

# Vote:128 Uganda National Examinations Board

## V1: Vote Overview

### I. Vote Mission Statement

The Board's Mission is: Conduct valid, reliable, equitable, and quality assessment of learners' achievement in a professional and innovative manner and award internationally recognised certificates

### II. Strategic Objective

- a. To provide high quality examinations and certification systems that focus on quality assurance and performance excellence
- b. To intensify Financial Resource mobilization and identification of alternative sources of funding for Board operations
- c. To build the Board capacity for Excellence in service delivery
- d. Strengthen ICT innovations and Infrastructure that support Assessment and certification

### III. Major Achievements in 2019/20

- 695,792 PLE candidates registered of which female 333,494 (51.3%) compared to 312,696(48.7%) males. UPE was 474,021 (68%) and Non-UPE 221,771 (32%)
- 470 new PLE examiners trained
- 48 PLE sets (Mathematics, English, Science and SST) set and moderated
- 2,790,168 question booklets produced Printed
- 57,200 officers hired for examinations management
- Marked 2,741,140 all-inclusive PLE answer scripts
- 337,717 candidates registered for UCE of which males were 165,458 compared to 160,837 females. USE candidates were 152,072 compared to 174,223 Non USE.
- 104,479 UACE candidates registered of which males 59,353 were compared to 41,941 females. UPOLET were 22,570 against 78,724 Non UPOLET.
- 701 new UCE & 387 UACE examiners trained
- 25,836 officers hired to man UCE
- Set and moderated 136 UCE & 110 UACE examination papers
- Printed and produced 9,120,000 UCE & 2,380,000UACE answer booklets
- Procured materials for 410 SNE candidates including print paper for braille and large print for low vision candidates, transcribers for blind candidates
- 2 Board meetings, held
- 12 committee meetings held
- 06 top management meetings held
- 09 staff trained in Audit, Human Resource and Assessment Records Management
- 4 Research reports produced
- EGRA Report 2018 produced and findings disseminated to stakeholders
- Financial Reports prepared and submitted to Accountant General and Auditor General
- BFP produced and submitted to MOFPED
- Examination Rules and Regulations updated and operational
- UNEB Sexual Harassment Policy developed
- UNEB Bill at Gazette process level
- Construction started and works at substructure level
- Incinerator built to address women needs during printing and packaging of examinations
- 02 sets of furniture procured

## **Vote:128** Uganda National Examinations Board

---

- 40 -20ft containers procured
- 250 metallic boxes procured
- 300 bags for examination storage procured

### **IV. Medium Term Plans**

- Development of biometric data capture of candidates' information
- Personalization of candidate's Certificates and Result slips
- Digitization of examination
- Continuous monitoring and supervision of assessment process
- Construction of office and examination storage facilities and
- Continuous Professionalization of staff in Assessment and Certification

# Vote:128

Uganda National Examinations Board

## 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	
<b>Recurrent</b>									
Wage	3.950	12.360	5.571	12.360	12.360	12.360	12.360	12.360	12.360
Non Wage	46.280	95.919	69.022	95.919	115.103	138.124	165.749	198.898	198.898
<b>Devt.</b>									
GoU	4.500	15.000	8.490	15.000	15.000	15.000	15.000	15.000	15.000
Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
<b>GoU Total</b>	<b>54.730</b>	<b>123.279</b>	<b>83.083</b>	<b>123.279</b>	<b>142.463</b>	<b>165.484</b>	<b>193.109</b>	<b>226.258</b>	<b>226.258</b>
<b>Total GoU+Ext Fin (MTEF)</b>	<b>54.730</b>	<b>123.279</b>	<b>83.083</b>	<b>123.279</b>	<b>142.463</b>	<b>165.484</b>	<b>193.109</b>	<b>226.258</b>	<b>226.258</b>
Arrears	7.200	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
<b>Total Budget</b>	<b>61.930</b>	<b>123.279</b>	<b>83.083</b>	<b>123.279</b>	<b>142.463</b>	<b>165.484</b>	<b>193.109</b>	<b>226.258</b>	<b>226.258</b>
<b>A.I.A Total</b>	<b>53.385</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>
<b>Grand Total</b>	<b>115.315</b>	<b>123.279</b>	<b>83.083</b>	<b>123.279</b>	<b>142.463</b>	<b>165.484</b>	<b>193.109</b>	<b>226.258</b>	<b>226.258</b>
<b>Total Vote Budget Excluding Arrears</b>	<b>108.115</b>	<b>123.279</b>	<b>83.083</b>	<b>123.279</b>	<b>142.463</b>	<b>165.484</b>	<b>193.109</b>	<b>226.258</b>	<b>226.258</b>

