

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 3: Highlights of Vote Performance

V1: Summary of Issues in Budget Execution

Table V1.1: Overview of Vote Expenditures (UShs Billion)

	Approved Budget	Released by End Q 3	Spent by End Q3	% Budget Released	% Budget Spent	% Releases Spent
Recurrent Wage	5.703	4.277	3.916	75.0%	68.7%	91.5%
Non Wage	8.297	4.432	2.700	53.4%	32.5%	60.9%
Devt. GoU	0.000	0.000	0.000	0.0%	0.0%	0.0%
Ext. Fin.	0.000	0.000	0.000	0.0%	0.0%	0.0%
GoU Total	14.000	8.709	6.615	62.2%	47.3%	76.0%
Total GoU+Ext Fin (MTEF)	14.000	8.709	6.615	62.2%	47.3%	76.0%
Arrears	0.000	0.000	0.000	0.0%	0.0%	0.0%
Total Budget	14.000	8.709	6.615	62.2%	47.3%	76.0%
<i>A.I.A Total</i>	0.000	0.000	0.000	0.0%	0.0%	0.0%
Grand Total	14.000	8.709	6.615	62.2%	47.3%	76.0%
Total Vote Budget Excluding Arrears	14.000	8.709	6.615	62.2%	47.3%	76.0%

Table V1.2: Releases and Expenditure by Programme and Sub-SubProgramme*

<i>Billion Uganda Shillings</i>	Approved Budget	Released	Spent	% Budget Released	% Budget Spent	%Releases Spent
Programme: Private Sector Development	14.00	8.71	6.62	62.2%	47.3%	76.0%
Sub-SubProgramme: 27 Regulation and Supervision	4.57	2.80	2.05	61.3%	44.9%	73.2%
Sub-SubProgramme: 28 Research and Strategy	1.93	0.79	0.44	40.8%	23.0%	56.2%
Sub-SubProgramme: 49 Policy, Planning and Support Services	7.50	5.12	4.12	68.3%	54.9%	80.5%
Total for Vote	14.00	8.71	6.62	62.2%	47.3%	76.0%

Matters to note in budget execution

Ongoing procurement processes for among others consultancy services relating to the Risk Based Supervision System and the National Micro-Pension Scheme) are the major causes of the variance in budget execution.

Table V1.3: High Unspent Balances and Over-Expenditure in the Domestic Budget (Ushs Bn)

<i>(i) Major unspent balances</i>
Departments , Projects
Sub-SubProgramme 27 Regulation and Supervision

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0.056 Bn Shs	Department/Project :05 Legal Services
Reason: The unspent funds relate to an ongoing court case, and ongoing procurement process for law books.	
<i>Items</i>	
50,000,000.000 US\$	221006 Commissions and related charges
Reason: The unspent funds relate to an ongoing court case.	
5,550,000.000 US\$	221007 Books, Periodicals & Newspapers
Reason: The unspent funds relate to acquisition of law books, whose procurement process is still ongoing.	
0.477 Bn Shs	Department/Project :08 Risk and Investment Analysis
Reason: The unspent funds relate to consultancy services relating to the Risk Based Supervision System whose procurement process is still ongoing. Funds are ear marked for expenditure in Q4 FY2021/22.	
<i>Items</i>	
476,692,600.000 US\$	225001 Consultancy Services- Short term
Reason: The unspent funds relate to consultancy services relating to the Risk Based Supervision System whose procurement process is still ongoing. Funds are ear marked for expenditure in Q4 FY2021/22.	
Sub-SubProgramme 28 Research and Strategy	
0.269 Bn Shs	Department/Project :07 Research and Quality Assurance
Reason: The unspent funds relate to the procurement of office stationary, and consultancy services relating to the National Micro-Pension Scheme whose procurement processes are still ongoing.	
<i>Items</i>	
250,000,000.000 US\$	225001 Consultancy Services- Short term
Reason: These unspent relate to the procurement of consultancy services relating to the National Micro-Pension Scheme, where the procurement process is still ongoing.	
18,552,673.000 US\$	221011 Printing, Stationery, Photocopying and Binding
Reason: These unspent funds relate to the procurement of office stationary, where the procurement process is still ongoing.	
Sub-SubProgramme 49 Policy, Planning and Support Services	
0.793 Bn Shs	Department/Project :02 Finance and Administration
Reason: These unspent funds relate majorly staff trainings planned for Q4 FY2021/22, and ongoing procurement processes relating to among others staff team building, office rent, and ICT Software and Licenses.	
<i>Items</i>	
114,749,049.000 US\$	221009 Welfare and Entertainment
Reason: Unspent funds relate to March 2022 transactions on staff costs (eg lunch, counselling, etc) whose invoices had not yet been received by end Quarter yet services were utilized. In addition, the procurement process relating to the Staff Team Building activity is still ongoing.	
109,654,198.000 US\$	221003 Staff Training
Reason: Schedule of Training of staff was affected by the COVID-19 disruptions. Absorption of the unspent funds will be in Quarters 4 FY2021/22, considering the trainings planned for the period.	
100,487,092.000 US\$	223003 Rent – (Produced Assets) to private entities

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Reason: These funds remained unpaid due to the on-going procurement process (contract renewal process) by the end of Quarter.	
80,955,406.000 UShs	228002 Maintenance - Vehicles
Reason: These funds remained unspent due to ongoing procurement processes for service providers, as of end of Quarter.	
70,314,336.000 UShs	221008 Computer supplies and Information Technology (IT)
Reason: Unspent funds relate to ongoing procurement processes for among others Backup software, HR Magic License, and API for Attendance System. Funds have been ear marked for expenditure in Q4 FY2021/22.	
0.002 Bn Shs	<i>Department/Project :04 Internal Audit</i>
Reason: The unspent funds relate to the employers' staff social security contribution (to the URBRA Staff Retirement Benefits Scheme) for March 2022, which will be effected in April 2022 (Q4 FY2021/22).	
<i>Items</i>	
2,153,153.000 UShs	212201 Social Security Contributions
Reason: The unspent funds relate to the employers' staff social security contribution (to the URBRA Staff Retirement Benefits Scheme) for March 2022, which will be effected in April 2022 (Q4 FY2021/22).	
<i>(ii) Expenditures in excess of the original approved budget</i>	

V2: Performance Highlights

Table V2.1: Sub-SubProgramme Outcome and Outcome Indicators*

Sub-SubProgramme : 27 Regulation and Supervision			
Responsible Officer: Rita Nansasi Wasswa			
Sub-SubProgramme Outcome: Enhanced Legal Framework and Supervisory Intensity			
Sub-SubProgramme Outcome Indicators	Indicator Measure	Planned 2021/22	Actuals By END Q3
Rate of reduction in sector risk rating (%)	Percentage	0.02%	0.09%
Annual percentage growth rate in sector assets (%)	Percentage	15%	16.7%
Sub-SubProgramme : 28 Research and Strategy			
Responsible Officer: Benjamin K Mukiibi			
Sub-SubProgramme Outcome: Performance monitored and Sector Development enhanced			
Sub-SubProgramme Outcome Indicators	Indicator Measure	Planned 2021/22	Actuals By END Q3
Sector coverage ratio (%)	Percentage	18%	18%
Reduced average annual Sector operational cost ratio (%)	Percentage	0.05%	0.1%
Sub-SubProgramme : 49 Policy, Planning and Support Services			
Responsible Officer: Susan N. Muhumuza			
Sub-SubProgramme Outcome: Effective and Efficient Service Delivery			

