to MoFPED for consideration by the Development Committee; Ministry of ICT and National Guidance and Sector Budget Framework Paper (BFP) and Budgets for FY 2020/21 were prepared and submitted to key authorities for consideration; Ministry's procurement plans were prepared and submitted to relevant authorities for consideration; Ministry's payment systems were audited for compliance and a report produced and submitted to management for consideration; The ICT and National Guidance Sector Strategic Plan (SIP) was finalised;

IV. Medium Term Plans

- a) The Ministry Improve the legal and regulatory frameworks to respond to the industry needs to become gender-responsive and

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- also to match the new technological developments;
- b) Implementation of the Institutionalization of ICT Function in MDAs and LGs;
 - c) Integration of e-government systems and services to increase uptake of ICT by the public;
 - d) Implement the recommendations of the Fourth Industrial Revolution (4IR) taskforce;
 - e) Increase job creation especially for the Youth through ICT Research and Innovation;
 - f) Establish model incubation centres /hubs to encourage innovation and creation of local content at regional level;
 - g) Extend the ICT Infrastructure network to cover the entire country to ensure digital inclusion;
 - h) Develop, adopt technologies, policies and strategies that safeguard communities and the environment (such as e-waste management, consumer protection, use of renewable energy, sharing ICT infrastructure);
 - i) Enhance the usage and application of ICT services in business and service delivery;
 - j) Increase the stock of ICT skilled and industry ready workforce;
 - k) Improve the information security system to be secure, reliable, resilient and capable of responding to cyber security threats;
 - l) Implement the National Postcode and Addressing System;
 - m) Promote the manufacturing and assembling of ICT devices in Uganda
 - n) Develop Schemes of service for the ICT cadre
 - o) Establish the Ministry library and documentation Centre
 - p) Operationalise regional ideological and civic education training epicenters in the two (2) regions of Uganda; Eastern and West Nile regions.
 - q) Finalise and implement the Development of National guidance policy.
 - r) Mainstream the GoU communication function through support to MDAs and LGs to establish and operationalise communication units;
 - s) Review the media legal and regulatory framework;
 - u) Create Partnerships with higher institutions of learning to review the training curriculum for media practitioners.

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V. Summary of Past Performance and Medium Term Budget Allocations

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

		2018/19 Outturn	2019/20		2020/21	MTEF Budget Projections			
			Approved Budget	Expenditure by End Dec		2021/22	2022/23	2023/24	2024/25
Recurrent	Wage	5.684	5.937	2.836	5.937	5.937	5.937	5.937	5.937
	Non Wage	4.398	19.035	5.481	20.406	24.488	29.385	35.262	42.315
Devt.	GoU	11.362	38.223	17.976	20.223	20.223	20.223	20.223	20.223
	Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total		21.445	63.195	26.293	46.566	50.647	55.545	61.422	68.474
Total GoU+Ext Fin (MTEF)		21.445	63.195	26.293	46.566	50.647	55.545	61.422	68.474
	Arrears	11.200	0.000	0.000	0.073	0.000	0.000	0.000	0.000
Total Budget		32.645	63.195	26.293	46.639	50.647	55.545	61.422	68.474
A.I.A Total		3.040	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Grand Total		35.685	63.195	26.293	46.639	50.647	55.545	61.422	68.474
Total Vote Budget Excluding Arrears		24.485	63.195	26.293	46.566	50.647	55.545	61.422	68.474

