

Vote:146 Public Service Commission

V1: Vote Overview

I. Vote Mission Statement

To provide Government with competent human resources, for effective and efficient Public Service delivery.

II. Strategic Objective

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

III. Major Achievements in 2019/20

During the past two quarters of FY 2019/20, the Public Service Commission achieved the following;

- Prepared and submitted PSC Budget Framework Paper (BFP) FY 2020/21, Annual Report FY2018/19, PSC Q4-FY2018/19 and QTR 1 FY2019/20 Performance and Financial reports, PSC government Annual Performance report GAPR FY 2018/19.
- Held HIV committee meeting to lay strategies for assisting the staff affected by the scourge and design sensitization programme, and Participated in National HIV walk and dinner at Serena hotel.
- Paid Salaries, Wages, Pensions and Gratuities to PSC current and former staff for the months of July, August, September, October, November and December 2019
- Assessed Staff performance, designed Performance plans, and Staff performance appraisal report compiled and submitted
- Held three disciplinary cases for errant drivers
- ii. Recognized and rewarded the best employees for the year 2019
 - Training in Performance management conducted. Induction training conducted, Refresher training for Board Secretaries conducted and Sponsored the registry staff to pursue further studies
 - Administered Graduate Recruitment Exercise Aptitude tests to 3,395 applicants.
 - Recommended appointment of 89 Graduate Officers.
 - Held One (1) Regional Stakeholders Conference in Arua covering the West Nile Sub-region.
 - Administered 16 selection tests to, 10 District Service Commissions, 2 Ministries, and 4 Agencies, including Kasese, Bulambuli, Kapelebyong, Isingiro, Busia, Bugweri, Kapchorwa, Pakwach, Kole and Kassanda, Uganda Cancer Institute, Uganda Prisons Services, Ministries of Defense and Veteran Affairs; and Science, Technology & Innovation, Office of the Auditor-General and Muni University.
 - Developed 22 selection instruments.
 - Handled and concluded 1,471 cases (dismissals, noting and lifting interdiction, retirements, appointments, resignations).
 - Undertook 7 appeal visits to DSCs (Kasese, Namisindwa, Rubirizi, Rubanda, Kyotera, Kikuube and Hoima).
 - Recruited for 4 Agencies (Uganda Regulatory Services, Uganda Electricity Tribunal, Office of the Auditor-General and Parliamentary Service Commission).
 - Monitored and offered support supervision to 23 DSCs (Rubirizi, Sheema, Rubanda, Rukiga, Kabale, Kisoro, Namisindwa, Mayuge, Namutumba, Manafwa, Bundibugyo, Ntoroko, Kyenjojo, Kabarole, Kyegegwa, Kibaale, Kakumiro, Kagadi, Kiryandongo, Masindi, Buliisa, Hoima, and Kikuube)
 - Mentored Eleven (11) DSC Secretaries and Carried out Performance Audits in Arua, Adjumani, Koboko, Moyo, Zombo, Nebbi, Yumbe, Pakwach, Maracha, Madi Okolo, and Obongi.
 - Quarter 4 FY 2018/19 and Quarter 1 FY 2019/20 Management Audit Report prepared and submitted.
 - Procured and took delivery of the office furniture.
 - Maintained the Integrated Financial Management Information System; the Internet Connectivity; the Integrated Personnel Payroll System; and the Anti - Virus Subscriptions.

IV. Medium Term Plans

Planned Outputs for the Medium Term

- i) Fully implement the E-recruitment System
- ii) Develop and launch the Electronic Database Management System (EDMS)
- iii) Fill the Public Service Commission staff structure
- iv) Acquire enough station wagon motor vehicles for Members of the Public Service Commission
- v) Acquire land and construct an office block for the Commission.