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Sub-SubProgramme Outcome Indicators	Indicator Measure	Planned 2021/22	Actuals By END Q3
Employee satisfaction (%)	Percentage	85%	79.8%
Level of Customer satisfaction (%)	Percentage	85%	72.8%

Table V2.2: Budget Output Indicators*

Sub-SubProgramme : 27 Regulation and Supervision			
Department : 06 Board Affairs			
Budget OutPut : 04 Support Board Services			
Budget Output Indicators	Indicator Measure	Planned 2021/22	Actuals By END Q3
Board evaluation report	Text	1	1
Department : 08 Risk and Investment Analysis			
Budget OutPut : 07 Strengthening Sector Risk Management			
Budget Output Indicators	Indicator Measure	Planned 2021/22	Actuals By END Q3
Risk Based Supervisory templates	Text	1	1
Risk Based Supervision guidelines, and practice note on internal administration	Text	1	0
No of stakeholders trained	Number	160	0
Department : 09 Market Conduct			
Budget OutPut : 08 Strengthening Sector Compliance			
Budget Output Indicators	Indicator Measure	Planned 2021/22	Actuals By END Q3
No. of stakeholders sensitized	Number	250	1195
No of licensee applications assessed (new and renewals) of trustees and service providers	Number	221	254
No of Trustees, members', and service providers engagements on sector operational aspects	Number	250	305
Department : 10 Prudential Supervision			
Budget OutPut : 09 Strengthening Monitoring and Supervision			
Budget Output Indicators	Indicator Measure	Planned 2021/22	Actuals By END Q3
Self-assessment report (against IOPS and EAPSA principles)	Text	1	1
No. of stakeholders consulted	Number	150	0
Quarterly supervision reports	Number	4	3
No. of directives issued, and supervisory notices published	Number	20	13

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Sub-SubProgramme : 28 Research and Strategy			
Department : 03 Planning			
Budget OutPut : 03 Coordination of Planning and Reporting			
Budget Output Indicators	Indicator Measure	Planned 2021/22	Actuals By END Q3
Annual workplan implementation report, and score	Text	1 report, and 85% score	1 report, and 75% score
Sub-SubProgramme : 49 Policy, Planning and Support Services			
Department : 02 Finance and Administration			
Budget OutPut : 19 Human Resources Management			
Budget Output Indicators	Indicator Measure	Planned 2021/22	Actuals By END Q3
Annual performance assessment report	Text	1	1
Budget OutPut : 21 Management of corporate Communication and Public Relations			
Budget Output Indicators	Indicator Measure	Planned 2021/22	Actuals By END Q3
No. of TV and radio shows and adverts	Number	270	895
Department : 04 Internal Audit			
Budget OutPut : 25 Assurance and Advisory Services			
Budget Output Indicators	Indicator Measure	Planned 2021/22	Actuals By END Q3
Updated Corporate Risk Register	Text	1	1
Proportion of internal audit recommendations implemented by Management	Percentage	80%	75%

Performance highlights for the Quarter

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- i) URBRA (Assignment of Benefits for Mortgages and Loans) Regulations, 2022. Statutory Instrument No. 17 of 2022 was enacted.
- ii) Handled 43 complaints (40 carried forward from Q2 FY2020/21 & 3 received during the quarter), resolved 10, and 33 complaints were still undergoing resolution efforts as of the end of the Quarter.
- iii) Conducted district liaison visits to 3 districts of Masaka, Mbarara, and Kabale as part of an ongoing inspection of the Public Service Pension Scheme and efforts to streamline public service pension management and supervision.
- iv) 110 (47 female and 63 male) stakeholders consulted on the proposed amendments to existing regulations on Licensing service providers, Management and Operation of Schemes, and Investment of Scheme Funds.
- v) Publication of licensed entities in Newspapers (New Vision and Daily Monitor) and Uganda Gazette.
- vi) Issued 3 circulars on; (i) Exemption of Trustees in the Trustees certification programme (for trustees who have already been certified under other programmes before the rollout of the ITC programme), (ii) Engagement of External Auditors, and (iii) Halting collection of the compulsory annual levy from all licensed retirement benefits schemes, effective 25th November 2021, following the President's directive.
- vii) Conducted 4 onsite inspections on NSSF SPF, UNEB RBS, Octagon Umbrella, and Nile breweries RBS to validate supervisory concerns and soundness of internal controls.
- viii) 1 Trustee certification virtual training of 11 Trustees was conducted, in partnership with Insurance Training College (ITC).
- ix) Implemented public awareness and education campaigns including among others sensitization of 55 (50 male and 5 female) members of Bbomboka Farmers Association Co. Ltd in Luwero district on challenges of old-age poverty and benefits of saving for retirement; 4 high-level meetings with policymakers; 300 Makerere University Retirement Benefits Scheme (MURBS) members sensitized on challenges of early access to benefits, and importance of transfer of benefits; 2 scheme establishment sensitizations; and 152 (90 male and 62 female) stakeholders sensitized on Sectorial Implications of the NSSF (Amendment) Act, 2021.
- x) Finalized and submitted the URBRA's Ministerial Policy Statement and Contribution to the Background to the Budget (BTTB) for FY2022/23.

V3: Details of Releases and Expenditure

Table V3.1: Releases and Expenditure by Budget Output*

<i>Billion Uganda Shillings</i>	Approved Budget	Released	Spent	% GoU Budget Released	% GoU Budget Spent	%GoU Releases Spent
Sub-SubProgramme 27 Regulation and Supervision	4.57	2.80	2.05	61.3%	44.9%	73.2%
<i>Class: Outputs Provided</i>	4.57	2.80	2.05	61.3%	44.9%	73.2%
142704 Support Board Services	0.51	0.39	0.36	76.0%	71.5%	94.1%
142705 Coordination of Legal and Policy Advisory Services	0.71	0.46	0.40	64.5%	56.0%	86.9%
142707 Strengthening Sector Risk Management	2.75	1.96	1.29	71.3%	47.0%	66.0%
142708 Strengthening Sector Compliance	0.17	0.00	0.00	0.0%	0.0%	0.0%
142709 Strengthening Monitoring and Supervision	0.44	0.00	0.00	0.0%	0.0%	0.0%
Sub-SubProgramme 28 Research and Strategy	1.93	0.79	0.44	40.8%	23.0%	56.2%
<i>Class: Outputs Provided</i>	1.93	0.79	0.44	40.8%	23.0%	56.2%
142802 Strengthening Total Quality Management	1.78	0.79	0.44	44.3%	24.9%	56.2%
142803 Coordination of Planning and Reporting	0.15	0.00	0.00	0.0%	0.0%	0.0%

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<i>Billion Uganda Shillings</i>	Approved Budget	Released	Spent	% GoU Budget Released	% GoU Budget Spent	%GoU Releases Spent
Sub-SubProgramme 49 Policy, Planning and Support Services	7.50	5.12	4.12	68.3%	54.9%	80.5%
<i>Class: Outputs Provided</i>	<i>7.50</i>	<i>5.12</i>	<i>4.12</i>	<i>68.3%</i>	<i>54.9%</i>	<i>80.5%</i>
144906 Coordination of Procurement and Disposal Management	0.31	0.23	0.20	73.3%	64.3%	87.7%
144907 Accounting and Financial Management	0.50	0.34	0.29	68.2%	58.1%	85.1%
144913 Management of ICT Services	0.64	0.50	0.34	78.1%	53.8%	68.8%
144919 Human Resources Management	4.26	2.74	2.13	64.3%	49.9%	77.6%
144921 Management of corporate Communication and Public Relations	1.09	0.78	0.66	71.0%	60.6%	85.4%
144925 Assurance and Advisory Services	0.17	0.14	0.14	81.1%	78.9%	97.3%
144926 Strategy Implementation and Monitoring	0.52	0.40	0.36	75.6%	68.8%	91.0%
Total for Vote	14.00	8.71	6.62	62.2%	47.3%	76.0%