VI. Budget By Economic Classification

Table V6.1 2019/20 and 2020/21 Budget Allocations by Item

<i>Billion Uganda Shillings</i>	2019/20 Approved Budget				2020/21 Draft Estimates		
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	Total
Output Class : Outputs Provided	29.637	0.000	0.000	29.637	30.616	0.000	30.616
211 Wages and Salaries	8.074	0.000	0.000	8.074	8.055	0.000	8.055
212 Social Contributions	0.343	0.000	0.000	0.343	1.884	0.000	1.884
213 Other Employee Costs	0.259	0.000	0.000	0.259	0.249	0.000	0.249
221 General Expenses	9.966	0.000	0.000	9.966	11.298	0.000	11.298
222 Communications	0.465	0.000	0.000	0.465	0.305	0.000	0.305
223 Utility and Property Expenses	2.298	0.000	0.000	2.298	2.605	0.000	2.605
224 Supplies and Services	0.082	0.000	0.000	0.082	0.178	0.000	0.178
225 Professional Services	4.991	0.000	0.000	4.991	3.142	0.000	3.142
227 Travel and Transport	2.879	0.000	0.000	2.879	2.548	0.000	2.548
228 Maintenance	0.280	0.000	0.000	0.280	0.342	0.000	0.342
273 Employer social benefits	0.000	0.000	0.000	0.000	0.010	0.000	0.010
Output Class : Outputs Funded	31.154	0.000	0.000	31.154	12.054	0.000	12.054
263 To other general government units	19.200	0.000	0.000	19.200	1.600	0.000	1.600
291 Tax Refunds	11.954	0.000	0.000	11.954	10.454	0.000	10.454

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Output Class : Capital Purchases	2.404	0.000	0.000	2.404	3.896	0.000	3.896
281 Property expenses other than interest	0.000	0.000	0.000	0.000	0.500	0.000	0.500
312 FIXED ASSETS	2.404	0.000	0.000	2.404	3.396	0.000	3.396
Output Class : Arrears	0.000	0.000	0.000	0.000	0.073	0.000	0.073
321 DOMESTIC	0.000	0.000	0.000	0.000	0.073	0.000	0.073
Grand Total :	63.195	0.000	0.000	63.195	46.639	0.000	46.639
Total excluding Arrears	63.195	0.000	0.000	63.195	46.566	0.000	46.566

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 2018/19 Outturn	FY 2019/20		2020-21 Proposed Budget	Medium Term Projections			
		Approved Budget	Spent By End Dec		2021-22	2022-23	2023-24	2024-25
01 Enabling environment for ICT Development and Regulation	2.145	2.718	1.010	2.587	2.957	3.402	3.936	4.577
02 Information Technology	0.649	0.663	0.214	0.000	0.000	0.000	0.000	0.000
03 Information Management Services	0.512	0.697	0.250	0.000	0.000	0.000	0.000	0.000
04 Broadcasting Infrastructure	0.434	0.648	0.179	0.000	0.000	0.000	0.000	0.000
05 Posts and Telecommunications	0.550	0.711	0.367	0.000	0.000	0.000	0.000	0.000
11 E-Services	0.000	0.000	0.000	0.765	0.883	1.024	1.193	1.396
12 Research and Development	0.000	0.000	0.000	0.713	0.816	0.939	1.087	1.265
13 Infrastructure Development	0.000	0.000	0.000	0.518	0.592	0.680	0.786	0.913
14 Data Networks Engineering	0.000	0.000	0.000	0.590	0.667	0.759	0.870	1.003
02 Effective Communication and National Guidance	3.649	13.449	3.113	12.927	15.365	18.292	21.804	26.019
08 Uganda Media Center	1.102	1.611	0.710	2.011	2.251	2.139	2.484	2.899
09 National Guidance	0.444	0.585	0.269	0.580	0.626	0.682	0.749	0.829
10 Information	0.879	11.253	2.133	10.336	12.489	15.472	18.571	22.291
1006 Support to Information and National Guidance Project	1.224	0.000	0.000	0.000	0.000	0.000	0.000	0.000
49 General Administration, Policy and Planning	29.860	47.027	22.170	31.126	32.324	33.850	35.681	37.879
01 Headquarters (Finance and Administration)	18.595	8.614	4.105	10.815	11.995	13.500	15.305	17.472
06 Internal Audit	0.109	0.191	0.089	0.089	0.106	0.128	0.153	0.184
0990 Strengthening Ministry of ICT	11.156	38.223	17.976	0.000	0.000	0.000	0.000	0.000
1600 Retooling of Ministry of ICT & National Guidance	0.000	0.000	0.000	20.223	20.223	20.223	20.223	20.223
Total for the Vote	35.653	63.195	26.293	46.639	50.647	55.545	61.422	68.474
Total Excluding Arrears	24.453	63.195	26.293	46.566	50.647	55.545	61.422	68.474

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VIII. Programme Performance and Medium Term Plans

Table V8.1: Programme Outcome and Outcome Indicators (Only applicable for FY 2020/21)