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V. Summary of Past Performance and Medium Term Budget Allocations

Table 5.1: Overview of Vote Expenditures (UShs 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	2.658	2.783	1.533	3.274	3.274	3.274	3.274	3.274
	Non Wage	5.478	5.889	2.444	6.107	7.328	8.794	10.553	12.663
Devt.	GoU	0.515	0.184	0.029	0.184	0.184	0.184	0.184	0.184
	Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total	8.651	8.857	4.006	9.565	10.786	12.252	14.011	16.121	
Total GoU+Ext Fin (MTEF)	8.651	8.857	4.006	9.565	10.786	12.252	14.011	16.121	
Arrears	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
Total Budget	8.651	8.857	4.006	9.565	10.786	12.252	14.011	16.121	
A.I.A Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Grand Total	8.651	8.857	4.006	9.565	10.786	12.252	14.011	16.121	
Total Vote Budget Excluding Arrears	8.651	8.857	4.006	9.565	10.786	12.252	14.011	16.121	

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	8.663	0.000	0.000	8.663	9.371	0.000	9.371
211 Wages and Salaries	3.114	0.000	0.000	3.114	3.584	0.000	3.584
212 Social Contributions	0.230	0.000	0.000	0.230	0.236	0.000	0.236
213 Other Employee Costs	0.832	0.000	0.000	0.832	1.043	0.000	1.043
221 General Expenses	2.296	0.000	0.000	2.296	2.197	0.000	2.197
222 Communications	0.080	0.000	0.000	0.080	0.080	0.000	0.080
223 Utility and Property Expenses	0.237	0.000	0.000	0.237	0.237	0.000	0.237
224 Supplies and Services	0.060	0.000	0.000	0.060	0.060	0.000	0.060
225 Professional Services	0.102	0.000	0.000	0.102	0.010	0.000	0.010
227 Travel and Transport	1.225	0.000	0.000	1.225	1.318	0.000	1.318
228 Maintenance	0.487	0.000	0.000	0.487	0.604	0.000	0.604
Output Class : Outputs Funded	0.010	0.000	0.000	0.010	0.010	0.000	0.010
262 To international organisations	0.010	0.000	0.000	0.010	0.010	0.000	0.010
Output Class : Capital Purchases	0.184	0.000	0.000	0.184	0.184	0.000	0.184
312 FIXED ASSETS	0.184	0.000	0.000	0.184	0.184	0.000	0.184

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Grand Total :	8.857	0.000	0.000	8.857	9.565	0.000	9.565
Total excluding Arrears	8.857	0.000	0.000	8.857	9.565	0.000	9.565

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 Public Service Selection and Recruitment	8.651	8.857	4.006	9.565	10.786	12.252	14.011	16.121
01 Headquarters (Finance and Administration)	6.392	6.401	2.863	6.844	8.034	9.088	10.353	11.871
02 Selection Systems Department (SSD)	0.428	0.521	0.266	0.617	0.498	0.586	0.691	0.817
03 Guidance and Monitoring	1.270	1.699	0.827	1.868	2.034	2.353	2.737	3.196
0388 Public Service Commission	0.515	0.184	0.029	0.000	0.000	0.000	0.000	0.000
04 Internal Audit Department	0.047	0.051	0.021	0.051	0.035	0.040	0.046	0.053
1674 Retooling of Public Service Commission	0.000	0.000	0.000	0.184	0.184	0.184	0.184	0.184
Total for the Vote	8.651	8.857	4.006	9.565	10.786	12.252	14.011	16.121
Total Excluding Arrears	8.651	8.857	4.006	9.565	10.786	12.252	14.011	16.121

VIII. Programme Performance and Medium Term Plans

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

Programme :	52 Public Service Selection and Recruitment				
Programme Objective :	To provide government with competent human resources for effective and efficient public service delivery.				
Responsible Officer:	Dr. John Geoffrey Mbabazi.				
Programme Outcome:	An efficient and transparent public service recruitment process				
<i>Sector Outcomes contributed to by the Programme Outcome</i>					
1. Improved institutional and human resource management at central and local government level					
Outcome Indicators	Performance Targets				
			2020/21	2021/22	2022/23
	Baseline	Base year	Target	Projection	Projection
• Percentage of staff recruited against the declared posts	75%	2017	92%	95%	95%
N/A					