Table V3.2: 2021/22 GoU Expenditure by Item

<i>Billion Uganda Shillings</i>	Approved Budget	Released	Spent	% GoU Budget Released	% GoU Budget Spent	%GoU Releases Spent
<i>Class: Outputs Provided</i>	<i>14.00</i>	<i>8.71</i>	<i>6.62</i>	62.2%	47.3%	76.0%
211102 Contract Staff Salaries	5.70	4.28	3.92	75.0%	68.7%	91.5%
211103 Allowances (Inc. Casuals, Temporary)	0.40	0.25	0.23	61.9%	58.4%	94.4%
212101 Social Security Contributions	0.57	0.38	0.34	67.2%	59.0%	87.8%
212201 Social Security Contributions	0.28	0.20	0.16	70.0%	57.7%	82.4%
213001 Medical expenses (To employees)	0.19	0.02	0.00	11.4%	1.1%	10.1%
213002 Incapacity, death benefits and funeral expenses	0.03	0.02	0.00	66.7%	8.9%	13.4%
221001 Advertising and Public Relations	0.27	0.24	0.21	88.1%	78.0%	88.6%
221002 Workshops and Seminars	0.86	0.00	0.00	0.0%	0.0%	0.0%
221003 Staff Training	0.50	0.50	0.39	100.0%	78.1%	78.1%
221004 Recruitment Expenses	0.08	0.02	0.00	25.0%	4.0%	16.1%
221006 Commissions and related charges	0.44	0.44	0.36	100.0%	83.3%	83.3%
221007 Books, Periodicals & Newspapers	0.02	0.02	0.01	100.0%	47.7%	47.7%
221008 Computer supplies and Information Technology (IT)	0.19	0.17	0.10	88.0%	51.3%	58.3%
221009 Welfare and Entertainment	0.43	0.36	0.25	85.2%	58.2%	68.3%
221011 Printing, Stationery, Photocopying and Binding	0.28	0.26	0.22	94.2%	78.8%	83.7%
221012 Small Office Equipment	0.00	0.00	0.00	50.0%	44.1%	88.1%
221014 Bank Charges and other Bank related costs	0.01	0.00	0.00	0.0%	0.0%	0.0%
221017 Subscriptions	0.04	0.03	0.02	73.2%	47.5%	64.9%
222001 Telecommunications	0.12	0.08	0.04	68.5%	33.0%	48.2%
222002 Postage and Courier	0.00	0.00	0.00	19.2%	4.6%	24.0%
223003 Rent – (Produced Assets) to private entities	1.13	0.27	0.17	23.5%	14.7%	62.3%

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QUARTER 3: Cumulative Outputs and Expenditure by End of Quarter

223004 Guard and Security services	0.04	0.03	0.02	75.0%	50.3%	67.1%
223005 Electricity	0.04	0.04	0.02	94.9%	44.3%	46.6%
224004 Cleaning and Sanitation	0.05	0.05	0.03	89.0%	64.0%	71.9%
225001 Consultancy Services- Short term	1.76	0.77	0.02	43.6%	1.3%	3.0%
226001 Insurances	0.08	0.07	0.00	86.4%	0.0%	0.0%
227001 Travel inland	0.04	0.00	0.00	0.0%	0.0%	0.0%
227002 Travel abroad	0.12	0.00	0.00	0.0%	0.0%	0.0%
227004 Fuel, Lubricants and Oils	0.02	0.02	0.01	100.0%	46.5%	46.5%
228001 Maintenance - Civil	0.05	0.05	0.04	100.0%	89.7%	89.7%
228002 Maintenance - Vehicles	0.11	0.10	0.02	86.5%	13.7%	15.8%
228003 Maintenance – Machinery, Equipment & Furniture	0.04	0.04	0.02	97.8%	45.2%	46.2%
282101 Donations	0.10	0.02	0.01	15.2%	9.5%	62.2%
Total for Vote	14.00	8.71	6.62	62.2%	47.3%	76.0%

Table V3.3: Releases and Expenditure by Department and Project*

<i>Billion Uganda Shillings</i>	Approved Budget	Released	Spent	% GoU Budget Released	% GoU Budget Spent	%GoU Releases Spent
Sub-SubProgramme 1427 Regulation and Supervision	4.57	2.80	2.05	61.3%	44.9%	73.2%
<i>Departments</i>						
05 Legal Services	0.71	0.46	0.40	64.5%	56.0%	86.9%
06 Board Affairs	0.51	0.39	0.36	76.0%	71.5%	94.1%
08 Risk and Investment Analysis	2.75	1.96	1.29	71.3%	47.0%	66.0%
09 Market Conduct	0.17	0.00	0.00	0.0%	0.0%	0.0%
10 Prudential Supervision	0.44	0.00	0.00	0.0%	0.0%	0.0%
Sub-SubProgramme 1428 Research and Strategy	1.93	0.79	0.44	40.8%	23.0%	56.2%
<i>Departments</i>						
03 Planning	0.15	0.00	0.00	0.0%	0.0%	0.0%
07 Research and Quality Assurance	1.78	0.79	0.44	44.3%	24.9%	56.2%
Sub-SubProgramme 1449 Policy, Planning and Support Services	7.50	5.12	4.12	68.3%	54.9%	80.5%
<i>Departments</i>						
01 Executive Office	0.52	0.40	0.36	75.6%	68.8%	91.0%
02 Finance and Administration	6.80	4.58	3.62	67.4%	53.3%	79.0%
04 Internal Audit	0.17	0.14	0.14	81.1%	78.9%	97.3%
Total for Vote	14.00	8.71	6.62	62.2%	47.3%	76.0%

Table V3.4: External Financing Releases and Expenditure by Sub-SubProgramme and Project

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QUARTER 3: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
Sub-SubProgramme: 27 Regulation and Supervision			
Departments			
Department: 05 Legal Services			
Outputs Provided			
Budget Output: 05 Coordination of Legal and Policy Advisory Services			

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QUARTER 3: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
Stakeholders sensitized on sector legal requirements; taskforce & URBRA staff on Public Service Pension Fund Bill; Stakeholders sensitized on Scheme (Establishment) regulations; Quarterly statutory compliance, & complaints management reports developed	6 briefs/legal opinions (on request of penalty waiver by Makerere University Retirement benefit Scheme Trustees, the data protection and privacy act 2019 and regulations, withholding of former employee's benefits by participating employer) were issued.	Item	Spent
		211102 Contract Staff Salaries	341,095
		211103 Allowances (Inc. Casuals, Temporary)	7,000
		212101 Social Security Contributions	31,183
		212201 Social Security Contributions	12,615
		221007 Books, Periodicals & Newspapers	4,450
	In Q1, a report on the 2 pending cases (URBRA V NOTU Civil Appeal No.305 OF 2018, and Miscellaneous Application No.220 of 2020 relating to UCEPS) was prepared and presented to Management.		
	In Q3, a ruling in respect to Miscellaneous Application no. 220 of 2020 was obtained, leveling the platform of both mandatory and supplementary retirement benefits during receivership.		
	In Q1-Q3, the Authority's complaints desk handled 85 complaints, resolved 52 and 33 complaints were still undergoing resolution efforts as at the end of Q3.		
	Conducted a consultative workshop attracting 100 (49 female and 51 male) participants/stakeholders to discuss proposed amendments to existing regulations on Licensing service providers, and Management and Operation of Schemes.		
	Conducted a consultative meeting with Fund Managers on proposed amendments to the URBRA (Investment of Scheme Funds) Regulations, attracting 17 (6 female and 11 male) participants.		
	Conducted a consultative meeting with broader sector stakeholders on proposed amendments to the URBRA (Investment of Scheme Funds) Regulations, attracting 110 (47 female and 63 male) attendees.		
	Quarterly (Q1, Q2 and Q3 FY2021/22) review and update of Contracts Management register undertaken, report submitted to Management.		
	Quarterly (Q1, Q2 and Q3 FY2021/22) statutory reports finalized and submitted to Management.		