Programme :	01 Enabling environment for ICT Development and Regulation				
Programme Objective :	To coordinate, promote and monitor the development of enabling environment for digital transformation and adoption of e-Services.				
Responsible Officer:	Commissioner E - Services				
Programme Outcome:	Competitive and vibrant ICT sector				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Increased ICT skills, employment and entrepreneurship					
Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection
• Proportion of formal (registered) ICT enterprises	33%	2018	7.5%	10%	15%
• Number of e-services offered	85	201	360	400	420
• Number of locally developed applications/ innovations	12	2018	60	70	80
SubProgramme: 02 Information Technology					
<i>Output: 01 Enabling Policies,Laws and Regulations developed</i>					
No. of dissemination activities carried out			6		
Status of data protection and privacy policy			100%		
Status of ICT Policy Development			2		
Status of the electronics manufacturing strategy			80%		
<i>Output: 02 E-government services provided</i>					
No. of monitoring activities undertaken			4	4	
No. of MDAs and LGs supported			30	30	
NO. of BPO initiatives supported			4	4	
Proportion of government services provided online			25%	25%	
<i>Output: 04 Hardware and software development industry promoted</i>					
No. of software and hardware promotion initiatives undertaken			4	4	
No. of reports on technical support provided to MDAs and LGs			10	10	
SubProgramme: 03 Information Management Services					
<i>Output: 01 Enabling Policies,Laws and Regulations developed</i>					
No. of dissemination activities carried out			4	4	4
Status of data protection and privacy policy			100%	100%	
Status of ICT Policy Development			2		

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Status of the electronics manufacturing strategy	85%	90%	95%
Output: 02 E-government services provided			
No. of monitoring activities undertaken	4	4	4
No. of MDAs and LGs supported	16	20	24
NO. of BPO initiatives supported	1		
Proportion of government services provided online	30%	35%	40%
SubProgramme: 04 Broadcasting Infrastructure			
Output: 01 Enabling Policies,Laws and Regulations developed			
Status of ICT Policy Development			
SubProgramme: 11 E-Services			
Output: 01 Enabling Policies,Laws and Regulations developed			
No. of dissemination activities carried out	4	4	4
Status of data protection and privacy policy	100%	100%	100%
Status of ICT Policy Development	1	2	3
Status of the electronics manufacturing strategy	30%	60%	100%
Output: 02 E-government services provided			
No. of monitoring activities undertaken	4	4	4
No. of MDAs and LGs supported	20	20	20
NO. of BPO initiatives supported	2	2	2
Proportion of government services provided online	30%	35%	40%
Output: 04 Hardware and software development industry promoted			
No. of software and hardware promotion initiatives undertaken	4	4	4
No. of reports on technical support provided to MDAs and LGs	4	4	4
Output: 05 Human Resource Base for IT developed			
No of MDAs & LGs supported to develop their ICT policies	20	20	20
No of inspections carried out on implementation of ICT curriculum in schools	4	4	4
No of MDAs and LGs with functional ICT units	8	8	8
SubProgramme: 12 Research and Development			
Output: 01 Enabling Policies,Laws and Regulations developed			
No. of dissemination activities carried out	4	4	4
Status of data protection and privacy policy	100%	100%	100%
Status of ICT Policy Development	Submitted to Cabinet	Implementation commenced	Implementation commenced
Status of the electronics manufacturing strategy	80%	90%	100%

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Output: 02 E-government services provided					
No. of monitoring activities undertaken			2	4	4
No. of MDAs and LGs supported			40	48	56
NO. of BPO initiatives supported			2	5	10
Proportion of government services provided online			10%	15%	20%
Output: 05 Human Resource Base for IT developed					
No of MDAs & LGs supported to develop their ICT policies			8	16	32
No of inspections carried out on implementation of ICT curriculum in schools			4	4	4
No of MDAs and LGs with functional ICT units			16	16	16
SubProgramme: 13 Infrastructure Development					
Output: 01 Enabling Policies,Laws and Regulations developed					
No. of dissemination activities carried out			2	4	4
Status of ICT Policy Development			Draft Bill Validated with all stakeholders	Draft submitted to Cabinet	Bill finalised
SubProgramme: 14 Data Networks Engineering					
Output: 01 Enabling Policies,Laws and Regulations developed					
No. of dissemination activities carried out			2	2	2
Programme :	02 Effective Communication and National Guidance				
Programme Objective :	To ensure effective communication and national guidance				
Responsible Officer:	Director Information and National Guidance				
Programme Outcome:	Degree of interaction between Citizens and the Government				
Sector Outcomes contributed to by the Programme Outcome					
1. Informed citizenry					
Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection

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• Number of inquiries raised by citizens through GCIC	600	2018	3,000	3,500	4,000
• Proportion of inquiries responded to through GCIC	70%	2019	80%	90%	95%
• No of MDAs participating in Open Government Sessions	15	2019	20	25	30
SubProgramme: 08 Uganda Media Center					
<i>Output: 08 Media and communication support provided</i>					
No. of print and electronic media engaged			508	530	550
No of MDAs provided with media communication support			618	630	650
SubProgramme: 09 National Guidance					
<i>Output: 07 National Guidance</i>					
Status of the National Guidance Policy			7		
No of sensitization and awareness programs undertaken			10	12	14
SubProgramme: 10 Information					
<i>Output: 06 Dissemination of public information</i>					
Status of implementation of the institutionalization of the government communication function.			50%	100%	
Status of the review process and implementation of the Press and Journalism Act (CAP 105)			100%		
No of Open Government Sessions held			2	2	4
Programme :	49 General Administration, Policy and Planning				
Programme Objective :	To provide policy guidance, strategic direction and to generate sector statistics to inform planning and policy review				
Responsible Officer:	Under Secretary, Finance and Administration				
Programme Outcome:	Harmonized and compliant Policy, Planning and Administrative documents /reports with existing legal, Policy & planning frameworks				

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<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Informed citizenry					
Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection
• Level of Compliance to the planning, budgeting and Financial Management to National frameworks and Guidelines	90%	2018	80%	85%	90%
• Proportion of strategic plans that are implemented	67%	2019	69%	70%	75%
SubProgramme: 01 Headquarters (Finance and Administration)					
Output: 01 Policy, consultation, planning and monitoring services					
No. of ICT Policy consultations conducted and documented			4	4	4
Output: 02 Ministry Support Services (Finance and Administration)					
Ministry assets and staff maintained			Four times	Four times	Four times
Output: 03 Ministerial and Top Management Services					
No. of Top management activities supported			20	20	20
Output: 04 Procurement and Disposal Services					
No. of Procurement reports prepared			4	4	4
Output: 05 Financial Management Services					
Level of Compliance (%) of statutory financial reports to the guidelines issued by authorities			100%	100%	100%
No. of internal audit reports produced			4	4	4
Output: 19 Human Resource Management Services					
Payments of salary, pension and gratuity paid on time			100%	100%	100%
Output: 20 Records Management Services					
No. of records processed			3,000	3,000	3,000
SubProgramme: 06 Internal Audit					
Output: 05 Financial Management Services					
Level of Compliance (%) of statutory financial reports to the guidelines issued by authorities			100%	100%	100%
No. of internal audit reports produced			4	4	4
SubProgramme: 1600 Retooling of Ministry of ICT & National Guidance					
Output: 01 Policy, consultation, planning and monitoring services					
No. of ICT Policy consultations conducted and documented			4	4	4
Output: 02 Ministry Support Services (Finance and Administration)					
Ministry assets and staff maintained			Yes	Yes	Yes
Output: 03 Ministerial and Top Management Services					
No. of Top management activities supported			20	20	20

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Output: 04 Procurement and Disposal Services			
No. of Procurement reports prepared	4	4	4
Output: 19 Human Resource Management Services			
Payments of salary, pension and gratuity paid on time	100%	100%	100%
Output: 20 Records Management Services			
No. of records processed	3,000	3,000	3,000

