
Vote:132 Education Service Commission

V1: Vote Overview

I. Vote Mission Statement

The Mission of the Education Service Commission is: “To provide professional and competent Male and Female Education Service personnel”.

II. Strategic Objective

- a. To recruit qualified and competent Education Service personnel.
- b. To review terms and conditions of service of Education Service personnel.
- c. To tender advice to Government in respect to development and implementation of policies in Education.
- d. To contribute to the development and implementation of cross cutting policy issues
- e. To establish and maintain a record of Public Officers in the Education Service and ESC Decisions
- f. Construction of Office Block of the Education Service Commission

III. Major Achievements in 2019/20

- Appointment 2,066 Personnel, 1367 male, 699 females, 62 were people with special needs recruited country- wide
- Confirmation 1,851 Personnel, 1,256 males, 595 females, confirmation was done country-wide.
- Validation 3,268 Personnel, 2,124 males, 1,144 females, these was done in Lango and Acholi Sub regions
- Regularization 2 case, 2 male
- Redesignation 368 Personnel, 259 males, 109 female
- Corrigenda 24 cases, 16 males, 8 female
- Study Leave 17 males, 8 females
- Retirement on medical ground 2 males
- Prepared BFP and Annual report FY 18-19
- Submitted Performance report for Q1 and Q2 and Management reports

IV. Medium Term Plans

- Recruit & appoint both teaching and non-teaching personnel in as per submissions received from MoES and other relevant MDAs
- Validate appointments of education service personnel to ensure proper service delivery
- Confirm & regularize appointments to ensure continuity in service
- Grant study leave and handle disciplinary cases in the service for regulatory best practices in the service.
- Monitor and guide District Service Commissions in recruitment of Education personnel in order to maintain national standards
- Continue to lobby for the Implementation the Teachers' Scheme of Service in all Institutions to enhance motivation in the service

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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	1.877	2.816	0.950	2.816	2.816	2.816	2.816	2.816	2.816
Non Wage	6.148	6.411	3.144	6.398	7.677	9.212	11.055	13.266	13.266
Devt.									
GoU	0.352	0.192	0.054	0.192	0.192	0.192	0.192	0.192	0.192
Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total	8.377	9.419	4.148	9.405	10.685	12.220	14.063	16.274	16.274
Total GoU+Ext Fin (MTEF)	8.377	9.419	4.148	9.405	10.685	12.220	14.063	16.274	16.274
Arrears	0.026	0.000	0.000	0.018	0.000	0.000	0.000	0.000	0.000
Total Budget	8.403	9.419	4.148	9.423	10.685	12.220	14.063	16.274	16.274
A.I.A Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Grand Total	8.403	9.419	4.148	9.423	10.685	12.220	14.063	16.274	16.274
Total Vote Budget Excluding Arrears	8.377	9.419	4.148	9.405	10.685	12.220	14.063	16.274	16.274

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	9.228	0.000	0.000	9.228	9.214	0.000	9.214
211 Wages and Salaries	3.204	0.000	0.000	3.204	3.260	0.000	3.260
212 Social Contributions	0.675	0.000	0.000	0.675	0.703	0.000	0.703
213 Other Employee Costs	0.818	0.000	0.000	0.818	0.776	0.000	0.776
221 General Expenses	3.353	0.000	0.000	3.353	3.298	0.000	3.298
222 Communications	0.070	0.000	0.000	0.070	0.070	0.000	0.070
223 Utility and Property Expenses	0.092	0.000	0.000	0.092	0.092	0.000	0.092
224 Supplies and Services	0.008	0.000	0.000	0.008	0.008	0.000	0.008
225 Professional Services	0.070	0.000	0.000	0.070	0.100	0.000	0.100
227 Travel and Transport	0.629	0.000	0.000	0.629	0.602	0.000	0.602
228 Maintenance	0.310	0.000	0.000	0.310	0.305	0.000	0.305
Output Class : Capital Purchases	0.192	0.000	0.000	0.192	0.192	0.000	0.192
312 FIXED ASSETS	0.192	0.000	0.000	0.192	0.192	0.000	0.192
Output Class : Arrears	0.000	0.000	0.000	0.000	0.018	0.000	0.018
321 DOMESTIC	0.000	0.000	0.000	0.000	0.018	0.000	0.018

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Grand Total :	9.419	0.000	0.000	9.419	9.423	0.000	9.423
Total excluding Arrears	9.419	0.000	0.000	9.419	9.405	0.000	9.405

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
52 Education Personnel Policy and Management	8.403	9.419	4.148	9.423	10.685	12.220	14.063	16.274
01 Headquarters	8.025	9.228	4.094	9.229	10.493	12.029	13.871	16.082
1271 Support to Education Service Commission	0.377	0.192	0.054	0.000	0.000	0.000	0.000	0.000
1602 Retooling of Education service Commission	0.000	0.000	0.000	0.194	0.192	0.192	0.192	0.192
Total for the Vote	8.403	9.419	4.148	9.423	10.685	12.220	14.063	16.274
Total Excluding Arrears	8.377	9.419	4.148	9.405	10.685	12.220	14.063	16.274