Reasons for Variation in performance

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QUARTER 3: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
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The Scheme (Establishment) Regulations are yet to be finalized.

There is one pending court case of URBRA versus NOTU Civil Appeal No. 305 of 2018. Court has not yet set a hearing date.

Planned sensitization workshops were postponed due to the COVID19, freeze on workshops, and subsequent non-release of related funds.

Total	396,343
Wage Recurrent	341,095
Non Wage Recurrent	55,248
Arrears	0
AIA	0
Total For Department	396,343
Wage Recurrent	341,095
Non Wage Recurrent	55,248
Arrears	0
AIA	0

Departments

Department: 06 Board Affairs

Outputs Provided

Budget Output: 04 Support Board Services

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QUARTER 3: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
FY2020/21 URBRA Performance report developed; Annual Board Evaluation conducted; Quality Board Papers prepared and Board Meetings held; Board members trained in Board Capacity Development Programs	<p>FY2021/22 Board Development plan produced, to guide implementation of the Board Capacity Development programme.</p> <p>FY2021/22 Board Calendar prepared and implemented.</p> <p>Prepared FY2020/21 Financial Statements and URBRA performance report and presented to the OAG.</p> <p>Board evaluation & report was finalized & adopted by Board on 09/12/2021.</p> <p>Coordinated and enabled timely preparation and circulation of quality Board papers by Management.</p> <p>In Q1, Board committee meetings took place from August 24 to August 26, 2021, and Board meeting on September 30, 2021.</p> <p>In Q2, 1 Full Board & 4 Board Committee (i.e. Technical, Finance, Audit & Risk, and Human Resource Committees) meetings were held during the quarter.</p> <p>In Q3, 4 Board committee (Technical, Finance, Audit & Risk, and Human Resource Committees) meetings, and 1 Special Human Resource Committee meeting, 1 Special Technical Committee and 1 Full Board meeting were held.</p> <p>The minutes of respective Board meetings were prepared and filed.</p> <p>In Q2, 7 Board of Directors were jointly trained on Governance and Change Management in the Post COVID19 Era, and on Corporate Governance Trends and best practices for the Board.</p>	<p>Item</p> <p>221006 Commissions and related charges</p>	<p>Spent</p> <p>363,033</p>

Reasons for Variation in performance

Joint BOD Training is scheduled for April 2022 (Q4 FY2021/22).

Total	363,033
Wage Recurrent	0
Non Wage Recurrent	363,033
Arrears	0
AIA	0

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QUARTER 3: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	US\$ Thousand
		Total For Department	363,033
		Wage Recurrent	0
		Non Wage Recurrent	363,033
		Arrears	0
		AIA	0

Departments

Department: 08 Risk and Investment Analysis

Outputs Provided

Budget Output: 07 Strengthening Sector Risk Management

	Item	Spent
Supervisory templates developed; Operational RBS system; Staff and stakeholders trained on the RBS approach	Interrogatories for the RiskBased Supervision System were developed.	211102 Contract Staff Salaries 1,044,763
Risk Based Supervision guidelines, and practice note on internal administration developed	Draft RiskBased Supervisory templates were finalized, pending possible amendments arising from the ongoing pilot of the interrogatories.	211103 Allowances (Inc. Casuals, Temporary) 102,406
	Commenced piloting of the Interrogatories in 20 pilot retirement benefits schemes, and responses are expected by mid-January 2022.	212101 Social Security Contributions 82,442
	5 staff trained on the Risk Based Supervision during the virtual Core Curriculum Course on Financial Supervision by Toronto Centre.	212201 Social Security Contributions 40,843
	Drafted the Early Warning Systems Manual.	225001 Consultancy Services- Short term 23,307
	Developed concept on internal administration that was considered during the regulatory review, and proposals included in the proposed amendments to the URBRA (Licensing of RBS) Regulations.	

Reasons for Variation in performance

Planned development of a practice note on internal administration was dropped, instead a concept on internal administration was prepared and considered during the regulatory review, and proposals included in the proposed amendments to the URBRA (Licensing of RBS) Regulations.

Planned development of the Risk Based Supervision guidelines was deferred to FY2022/23 due to revision of the RBS implementation roadmap arising out of delays in the procurement process for the System.

Implementation roadmap for majority activities (including stakeholder trainings, development of guidelines and manual) relating to the Risk Based Supervision System was revised following procurement delays for the system.

Total	1,293,761
Wage Recurrent	1,044,763

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Uganda Retirement Benefits Regulatory Authority

QUARTER 3: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	US\$ Thousand
		Non Wage Recurrent	248,998
		Arrears	0
		AIA	0
		Total For Department	1,293,761
		Wage Recurrent	1,044,763
		Non Wage Recurrent	248,998
		Arrears	0
		AIA	0

Sub-SubProgramme: 28 Research and Strategy

Departments

Department: 07 Research and Quality Assurance

Outputs Provided

Budget Output: 02 Strengthening Total Quality Management

		Item	Spent
National Micro-Pension Scheme Design report developed	Stakeholder consultations with eco-system partners (BoU, MoFPED, MoGLSD, FSD-U, Private Sector Development Program Secretariat and Postbank) were conducted on their anticipated role in the implementation of the Blueprint for a national micro-pension scheme.	211102 Contract Staff Salaries	363,145
2020 Annual sector performance report developed and disseminated to stakeholders		212101 Social Security Contributions	36,777
Study on scheme costs conducted and report produced and disseminated		212201 Social Security Contributions	16,951
Sector Statistical Abstract and sector development reports developed; updated Resource center catalogue; and data request reports developed	Terms of Reference for consultancy services to Develop the legislative, Governance and Operating Framework for Uganda's National Digital Micro-Pension Scheme were prepared.	221011 Printing, Stationery, Photocopying and Binding	25,457
	Assessed Sector Developments/Interventions relating to Extension of Social Security Coverage to the Informal Sector Workers, and presented to the assessment report to the Board.		
	Market analysis for the 2020 period was conducted.		
	Sector Performance report, 2020 was produced and disseminated to stakeholders through 2 press conferences, print media and Authority website.		
	Held a webinar discussion on the Retirement Benefits Sector Performance for the 2020 reporting period, under the theme "How to Keep Scheme Operational Costs Low" attracting 158 participants.		

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QUARTER 3: Cumulative Outputs and Expenditure by End of Quarter

Resource center operational and updated.