## VI. Budget By Economic Classification

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

Billion Uganda Shillings	2019/20 Approved Budget				2020/21 Draft Estimates		
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	Total
<b>Output Class : Outputs Provided</b>	<b>108.279</b>	<b>0.000</b>	<b>0.000</b>	<b>108.279</b>	<b>108.279</b>	<b>0.000</b>	<b>108.279</b>
211 Wages and Salaries	14.470	0.000	0.000	14.470	14.778	0.000	14.778
212 Social Contributions	2.040	0.000	0.000	2.040	2.545	0.000	2.545
213 Other Employee Costs	1.142	0.000	0.000	1.142	1.737	0.000	1.737
221 General Expenses	35.737	0.000	0.000	35.737	36.657	0.000	36.657
222 Communications	0.186	0.000	0.000	0.186	0.186	0.000	0.186
223 Utility and Property Expenses	1.132	0.000	0.000	1.132	1.132	0.000	1.132
224 Supplies and Services	0.745	0.000	0.000	0.745	0.774	0.000	0.774
225 Professional Services	17.271	0.000	0.000	17.271	16.103	0.000	16.103
226 Insurances and Licenses	0.617	0.000	0.000	0.617	0.517	0.000	0.517
227 Travel and Transport	29.445	0.000	0.000	29.445	31.013	0.000	31.013
228 Maintenance	5.494	0.000	0.000	5.494	2.838	0.000	2.838
<b>Output Class : Capital Purchases</b>	<b>15.000</b>	<b>0.000</b>	<b>0.000</b>	<b>15.000</b>	<b>15.000</b>	<b>0.000</b>	<b>15.000</b>
312 FIXED ASSETS	15.000	0.000	0.000	15.000	15.000	0.000	15.000
<b>Grand Total :</b>	<b>123.279</b>	<b>0.000</b>	<b>0.000</b>	<b>123.279</b>	<b>123.279</b>	<b>0.000</b>	<b>123.279</b>

# Vote:128

## Uganda National Examinations Board

Total excluding Arrears	123.279	0.000	0.000	123.279	123.279	0.000	123.279
-------------------------	---------	-------	-------	---------	---------	-------	---------

### VII. Budget By Programme And Subprogramme

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

Billion Uganda shillings	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
<b>09 National Examinations Assessment and Certification</b>	<b>115.315</b>	<b>123.279</b>	<b>83.083</b>	<b>123.279</b>	<b>142.463</b>	<b>165.484</b>	<b>193.109</b>	<b>226.258</b>
01 Headquarters	106.348	108.279	74.593	108.279	127.463	150.484	178.109	211.258
1356 Uganda National Examination Board (UNEB) Infrastructure Development Project	1.658	12.232	7.153	11.229	11.229	11.229	11.229	11.229
1460 Institutional Support to UNEB - Retooling	7.309	2.768	1.336	0.000	0.000	0.000	0.000	0.000
1649 Retooling of Uganda National Examinations Board	0.000	0.000	0.000	3.771	3.771	3.771	3.771	3.771
<b>Total for the Vote</b>	<b>115.315</b>	<b>123.279</b>	<b>83.083</b>	<b>123.279</b>	<b>142.463</b>	<b>165.484</b>	<b>193.109</b>	<b>226.258</b>
<b>Total Excluding Arrears</b>	<b>108.115</b>	<b>123.279</b>	<b>83.083</b>	<b>123.279</b>	<b>142.463</b>	<b>165.484</b>	<b>193.109</b>	<b>226.258</b>