IX. Major Capital Investments And Changes In Resource Allocation

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

FY 2019/20		FY 2020/21	
Appr. Budget and Planned Outputs	Expenditures and Achievements by end Dec	Proposed Budget and Planned Outputs	
Vote 020 Ministry of ICT and National Guidance			
<i>Program : 05 49 General Administration, Policy and Planning</i>			
Development Project : 1600 Retooling of Ministry of ICT & National Guidance			
Output: 05 49 72 Government Buildings and Administrative Infrastructure			
		Establish and equip Innovation spaces & centers;	
Total Output Cost(Ushs Thousand)	0	0	500,000
Gou Dev't:	0	0	500,000
Ext Fin:	0	0	0
A.I.A:	0	0	0
Output: 05 49 75 Purchase of Motor Vehicles and Other Transport Equipment			
		Two motor vehicles purchased for the ministry;	
Total Output Cost(Ushs Thousand)	0	0	900,000
Gou Dev't:	0	0	900,000
Ext Fin:	0	0	0
A.I.A:	0	0	0
Output: 05 49 76 Purchase of Office and ICT Equipment, including Software			
		ICT equipment provided to Universities innovation Hubs;	
Total Output Cost(Ushs Thousand)	0	0	2,346,000
Gou Dev't:	0	0	2,346,000
Ext Fin:	0	0	0
A.I.A:	0	0	0

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

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- a) The fast-paced technological changes Vs the Policy development process that makes it difficult to deliver service with the technological advancements in the global setting;
- b) Low levels of digital literacy and general apprehension to ICTs due to low levels of intake of ICT all all levels of education;
- c) Inadequate complementary infrastructure for the effective roll-out of ICT facilities such as the national electricity grid;
- d) Vandalism of ICT infrastructure mostly in the process of adding and/or repairing infrastructure, installation of public and private utilities across the country;
- e) High taxation regime for the ICT sector: This is mainly ICT devices and the related accessories, Mobile data, and ICT equipment;
- f) Fragmented ICT initiatives across government due to disparate mandates;
- g) Limited local and relevant content for internet and broadcasting;
- h) Limited access and affordability for broadband services and equipment;
- i) Inadequate Statistics, Research, and Development in ICT: This is due to Limited funding in the ICT sector players and agencies ;
- j) Inadequate implementation of Government Communication strategy;
- k) Limited Inter - agency and Ministerial collaboration in relation to ICT infrastructure and services;
- l) Lack of subvention/lack of funding for the UICT and operationalisation of the Media of Council Uganda;
- n) High cost of rent for office premises;

Plans to improve Vote Performance

- a) Continuous staff training to cope up with the fast-paced technological changes in the ICT sector
- b) Routine consultations and bench marking;

XI Off Budget Support

Table 11.1 Off-Budget Support by Sub-Programme

N/A

XII. Vote Cross Cutting Policy And Other Budgetary Issues

Table 12.1: Cross- Cutting Policy Issues

Issue Type: **HIV/AIDS**

Objective :	To empower and increase the awareness about HIV/AIDS, its impact, management and availability of support systems.
Issue of Concern :	Rising prevalence levels of HIV/AIDS at the workplace environment;
Planned Interventions :	Put in place a workplace environment HIV/AIDS policy;
Budget Allocation (Billion) :	0.070
Performance Indicators:	A functional HIV/AIDS workplace policy;

Issue Type: **Gender**

Objective :	Ensure safe ICT access and usage for vulnerable groups in society;
Issue of Concern :	Increased vulnerability and abuse to vulnerable groups in society whilst accessing and utilising ICTs;
Planned Interventions :	Dissemination of the data privacy and protection policy;
Budget Allocation (Billion) :	0.080
Performance Indicators:	Number of policies/measures put in place to ensure safe ICT access and usage;

Issue Type: **Environment**

Objective :	To promote proper e-waste management practices;
Issue of Concern :	Increased dumping of e-waste in the environment that leads to a lot of pollution;

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Planned Interventions :	Put in place proper e-waste management practices;
Budget Allocation (Billion) :	0.050
Performance Indicators:	Number of e-waste sensitisation campaigns undertaken;

XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Principal personal Secretary	U2	2	0
Receptionist	HRC-9	2	2
Asst. Commissioner ICT Infrastructure Development	U1 E	2	1
Asst. Commissioner Policy and Planning	U1 E U	1	0
Assist. Comm./Telecom & Posts	U1 ESC	1	1
Commissioner ICT Infrastructure Development	U1 SE	1	0
Permanent Secretary	U1 SE	1	1
Under Secretary	U1 SE	1	1
Assistant Commissioner IMS	U1E	1	1
Assistant Commissioner Information	U1E	1	1
Assistant Commissioner, Information	U1E	2	2
Commissioner (ICT Research and Development)	U1SE	1	1
Commissioner Information	U1SE	1	1
Commissioner National Guidance	U1SE	1	1
Commissioner IT	U1SE	1	1
Director Information and National Guidance	U1SE	1	1
Director, ICT Services	U1SE	1	0
Director, ICT, Infrastructure & Investment	U1SE	1	0
Commissioner/Telecom & Posts	U1SE SC	1	0
Princ. Nat Guid Officer	U2	7	2
Principal Data Networks Engineer	U2	4	1
Principal ICT Infrastructure Engineer (Radios)	U2	4	1
Principal Information Scientist	U2	2	0
Principal Assistant Secretary	U2 L	1	1
Principal Human Resource Officer	U2 L	1	1

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Principal Policy Analyst	U2 L	1	1
Principal Proc. Officer	U2 L	1	1
Principal Inform. Technology Officer	U2 SC	4	1
Principal Economist	U2U	1	1
Senior Data Networks Engineer	U3	5	1
Senior ICT Officer	U3	5	3
Senior ICT Officer (ICT Research)	U3	2	2
Senior Nat Guid Officer (Research)	U3	3	3
Senior Assistant Secretary	U3 LOWER	3	3
Senior Human Resource Officer	U3 LOWER	1	1
Senior Internal Auditor	U3 LOWER	1	1
Senior Broad casting Engineer	U3 SC	1	0
Senior Accountant	U3 U	1	1
Senior Economist	U3 U	1	1
Communications Officer	U4	2	0
Data Networks Engineer	U4	6	6
Economist	U4	1	0
ICT Infrastructure Engineer	U4	4	2
ICT Officer	U4	7	4
Information Officer	U4	4	4
Personal Secretary	U4	9	6
Systems Analyst	U4 (SC)	2	2
Assistant Secretary	U4 L	1	1
Accountant	U4 U	2	1
Internal Auditor	U4 U	1	1
Procurement Officer	U4 U	2	2
Human Resource Officer	U4U	1	1
Assistant Records Officer	U5 L	2	2
Stenographer Secretary	U5 L	2	1
Office Supervisor	U6	1	1
PoolStenographer	U6 U	3	1
Accounts Assistant	U7 U	2	2
Records Assistant	U7 U	1	1
Senior Accounts Assistant	U7 U	2	2
Officer Typist	U7U	1	1
Driver	U8	18	14

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Office Attendant	U8	7	7
Office Typist	U8	1	1
Askari	U8 L	2	2
Office Attendant	U8 U	9	9
Assistant Commissioner Human Resource	UIE	1	1

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 FY2020/21	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Asst. Commissioner ICT Infrastructure Development	U1 E	2	1	1	1	2,700,000	32,400,000
Commissioner ICT Infrastructure Development	U1 SE	1	0	1	1	3,050,000	36,600,000
Commissioner/Telecom & Posts	U1SE SC	1	0	1	1	2,154,910	25,858,920
Driver	U8	3	2	1	1	237,069	2,844,828
Economist	U4	1	0	1	1	799,323	9,591,876
ICT Infrastructure Engineer	U4	4	2	2	1	2,200,000	26,400,000
Personal Secretary	U4	5	3	2	1	798,535	9,582,420
Princ. Nat Guid Officer	U2	7	2	5	1	1,291,880	15,502,560
Principal Data Networks Engineer	U2	3	1	2	1	2,400,000	28,800,000
Principal ICT Infrastructure Engineer (Radios)	U2	4	1	3	1	2,400,000	28,800,000
Principal Inform. Technology Officer	U2 SC	4	1	3	1	1,728,187	20,738,244
Principal Information Scientist	U2	2	0	2	1	1,813,114	21,757,368
Senior Broad casting Engineer	U3 SC	1	0	1	1	1,315,765	15,789,180
Senior Data Networks Engineer	U3	4	1	3	1	2,400,000	28,800,000
Senior ICT Officer	U3	5	3	2	1	2,300,000	27,600,000
Total		47	17	30	15	27,588,783	331,065,396