Data requests and performance reports were submitted to MoFPED, BoU, IOPS and Private Sector Development Secretariat.

Provided input to the IOPS Risk Based Supervision Project report and literature review.

The Annual Perspective Magazine Quarterly Investment Snapshots for quarters ended June, September & December, 2021 were prepared and disseminated to stakeholders.

Investment Market Watch Reports for the periods of July 2021 to February 2022 were prepared and disseminated.

Developed Financial Literacy content proposals relating to Retirement Planning Education, for consideration and integration in the NSSF's Financial Literacy Program.

Provided Retirement Benefits sector statistics and in-depth pertinent clarifications to the Federation of Uganda Employers (FUE) consultant on the study exploring possibilities of improving social security compliance in Uganda.

Conducted an analysis on design and performance of the Parliamentary Pension Scheme, and shared the resulting recommendations with the Scheme.

Authority has full access to the IOPS web-site (Members' areas), and project papers on international trends and best practices in the Sector

Reasons for Variation in performance

Comparative analysis of scheme costs and financial performance (2017-2020) was deferred to Q4 FY2021/22 following delays in submission of required information from some Retirement Benefits Schemes.

Procurement process for consultancy services to Develop the legislative, Governance and Operating Framework for Uganda's National Digital Micro-Pension Scheme is ongoing.

Total	442,330
Wage Recurrent	363,145
Non Wage Recurrent	79,185
Arrears	0
<i>AIA</i>	0

Vote:318

Uganda Retirement Benefits Regulatory Authority

QUARTER 3: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
		Total For Department	442,330
		Wage Recurrent	363,145
		Non Wage Recurrent	79,185
		Arrears	0
		AIA	0

Sub-SubProgramme: 49 Policy, Planning and Support Services

Departments

Department: 01 Executive Office

Outputs Provided

Budget Output: 26 Strategy Implementation and Monitoring

		Item	Spent
Quarterly reports on Strategy and workplan implementation prepared and submitted to MoFPED;	FY2020/21 Workplan Implementation report was finalised and submitted to Mgt and Board. 75% (FY2019/20: 83.2%) of workplan was implemented.	211102 Contract Staff Salaries	305,921
		211103 Allowances (Inc. Casuals, Temporary)	8,000
Annual strategy and workplan implementation report prepared and presented to the Board	Q4 FY2020/21, and M&E reports for Quarters 1 & 2 FY2021/22 were prepared and submitted to Management and MoFPED.	212101 Social Security Contributions	30,870
		212201 Social Security Contributions	15,435
	In Q3, FY2021/22 Programme Semi-annual performance report on the progress of planned activities and Key interventions as mapped in the PIAPS, was prepared and submitted to the Private Sector Development Program Secretariat.		
	URBRA Budget was re-alignment to the NDPIII, and pertinent Program Intervention Action Plans (PIAPs).		
	FY2022/23 Background to the Budget (BTTB) was prepared and submitted to BoU and MoFPED.		
	URBRA Budget Framework Paper and Ministerial Policy Statement for FY 2022/23 were finalized and submitted to MoFPED through the Programme Budgeting System.		

Reasons for Variation in performance

Total	360,226
Wage Recurrent	305,921
Non Wage Recurrent	54,305
Arrears	0

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Uganda Retirement Benefits Regulatory Authority

QUARTER 3: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
		AIA	0
		Total For Department	360,226
		Wage Recurrent	305,921
		Non Wage Recurrent	54,305
		Arrears	0
		AIA	0

Departments

Department: 02 Finance and Administration

Outputs Provided

Budget Output: 06 Coordination of Procurement and Disposal Management

		Item	Spent
Consolidated procurement plan developed and presented to the Board;	URBRA consolidated procurement plan for FY2021/22 prepared and submitted to MoFPED and PPDA.	211102 Contract Staff Salaries	173,851
Annual & Quarterly Procurement & Disposal Reports developed, PPDA Audit report developed	Draft Consolidated Procurement Plan for FY2022/23 was prepared.	211103 Allowances (Inc. Casuals, Temporary)	6,040
		212101 Social Security Contributions	8,961
		212201 Social Security Contributions	5,468
	Procurement performance report for the FY2020/21, and Quarterly reports for Q1 & Q2 FY2021/22 prepared and presented to Management and the Board.	221001 Advertising and Public Relations	4,500
	Coordinated the FY2021/22 OAG and FY2019/20 PPDA Procurement Audits.		
	Compiled Monthly procurement reports for the months of June 2021 to February 2022, and submitted to Ministry of Finance and PPDA.		
	In Q1, coordinated 10 Evaluation and 2 Contracts committee meetings, and reports.		
	In Q2, coordinated 6 Evaluation and 1 Contracts committee meetings, and reports were finalized.		
	In Q3, coordinated 23 Evaluation and 4 contracts committee meetings, and reports.		
	In Q2, 17 Framework contract arrangements were initiate and advertised in the Daily Monitor and New vision Print media.		
	Issued 76 Local Purchase Orders to service providers in Quarters 2 and 3.		

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QUARTER 3: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
<i>Reasons for Variation in performance</i>			
		Total	198,820
		Wage Recurrent	173,851
		Non Wage Recurrent	24,969
		Arrears	0
		<i>AIA</i>	0

Budget Output: 07 Accounting and Financial Management

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QUARTER 3: Cumulative Outputs and Expenditure by End of Quarter

	Item	Spent
Technical report on the Financial Management Manual & Procedures developed, and an Updated Financial Management Manual developed	211102 Contract Staff Salaries	242,972
All 3 directorate of Finance & Accounts staff trained on the use of IFMIS	211103 Allowances (Inc. Casuals, Temporary)	26,448
External Audit Report	212101 Social Security Contributions	13,882
FY2020/21 URBRA Performance Report, and Board of Survey Report	212201 Social Security Contributions	5,852
FY2022/23 URBRA Approved Budget, and FY2021/22 Quarterly Budget Performance Reports		
2 Funding proposals prepared		
100% of URBRA levies collected		
Training of various HODs on IFMIS was conducted as planned.		
In Q1, commenced the coordination of the FY2020/21 External Audit Process.		
In Q3, the FY2020/21 External Audit was concluded with an unqualified opinion, a final report from OAG was released and all concerns were responded to.		
Prepared FY2020/21 Financial Statements and URBRA performance report and presented to the board of directors and the OAG as planned.		
14 staff (Management, Finance and Planning Teams) trained on Institutional Planning and Budgeting, including Uganda's Budgeting Cycle, and on to improve institutional budget execution.		
FY2022/23 priorities identified, and aligned with available resource envelop.		
FY2022/23 Workplan and Budget prepared, and used in formulation of the Budget Framework Paper and Ministerial Policy Statement for FY2022/23.		
Monitoring of Budget performance for Q4 FY 2020/21 and Q1 & Q2 FY2021/22 executed and reports produced and presented to Management and Board.		
FY2021/22 Biannual URBRA Performance report prepared and submitted to OAG.		
In Q1, funding proposal submitted to FSD-U in relation to the National Micro-Pension Scheme.		
In Q2, FY2022/23 NTR Projections and request for additional funding were submitted to MoFPED.		
In Q3, additional appropriation (funding) proposal was made to the Parliamentary Committee on Finance, Planning and Economic Development during the Presentation of the Authority's Budget Framework Paper for FY 2022/23.		
As of end Q3 UGX 8,236,984,799 total NTR (representing a 109% performance against the targeted UGX 7.55 Billion) had been collected, including a cumulative UGX 8,115,672,799 levies collection.		