### VIII. Programme Performance and Medium Term Plans

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

<b>Programme :</b>	09 National Examinations Assessment and Certification				
<b>Programme Objective :</b>	<ul style="list-style-type: none"> <li>• Prepare and conduct all inclusive primary, secondary and such other examinations within Uganda as may be considered desirable in the public interest;</li> <li>• Award certificates or diplomas to successful candidates in such examinations;</li> <li>• Determine equivalencies at school level on request;</li> <li>• Invite any-body or bodies outside Uganda, as it may think fit to jointly conduct academic, technical and other examinations;</li> <li>• Award certificates or diplomas to successful candidates jointly with the invited bodies;</li> <li>• Advise any- body or bodies so invited upon the adoption of examinations necessary for the requirements of Uganda and assist any such body or bodies to conduct such examinations;</li> <li>• Facilitate research in all forms of assessment including Aptitude Testing, Continuous Assessment and National Assessment;</li> <li>• Make equitable rules regulating the conduct of examinations and for all purposes incidental thereto</li> </ul>				
<b>Responsible Officer:</b>	Dan. N. Odongo				
<b>Programme Outcome:</b>	Regulations for setting and conduct of examinations adhered to				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
<b>1. Improved proficiency and basic life skills</b>					
<b>Outcome Indicators</b>	<b>Performance Targets</b>				
			<b>2020/21</b>	<b>2021/22</b>	<b>2022/23</b>
	<b>Baseline</b>	<b>Base year</b>	<b>Target</b>	<b>Projection</b>	<b>Projection</b>
• % of regulations for setting and conduct of examinations adhered to	95%	2017	98%	100%	100%
<b>Programme Outcome:</b>	Examinations question papers aligned to the national curriculum				

# Vote:128

## Uganda National Examinations Board

<i>Sector Outcomes contributed to by the Programme Outcome</i>					
<b>1. Improved proficiency and basic life skills</b>					
Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection
• % of question papers aligned to the national curriculum	95%	2017	98%	100%	100%
<b>SubProgramme: 01 Headquarters</b>					
<b>Output: 01 Primary Leaving Examinations</b>					
Number of Candidates registered for PLE			723,624	940,711	968,932
Number of Candidates Sitting PLE			723,624	940,711	968,932
Number of Candidates Passing PLE			687,443	893,675	920,485
<b>Output: 02 Secondary Education</b>					
Number of Candidates registered for UCE & UACE			454,415	463,503	472,773
Number of Candidates sitting UCE & UACE			454,415	463,503	472,773
Number of Candidates Passing UCE & UACE			418,061	426,422	434,951

### 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	
<b>Vote 128 Uganda National Examinations Board</b>			
<b>Program : 07 09 National Examinations Assessment and Certification</b>			
Development Project : 1356 Uganda National Examination Board (UNEB) Infrastructure Development Project			
<b>Output: 07 09 72 Government Buildings and Administrative Infrastructure</b>			
First Phase construction of Examination Storage Facility Continuous maintenance of Ntinda Offices	<ul style="list-style-type: none"> <li>Construction started and works at substructure level</li> <li>Incinerator built to address women needs during printing and packaging of examinations</li> </ul>	<ul style="list-style-type: none"> <li>2nd phase Expansion and construction of two (2) additional floors on existing Kyambogo office Block</li> <li>2nd phase construction of Kyambogo warehouse/ storage structure</li> </ul>	
<b>Total Output Cost(Ushs Thousand)</b>	<b>12,231,706</b>	<b>7,153,329</b>	<b>11,229,000</b>
Gou Dev't:	12,231,706	7,153,329	11,229,000
Ext Fin:	0	0	0
A.I.A:	0	0	0
Development Project : 1649 Retooling of Uganda National Examinations Board			
<b>Output: 07 09 75 Purchase of Motor Vehicles and Other Transport Equipment</b>			
		<ul style="list-style-type: none"> <li>Procurement of 5 vehicles</li> </ul>	
<b>Total Output Cost(Ushs Thousand)</b>	<b>0</b>	<b>0</b>	<b>1,250,000</b>