VIII. Programme Performance and Medium Term Plans

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

Programme :	52 Education Personnel Policy and Management				
Programme Objective :	(i) To recruit qualified and competent male and female Education Service personnel in all regions; (ii) To review terms and conditions of service of all Education Service personnel; (iii) To tender advice to Government in respect to development and implementation of policies in inclusive Education; (iv) To contribute to the development and implementation of cross cutting policy issues for Education Service personnel; (v) To establish and maintain a record of all Public Officers in the Education Service;				
Responsible Officer:	Dr. Asuman Lukwago Secretary/Education Service Commission.				
Programme Outcome:	Efficient and effective education service personnel				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Improved resource utilization and accountability					
Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection

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• Proportional of technical staff vacancies filled	2000	2020	98%	100%	100%
• Proportion of Education Service Personnel due for validation that are validated	3000	2020	98%	100%	100%
• Proportion of Education Service Personnel due for regularization that are regularized	50	2020	98%	100%	100%
• Proportion of Education Service Personnel due for discipline that are disciplined	50	2020	98%	100%	100%
SubProgramme: 01 Headquarters					
Output: 01 Management of Education Service Personnel					
Number of Education Service Personnel Confirmed			2,300	2,500	2,500
Number of Education Service Personnel Validated			3,000	3,500	3,500
Number of established Technical staff vacancies filled			2,300	2,500	2,500

IX. Major Capital Investments And Changes In Resource Allocation

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

N/A

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

- The appointment of staff depends on submissions from the Ministry of Education and Sports and other MDAs;
- Large numbers of applicants for a few advertised jobs makes the recruitment process longer;
- The Commission's office space is limited and therefore affects the operations. The staff establishment has not been achieved due to limited space. The Commission also lacks storage facilities.
- Increasing forgeries in the Education and Sports Sector;

Plans to improve Vote Performance

- The Commission is engaging the Ministry of Education and Sports for more timely declaration of vacancies for teachers. The Commission is working closely with Chief Administrative Officers through the Human Resource Officers of Districts to identify the availability of wage in their respective districts and make submissions to the Ministry of Education and Sports for onward submissions to the Commission for recruitment.
- The Commission carries out validation to identify these people and forwards it relevant authorities for actions.
- The Commission is planning to develop an e-recruitment system to reduce on the challenge of large numbers of applicants.
- The Commission has started on the process to review the Scheme of Service and continues to lobby different stakeholder for its implementation.

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

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Issue Type: HIV/AIDS

Objective :	<ul style="list-style-type: none"> Organize HIV/AIDS voluntary testing and counseling exercise for staffs and develop the HIV workplace Policy
Issue of Concern :	<ul style="list-style-type: none"> Staff knowing their status and helping to leave positive lives HIV workplace policy at place
Planned Interventions :	<ul style="list-style-type: none"> Inviting counselors to talk to staffs and encourage staff to undergo voluntary testing. Initiating the process of developing the HIV workplace policy
Budget Allocation (Billion) :	0.040
Performance Indicators:	<ul style="list-style-type: none"> Number of staff that participated in HIV Counselling and Testing HIV Workplace Policy in Place

Issue Type: Gender

Objective :	<ul style="list-style-type: none"> To Recruit qualified and competent Male and Female Education Service Personnel into the Service; To minimize regional differences in acquisition of employment opportunities in Education Sector including giving considerations to people in hard to reach areas and ethnic minorities group in Uganda
Issue of Concern :	<ul style="list-style-type: none"> Gender ,Regional and Physical responsiveness in Recruitment
Planned Interventions :	<ul style="list-style-type: none"> The Commission will recruit 50 people from hard to reach area and ethnic minorities groups and 100 people with special needs and the rest from all regions categories by gender and encourage them to apply
Budget Allocation (Billion) :	3.010
Performance Indicators:	<ul style="list-style-type: none"> %tage of recruitment budget (50%) No. of People recruited by gender, by region and by status of disability

Issue Type: Enviroment

Objective :	<ul style="list-style-type: none"> To Reduce on the Use of Paper
Issue of Concern :	<ul style="list-style-type: none"> Reduction Power wastage and use of a lot of stationery
Planned Interventions :	<ul style="list-style-type: none"> Use of ICT resources to communicate and share information instead of printing Enhance use of Electronic Data Management System (EDMS) Development of e-recruitment system
Budget Allocation (Billion) :	0.400
Performance Indicators:	<ul style="list-style-type: none"> Percentage reduction in the budget for stationary E-recruitment in Place

XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Systems Administrator	U4 SC	1	0

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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)
Systems Administrator	U4 SC	1	0	1	1	1,094,258	13,131,096
Total		1	0	1	1	1,094,258	13,131,096