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QUARTER 3: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	US\$ Thousand
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Reasons for Variation in performance

Procurement process for consultancy services to review the URBRA Financial management manual and procedures is still ongoing.

Annual Board of Survey for FY2020/21 is still ongoing.

In reference to Circular 3 of 2022 dated 24th March, 2022, the collection of the annual compulsory levy from all licensed schemes has been stopped effective 23rd November, 2021, in accordance with the President's directive.

Total	289,154
Wage Recurrent	242,972
Non Wage Recurrent	46,182
Arrears	0
AIA	0

Budget Output: 13 Management of ICT Services

Maintain updated software including license renewals; and URBRA staff trained on cyber security	Request sent to Ministry of ICT to enrol URBRA on the Data Management System Project for Government.	Item	Spent
Maintain Authority website, internet connectivity and systems	URBRA Staff sensitization on cyber security was done on 24th March, 2021.	211102 Contract Staff Salaries	165,339
Maintain Authority hardware; and ICT Audit conducted to inform enhancements	Internet, Website and email services-maintained.	212101 Social Security Contributions	12,871
	Airtime for Telephones procured and allocated to staff.	212201 Social Security Contributions	8,320
	HR Magic systems maintenance upgrades and bug fixes carried out.	221008 Computer supplies and Information Technology (IT)	98,130
	Preventive maintenance on all ICT equipment (servers, user computers, network devices, access control, phones) performed.	222001 Telecommunications	40,650
	10 Laptops reconditioned, configured and allocated to staff members.	228003 Maintenance – Machinery, Equipment & Furniture	16,953
	Email server version upgraded from Microsoft exchange 2013 to exchange 2019.		
	Faulty access controller replaced.		
	CCTV surveillance system upgraded to cover the Registry.		

Reasons for Variation in performance

Planned security audit on URBRA ICT systems was deferred to Q4 pending finalization of the ongoing changes and updates/ upgrades.

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QUARTER 3: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	US\$ Thousand
		Total	342,263
		Wage Recurrent	165,339
		Non Wage Recurrent	176,924
		Arrears	0
		AIA	0

Budget Output: 19 Human Resources Management

Revised Client Charter developed	Authority's Client Charter was reviewed, and approved by the Board.	Item	Spent
Customer Satisfaction survey undertaken and report developed	FY 2020/21 performance assessments were conducted and report submitted to Management and Board.	211102 Contract Staff Salaries	789,289
Reviewed Performance Management system;		211103 Allowances (Inc. Casuals, Temporary)	84,000
FY2020/21 Annual and FY2021/22		212101 Social Security Contributions	76,440
Quarterly staff performance assessments undertaken and reports developed;	Employee awards and recognition for the year ended 2021 held.	212201 Social Security Contributions	35,853
FY2020/21 staff Performance Awards & Sanctions conducted and report developed	Q1 and Q2 FY2021/22 performance assessments finalized.	213001 Medical expenses (To employees)	2,171
Updated asset register developed;		213002 Incapacity, death benefits and funeral expenses	2,680
Authority assets and facilities well maintained, and operational	URBRA Asset register updated Obsolete items identified and prepared for board of survey.	221003 Staff Training	391,947
Health and secure office premises with operational biometric system;		221004 Recruitment Expenses	3,300
Operational Health and Safety certificate obtained from MoGLSD	Maintenance schedules implemented.	221007 Books, Periodicals & Newspapers	5,653
Staff Health & wellness conducted and reports developed;	Video conferencing equipment (procured in Q4 FY2020/21) installed and configured, for use in the board room, and Staff were trained on use of the equipment.	221009 Welfare and Entertainment	247,643
Staff Medical Insurance reports developed;		221011 Printing, Stationery, Photocopying and Binding	161,020
URBRA staff team building; and engagement events held and reports developed	Secure office premises with firefighting equipment, operational access control system, and Operational Health and Safety certificate in place.	221012 Small Office Equipment	1,200
Approved flexi-time policy and flexi-time implementation plan developed	Bomb scare sensitization was held for all staff.	221017 Subscriptions	17,741
URBRA staff trained in pertinent technical areas, and training reports developed		222002 Postage and Courier	120
Staff retained, and competent staff attracted and recruited, and reported in the Annual HR report developed	Staff Medical insurance maintained, health and wellness sessions conducted three (3) times a week.	223003 Rent – (Produced Assets) to private entities	166,111
	1 staff team building held.	223004 Guard and Security services	20,650
	Annual end of year party for 2021 calendar year held.	223005 Electricity	18,586
	Flexitime policy was approved by the Board.	224004 Cleaning and Sanitation	34,773
	Flexi-time policy implemented with 3 staff on flexi-time as of end Quarter 3.	227004 Fuel, Lubricants and Oils	9,300
		228001 Maintenance - Civil	43,065
		228002 Maintenance - Vehicles	15,244
		228003 Maintenance – Machinery, Equipment & Furniture	2,378

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QUARTER 3: Cumulative Outputs and Expenditure by End of Quarter

In Q1, 1 staff facilitated to attend CFA final exams, and staff were trained in 10 crisis preparedness, 5 Management Development Program, 1 SQL database Admin, & 36 mental health.

In Q2, staff were trained in 1 Corporate Governance, 1 Risk Management, and 5 in the Core Curriculum Course on Financial Supervision.

In Q3, staff were trained in 1 CEO apprenticeship, 1 Female Future Programme, 7 in Professional Coaching, and 2 in Administrative Secretary skills.

FY2021/22 Training Needs Analysis finalized, and report to inform training plan for FY2022/23 prepared.

Staff retention plan was prepared and presented to the HR Committee of the Board.

Annual Succession Plan Implemented.

Recruited 7 staff for the positions of Director HR, Senior Planning Officer, Senior Admin Officer, Senior Procurement Officer, Administration Officer, Front Desk Assistant and Office Assistant.

Reasons for Variation in performance

The staff team building engagement was deferred to Q4 FY2021/22, owing to an ongoing procurement process.

The annual Customer and Employee Satisfaction survey was deferred to Q4 FY2021/22, owing to an ongoing procurement of the service provider.

Total	2,129,165
Wage Recurrent	789,289
Non Wage Recurrent	1,339,876
Arrears	0
AIA	0

Budget Output: 21 Management of corporate Communication and Public Relations

		Item	Spent
3000 members of the public sensitized about the mandate and functions of the Authority, and the importance and ways of saving for retirement	Content development for the Annual Pension Magazine was finalized.	211102 Contract Staff Salaries	365,639
Branded Corporate materials to facilitate URBRA visibility	Aired 710 Radio Adverts (284 Voice of Teso, 222 Radio Rupiny, 204 Radio Simba) & 180 TV adverts on NTV (contract commenced in Q4 FY2020/21), on importance of saving for retirement.	212101 Social Security Contributions	33,686
1 CSR conducted, and URBRA participation in CSR programs		212201 Social Security Contributions	16,349
		221001 Advertising and Public Relations	205,287

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QUARTER 3: Cumulative Outputs and Expenditure by End of Quarter