# Vote:128 Uganda National Examinations Board

Gou Dev't:	0	0	1,250,000
Ext Fin:	0	0	0
A.I.A:	0	0	0
<b>Output: 07 09 77 Purchase of Specialised Machinery &amp; Equipment</b>			
			Procurement of: • 02 Photocopier • 01 Heavy Printer • 01 Pentana dedicated server • 01 CCTV Camera and Access System
<b>Total Output Cost(Ushs Thousand)</b>	<b>0</b>	<b>0</b>	<b>997,948</b>
Gou Dev't:	0	0	997,948
Ext Fin:	0	0	0
A.I.A:	0	0	0
<b>Output: 07 09 79 Acquisition of Other Capital Assets</b>			
			• Procurement of 250 boxes for transportation of examination materials • Procurement of 300 bags for transportation and delivery of examination scripts • Procurement of 20 containers for examination storage. • Procurement of 1,500 padlocks
<b>Total Output Cost(Ushs Thousand)</b>	<b>0</b>	<b>0</b>	<b>945,000</b>
Gou Dev't:	0	0	945,000
Ext Fin:	0	0	0
A.I.A:	0	0	0

## X. Vote Challenges and Plans To Improve Performance

### Vote Challenges

i. Examination malpractice continues to be a major threat to validity and reliability of examinations conducted by UNEB. The major problem is the use of social media especially WhatsApp platform and the breach of trust by the people who have been entrusted by UNEB to examinations at storage stations. This is proven by the fact that the suspects arrested have been area supervisors and monitors/scouts. As a control measure the Board will continue to liaise with security agencies and carry out sensitization of the public to ensure smooth running of examinations. As a physical barrier, the Board procured and installed containers some of which have been fitted with smart locking devices on pilot basis and strengthened monitoring of the examination process. The Board has worked through the education sector for the repeal of the current law so that an effective law is in place. Currently the MEMO for presentation of the Bill has been approved by cabinet and the Minister has been authorized to gazette the Bill and prepare for presentation to Parliament.

ii. Inadequate space for office, printing, ICT and storage of UNEB examination materials. The Board has received funding in the budget for FY 2019/20 for 1st & 2nd phase construction of the storage facility. The contractor has been secured and initial preliminary works started. The Board has procured competent supervisors to ensure that the construction process is expedited as planned.

iii. The relatively low skills and knowledge in the ICT application by schools. The Board continues on annual basis to train the examination center staff in ICT. At PLE, use of service providers sometimes makes some schools to miss registration and uploading of candidates data onto the portal. There is need for Ministry of ICT to support rural schools with equipment and internet facilities.

iv. Increasing numbers of candidates with various forms of disabilities that demand increased funding. The Board registered 1,848 SNE candidates this year compared to 1663 last financial year. UNEB requires to support the disabled candidates with braille

# Vote:128 Uganda National Examinations Board

equipment, aiding personnel and interpreters The Board continues to engage MoFPED and lobby development partners to support these challenged candidates.

v. No funding for NAPE Secondary.

The Board for the fifth year running is unable to conduct NAPE Secondary despite the fact that it is among the top priorities of the sector. This is due to inability to fund the activity. Failure to undertake NAPE secondary implies that policy and decision making will not be informed by evidence. Further the Board is not guaranteed of NAPE Primary given that the UTSEP project is winding up. Key areas include:

- (a) Instrument development and sampling
- (b) Procurement of packing materials
- (c) Production and printing of instruments and manuals
- (d) Field administration
- (e) Scoring and data processing
- (f) Report production
- (g) Dissemination of the findings to key stakeholders

vi. No funding for Continuous Assessment (CA)

While the education sector considers CA as an opportunity to broaden and widen the scope of assessment, no funds have been allocated to implement this area in a phased manner. The funds would be for:

- (a) Development and production of CA materials
- (b) Sensitization of key stakeholders
- (c) Training of key CA implementers
- (d) Establishment of robust Record Management System
- (e) Audit Checks and professional support services and feedback

## Plans to improve Vote Performance

- Repeal of the UNEB Act to provide for effective penalties for examination malpractice
- Implementation of restructuring report
- Revision of the Client Service Charter to guarantee service excellence to clients
- Expand the Board’s assessment programs in response to trends and Reforms in Assessment and curriculum
- Support research to inform best practices in assessment and examinations
- Address and support equity, and fairness within the examination system in order to enable all candidates to demonstrate their competences
- Identify, diversity and explore innovative mechanism to increase resource mobilization for Board operations
- Implement infrastructure development, maintenance and acquisition of transport and office equipment in a phased approach