IX. Major Capital Investments And Changes In Resource Allocation

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

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N/A

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

The Key Challenges Encountered

- i) The budget for the Public Service Commission has over the years remained inadequate to finance the operations of the Commission.
- ii) The building housing the PSC offices does not only have limited space but is old and dilapidated. The Commission needs to have a new home.
- iii) Some MDAs chose not to declare vacancies, especially at the graduate entry level during the GRE. These MDAs later submitted applicants to be assessed for appointment into the Public Service.
- iv) Some candidates presented forged academic/professional certificates and other documents in order to secure jobs in the Public Service.
- v) DSC Members are prone to falling prey to compromises because of poor facilitation/funding.
- vi) Some MDAs tailored job requirements to suit specific Officers or situations.
- vii) The number of applicants with disabilities is increasing, yet the PSC lacks expertise and appropriate technology in handling people with special needs.
- ix) A number of District Service Commissions (Kikube, Kasanda, Kwania, Bugweri, Nabilatuk, and Kapelebyong) are not yet functional because of lack of Interim Councils.
- x) Political interference in the work of the DSCs as well as other inappropriate practices such as nepotism and failure to adhere to Human Resource Management rules, policies and procedures still persisted.
- xi) Delayed/ none response by DSCs to requests for more information on HRM cases resulted in extended period for resolution of the cases.

Funding Gap

The Commission has funding gaps in the following areas:

1. Development budget, Shs. 2.5 Bn required to finance the replenishment of the Commission's aged fleet of vehicles.
2. Non-Wage recurrent budget, Shs 1.8 Bn required to finance the recruitment activities including conduction of competence tests in the districts and central government MDAs, recruitment for the new cities, and provision of technical support to the DSCs through the guidance and monitoring visits.

If these funding gaps are not addressed, the commission will be severely constrained on delivery of these outputs.

Plans to improve Vote Performance

The Commission has embraced the consultative Workshops approach to bring together all the key stakeholders in the implementation of the mandate of the District Service Commissions so that the issues arising out the workings of the Commissions are well understood and collective action is generated and taken by all concerned.

To improve the competitiveness of the disabled applicants in the Public Service Jobs market, the Commission plans to purchase assistive devices for the disabled applicants in the MDAs and conduct capacity building within the Commission staff, in usage of the devices.

In ensuring that the personnel recruited into the service are of the required calibre, the Commission has adopted the Competence

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based recruitment system. Next financial Year, the Commission will develop 30 Competence Profiles for the Jobs in the Uganda Public Service (UPS) and conduct a skills inventory for the job. These profiles facilitate the development of Competence based selection tools that are used to assess the relevance of the competence of the applicants to particular Jobs.

To improve the access to documents and relating of all information and data, the Commission is setting up the Electronic Document Management System. This will ensure that all the documents in the possession by the Commission are digitized and arranged in such a way that all information relating to the recruitment are linked and made available at a click of a button. The Commission will also be setting up the archives to properly arrange and store all the hard copies of the documents that have been used in execution of the mandate.

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 :	HIV/AIDs has continued to impact the population across the country. The Human resource that is unhealthy has less productivity
Issue of Concern :	That productivity of the human resource in the commission suffers minimal effects of HIV/AIDS
Planned Interventions :	Increase the HIV awareness of staff, and support those affected and/infected by HIV/AIDS
Budget Allocation (Billion) :	0.010
Performance Indicators:	%age of HIV/AIDS clients at PSC receiving support

Issue Type: Gender

Objective :	The females, and the physically handicapped applicants have continued to face unique challenges in the job market ranging from direct discrimination, to access barriers like inability to communicate clearly.
Issue of Concern :	That these individuals should be given a fair chance to participate in the public service job market
Planned Interventions :	Provide preferential treatment of the Females and PWDs.
Budget Allocation (Billion) :	0.170
Performance Indicators:	Assistive devices procured. Four (4) Brailles One Jaws software

Issue Type: Enviroment

Objective :	The local and global environment is being impacted by the activities of man. The Commission plans to minimise its negative impact on the environment
Issue of Concern :	That the activities of the commission have minimum negative impact on the environment
Planned Interventions :	Networking of computers and printers to print centrally & cut power demand
Budget Allocation (Billion) :	0.010
Performance Indicators:	Reduction in printing on individual devices. %age of Jobs centrally printed.

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XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

N/A

Table 13.2 Staff Recruitment Plan

N/A