<p>URBRA Social Media Activity and Visibility enhanced and a reach of reach 1.5million people & obtain 50,000 twitter followers attained</p> <p>6 Retirement seminars conducted, and 600 participants sensitized on the mandate of the Authority and the need and ways of saving for retirement</p> <p>Press conferences conducted; and media persons trained to enhance reporting on the retirement benefits sector;</p> <p>Published supplements, Opinions, features, Q&A, Media briefs on sector developments</p>	<p>In Q1, 2 TV talk shows on NBS and NTV and 1 radio talk show on Radio Simba were conducted focusing on highlighting the key achievements of the sector in 2020 & the importance of regulating the retirement benefits sector.</p>	<p>221011 Printing, Stationery, Photocopying and Binding</p> <p>282101 Donations</p>	<p>32,047</p> <p>9,337</p>
	<p>In Q2, 2 TV talk shows aired on NTV. The discussions centered on key sector development including the presidential directive to scrap payment of levy, the NSSF Bill (Amendment) Bill 2021, and Sector Investments</p>		
	<p>In Q3, conducted 2 talk shows on Smart TV, 1 on Top TV, and run a news story on NBS and NTV, with a focus on NSSF mid-term access, URBRA's position on the issue and the role of the Regulator in the Sector.</p>		
	<p>In Q1, sensitized 461 (265 in partnership with FUE, 158 on 2020 sector report, 38 women under inner wheel club) on the mandate and functions of the Authority, and on importance and ways to save for retirement</p>		
	<p>In Q2, sensitized 400 members of the public (300 pre-retirees and 100 public servants) on the mandate of the Authority, retirement planning, etc</p>		
	<p>In Q3, sensitized 207 (55 members of Bbomboka Farmers Association Co. Ltd in Luwero district on challenges of old age poverty and benefits of saving for retirement, 152 members of the public on Sectorial Implications of the NSSF (Amendment) Act 2021.</p> <p>In Q1, produced and commenced dissemination of 2,250 flyers to stakeholders on member rights and obligations; scheme governance regulations and policies; and URBRA's approach to supervision.</p>		
	<p>Distributed brochures with key messages to the public, mainly walk-in clients at URBRA reception all through the quarters.</p>		
	<p>In Q3, 60 brochures were distributed at the Insurance Week Exhibition organized by IRA-U.</p>		
	<p>Electronic versions of the brochures disseminated to the public through the</p>		

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Uganda Retirement Benefits Regulatory Authority

QUARTER 3: Cumulative Outputs and Expenditure by End of Quarter

URBRA website.

A partnership between URBRA & Vision Group to conduct CSR activities was approved by the Board of Directors.

In Q2, 6 million shillings was donated to the Bakateyamba's Home of the Elderly to support physiotherapy services with in the Home.

In Q3, 1 million shillings was donated to Our Lady of Consolation Katende Catholic Parish, and towards the Health Camp Organised by Rotary Club of Kibuli respectively.

Messages educating the public about the need to save for retirement prepared and posted on the social media platforms on a daily basis.

A concept note in regard to boosting content on social media produced, and submitted to the CEO for consideration in Q1. In Q2, message boosting was applied for Christmas messages.

In Q3, the Authority's Twitter account was verified, enhancing URBRA's digital profile.

Social media reach of 25,669 in Q1, 388,000 in Q2 and 67,862 in Q3 was attained.

In Q3, opened an URBRA Instagram account, currently with 504 followers. Partnered with FUE and sensitized 265 participants (through webinar) on the need to embrace employers and employees to embrace voluntary retirement saving.

Partnered with UIBFS and sensitized 300 pre-retirees, through 2 webinars, on Retirement Investing: Build your confidence, and Setting realistic retirement goals.

Partnered with Public Service and trained over 100 Public Servants to retire in 2022 at the Civil Service College on retirement planning.

In Q3, 1 webinar on Sectorial Implications of the NSSF (Amendment) Act 2021 was conducted attracting 152 (90 male and 62 female) participants. In Q1, conducted 2 press conferences namely: on August 5th, 2021 in URBRA

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QUARTER 3: Cumulative Outputs and Expenditure by End of Quarter

Boardroom to launch the 2020 annual sector performance report; and on August 26th, 2021 at the Uganda Government Media Centre to disseminate the annual sector performance report.

In Q1, published 9 articles and 1 two-page supplement in print media (New Vision, Daily Monitor & Independent) and Chimp reports, focusing on the 2020 Sector Performance Report, and issues therein.

In Q2, published 1 supplement on World Savings Day, 3 opinions in The New Vision, 3 features in the Daily Monitor, 2 articles in Trade and Finance, 1 quarterly newsletter on URBRA website, 4 news articles on URBRA's website, 2 articles in the UIBFS magazine, and 1 article in the ITC magazine.

In Q3, 1 supplement published in the Independent Magazine, 1 article published in Finance, 1 article in the Daily Monitor & Trade, 3 features in daily monitor and 5 articles on URBRA website.

In Q2, Journalists training conducted, attended by 25 (8 female & 17 male) business journalists from 18 mainstream (Print, TV, and Radio) media houses.

Reasons for Variation in performance

University engagements were deferred to Q4 FY2021/22, as students & lecturers are still more focused on catching up with their studies following the COVID19 interruptions.

Procurement of printing service provider for the Annual Pension Magazine is still ongoing.

Procurement of corporate branded materials deferred to Q4 FY2021/22.

Total	662,345
Wage Recurrent	365,639
Non Wage Recurrent	296,706
Arrears	0
AIA	0
Total For Department	3,621,747
Wage Recurrent	1,737,090
Non Wage Recurrent	1,884,657
Arrears	0
AIA	0

Departments

Vote:318

Uganda Retirement Benefits Regulatory Authority

QUARTER 3: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
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Department: 04 Internal Audit

Outputs Provided

Budget Output: 25 Assurance and Advisory Services

Updated Corporate Risk Register based on the identified internal control gaps and recommendations FY2021/22 Annual Internal Audit Plan prepared, Quarterly Internal Audit & control Reports produced and submitted to the Audit committee of the Board	Corporate risks and identified internal control gaps & recommendations monitored on continuous operational basis, and quarterly Internal Audit report prepared. FY2020/21 Annual Internal Audit report finalised & presented to Mgt & the Board. 75% (FY2019/20: 96%) Management implementation of Audit recommendations recorded. FY2021/22 Internal Audit Plan produced, and approved by the Board. Quarterly Internal Audit reports (Q1&Q2 FY2021/22) were finalised and presented to the Board.	Item	Spent
		211102 Contract Staff Salaries	123,569
		212101 Social Security Contributions	9,204
		212201 Social Security Contributions	5,024

Reasons for Variation in performance

	Total	137,797
	Wage Recurrent	123,569
	Non Wage Recurrent	14,228
	Arrears	0
	AIA	0
	Total For Department	137,797
	Wage Recurrent	123,569
	Non Wage Recurrent	14,228
	Arrears	0
	AIA	0
	GRAND TOTAL	6,615,239
	Wage Recurrent	3,915,584
	Non Wage Recurrent	2,699,655
	GoU Development	0
	External Financing	0
	Arrears	0
	AIA	0

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Uganda Retirement Benefits Regulatory Authority

QUARTER 3: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	UShs Thousand
Sub-SubProgramme: 27 Regulation and Supervision			
Departments			
Department: 05 Legal Services			
Outputs Provided			
Budget Output: 05 Coordination of Legal and Policy Advisory Services			