## 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

<b>Objective :</b>	<ul style="list-style-type: none"> <li>• To strengthen the role of the HIV/AIDS committee</li> <li>• To provide psychosocial support for staff living with HIV/AIDS</li> </ul>
<b>Issue of Concern :</b>	<ul style="list-style-type: none"> <li>• While the HIV/AIDS committee is in place, it needs to be supported to implement its roles</li> <li>• Staff living with HIV/AIDS need to be support in order to deliver their duties</li> </ul>

## Vote:128 Uganda National Examinations Board

<b>Planned Interventions :</b>	<ul style="list-style-type: none"> <li>• Train committee in modern counseling and testing</li> <li>• Continue to sensitize staffs on issues of HIV/AIDs</li> </ul>
<b>Budget Allocation (Billion) :</b>	0.100
<b>Performance Indicators:</b>	<ul style="list-style-type: none"> <li>• Number of committee members trained in counselling and testing</li> <li>• Number of staff living with HIV/AIDs supported</li> </ul>

### Issue Type: Gender

<b>Objective :</b>	<ul style="list-style-type: none"> <li>• To enhance skills/capacity for setting exams that consider gender and equity focused content in primary and secondary level assessment.</li> <li>• To incorporate issues of the expectant girl child in the examination regulations</li> </ul>
<b>Issue of Concern :</b>	<ul style="list-style-type: none"> <li>• A quick study conducted by UNEB revealed that there was limited integration of gender and equity in examination assessment at Primary and secondary levels.</li> <li>• According to 2018 PLE report, 10 girls delivered during examination</li> </ul>
<b>Planned Interventions :</b>	<ul style="list-style-type: none"> <li>• Plan for expectant girls during examinations</li> <li>• Training assessors and item writers in gender and equity assessment at PLE and UCE</li> <li>• Address requirements of candidates with SNE</li> <li>• Provision of examinations for out of school mature candidates</li> </ul>
<b>Budget Allocation (Billion) :</b>	1.000
<b>Performance Indicators:</b>	<ul style="list-style-type: none"> <li>• Number of assessors and item writers trained by gender, age &amp; region</li> <li>• Number of SNE candidates supported.</li> <li>• Number of DIS's sensitized on the right to examination for expectant girls.</li> <li>• Number of mature candidates examined</li> </ul>

### Issue Type: Environment

<b>Objective :</b>	• To mainstream environmental issues in assessment at PLE and UCE examinations
<b>Issue of Concern :</b>	• Limited capacity in mainstreaming environmental issues in examination assessment at PLE and UCE:
<b>Planned Interventions :</b>	<ul style="list-style-type: none"> <li>• Train examiners and item writers in mainstreaming environmental issues in examinations and assessment</li> <li>• Integrate environment action plan in the Board Strategic Plan</li> </ul>
<b>Budget Allocation (Billion) :</b>	0.050
<b>Performance Indicators:</b>	<ul style="list-style-type: none"> <li>• Number of examiners and item writers trained dis aggregated by gender, age, and region</li> <li>• Environment action plan in place</li> </ul>

## XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Principal Research Officer	EB 3	5	1



# Vote:128

## Uganda National Examinations Board

Principal Human Resource Officer	EB3	1	0
Principal Internal Audit	EB3	1	0
MANAGER	EB3U	11	4
Senior Draughtsman Officer	EB4	2	1
Senior Examinations Officer	EB4	17	16
Senior Internal Auditor	EB4	2	1
Senior Library Officer	EB4	1	0
Senior Research Officer	EB4	12	4

**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)
MANAGER	EB3U	11	4	7	4	33,600,000	403,200,000
Principal Human Resource Officer	EB3	1	0	1	1	4,742,000	56,904,000
Principal Internal Audit	EB3	1	0	1	1	4,773,600	57,283,200
Principal Research Officer	EB 3	5	1	4	6	0	0
Senior Draughtsman Officer	EB4	2	1	1	1	3,574,480	42,893,760
Senior Examinations Officer	EB4	17	16	1	1	3,894,800	46,737,600
Senior Internal Auditor	EB4	2	1	1	1	3,669,122	44,029,464
Senior Library Officer	EB4	1	0	1	1	3,669,122	44,029,464
Senior Research Officer	EB4	12	4	8	8	28,595,840	343,150,080
<b>Total</b>		52	27	25	24	86,518,964	1,038,227,568