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QUARTER 3: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	US\$ Thousand
Sector complaints Investigated and resolved	The Authority's complaints desk handled 43 complaints (40 carried forward from Q2 FY2020/21 & 3 received during the quarter), resolved 10 and 33 complaints were still undergoing resolution efforts as at the end of the Quarter.	Item 211102 Contract Staff Salaries	Spent 112,652
URBRA represented in courts of Law, Tribunals and Quasi-judicial bodies		211103 Allowances (Inc. Casuals, Temporary)	7,000
Statutory compliance monitoring undertaken		212101 Social Security Contributions	19,028
100 Trustees and service Providers sensitized on Retirement Benefits Sector legal requirements	A ruling in respect to Miscellaneous Application no. 220 of 2020 was obtained. The application was submitted in the High Court by the Administrator of UTL (in receivership) seeking Court's direction regarding the treatment of pensions of the UCEPS pensioners (of which the complainant is one) in relation to section 12(6) (of the interpretation of Section 12(6)(b) of the Insolvency Act. It was decided by Justice Musa Sekaana that pension claims and benefits under UCEPS made by the former employees of UTL should be considered in the same category as contributions under the NSSF Act. This land mark decision levels the platform of both mandatory schemes such as NSSF and other licensed retirement benefits schemes.	212201 Social Security Contributions	5,607
100 Stakeholders sensitized/consulted on the URBRA Scheme (Establishment) regulations	Conducted a consultative workshop attracting 100 (49 female and 51 male) participants/stakeholders to discuss proposed amendments to existing regulations on Licensing service providers, and Management and Operation of Schemes.	221007 Books, Periodicals & Newspapers	4,450
	Conducted a consultative meeting with Fund Managers on proposed amendments to the URBRA (Investment of Scheme Funds) Regulations, attracting 17 (6 female and 11 male) participants.		
	Conducted a consultative meeting with broader sector stakeholders on proposed amendments to the URBRA (Investment of Scheme Funds) Regulations, attracting 110 (47 female and 63 male) attendees.		
	Q3 FY2021/22 review and update of Contracts Management register undertaken, report submitted to Management.		
	Q3 FY2021/22 statutory reports finalized and submitted to Management.		

Reasons for Variation in performance

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QUARTER 3: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	US\$ Thousand
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The Scheme (Establishment) Regulations are yet to be finalized.

There is one pending court case of URBRA versus NOTU Civil Appeal No. 305 of 2018. Court has not yet set a hearing date.

Planned sensitization workshops were postponed due to the COVID19, freeze on workshops, and subsequent non-release of related funds.

Total	148,736
Wage Recurrent	112,652
Non Wage Recurrent	36,085
AIA	0
Total For Department	148,736
Wage Recurrent	112,652
Non Wage Recurrent	36,085
AIA	0

Departments

Department: 06 Board Affairs

Outputs Provided

Budget Output: 04 Support Board Services

	Item	Spent
Support the effective conduct of the FY2021/22 Board business (board papers and meetings)	4 Board committee (Technical, Finance, Audit & Risk, and Human Resource Committees) meetings, and 1 Special Human Resource Committee meeting, 1	221006 Commissions and related charges
Implement the FY2021/22 Board capacity development program	Special Technical Committee and 1 Full Board meeting were held. The minutes of respective Board meetings were prepared and filed.	123,064

Reasons for Variation in performance

Joint BOD Training is scheduled for April 2022 (Q4 FY2021/22).

Total	123,064
Wage Recurrent	0
Non Wage Recurrent	123,064
AIA	0
Total For Department	123,064
Wage Recurrent	0
Non Wage Recurrent	123,064
AIA	0

Departments

Department: 08 Risk and Investment Analysis

Outputs Provided

Budget Output: 07 Strengthening Sector Risk Management

Vote:318

Uganda Retirement Benefits Regulatory Authority

QUARTER 3: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	UShs Thousand
Supervisory system to facilitate submission of real time information and data processing / analysis deployed	Drafted the Early Warning Systems Manual.	Item	Spent
	Developed concept on internal administration that was considered during the regulatory review, and proposals included in the proposed amendments to the URBRA (Licensing of RBS) Regulations.	211102 Contract Staff Salaries	352,444
Risk-based supervision system manual (Sector players' user manual and risk rating user manual) developed		211103 Allowances (Inc. Casuals, Temporary)	97,406
		212101 Social Security Contributions	51,991
		212201 Social Security Contributions	18,765
Staff trained on the use of the Risk Based Supervision System		225001 Consultancy Services- Short term	23,307

Reasons for Variation in performance

Planned development of a practice note on internal administration was dropped, instead a concept on internal administration was prepared and considered during the regulatory review, and proposals included in the proposed amendments to the URBRA (Licensing of RBS) Regulations.

Planned development of the Risk Based Supervision guidelines was deferred to FY2022/23 due to revision of the RBS implementation roadmap arising out of delays in the procurement process for the System.

Implementation roadmap for majority activities (including stakeholder trainings, development of guidelines and manual) relating to the Risk Based Supervision System was revised following procurement delays for the system.

Total	543,913
Wage Recurrent	352,444
Non Wage Recurrent	191,469
AIA	0
Total For Department	543,913
Wage Recurrent	352,444
Non Wage Recurrent	191,469
AIA	0

Departments

Department: 09 Market Conduct

Outputs Provided

Budget Output: 08 Strengthening Sector Compliance

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 3: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	UShs Thousand
License schemes and service providers (new and renewals)	Conducted follow-up licensing and verification inspection on Jomo Trustee Services Ltd, following issuance of a conditional license to the Corporate Trustee.	Item	Spent
Publication of licensed entities in Newspapers			
Publication of licensed entities in the Uganda Gazette	Published all licensed entities in the Daily Monitor for Thursday 06th January, 2022, New Vision for Wednesday 05th January, 2022, and The Gazette for Friday 11th March, 2022.		
Trustees trained under the Implementation of the Trustee Certification Program, in collaboration with the Insurance Training College			
Annual meeting engagement with service providers	2 scheme establishment sensitizations (Uganda Registration Services Bureau, and Legacy Insurance Services Ltd) were conducted.		
	As of end Q3, Sector comprised of 65 (53 segregated, & 12 Umbrella with 210 participating employers) schemes, 10 Administrators, 6 Fund Managers, 5 Custodians, 5 Corporate Trustees and 228 Individual Trustees.		
	A Trustee certification training of 11 trustees was conducted, virtually, between 21st February to 04th March, 2022.		
	The exemptions as approved in Circular 2 dated 14th February, 2022, regarding the trustee certification program, took effect immediately.		
	Final Implementation report for the February 2022 training was prepared and submitted by ITC, recording a 65% pass rate.		
	3 AGMs (BOU DB RBS, BOU DC RBS, and Uganda Breweries Limited RBS) were attended, reports prepared and filed.		

Reasons for Variation in performance

Annual engagements with Trustees, service providers and participating employers in the licensed umbrella schemes was deferred to Q4FY2021/22, due to competing priorities.

Total	0
Wage Recurrent	0
Non Wage Recurrent	0
AIA	0
Total For Department	0
Wage Recurrent	0

Vote:318

Uganda Retirement Benefits Regulatory Authority

QUARTER 3: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	UShs Thousand
		Non Wage Recurrent	0
		AIA	0

Departments

Department: 10 Prudential Supervision

Outputs Provided

Budget Output: 09 Strengthening Monitoring and Supervision

	Item	Spent
Stakeholders consulted on the EAC Retirement Benefits Bill	The Authority attended IOPS virtual engagements on Good Practices for designing, presenting and supervising pension projections held on 23rd March, 2022, and the IOPS Technical and Executive committee meetings that considered among others the IOPS Risk Based Supervision Project, IOPS Digitisation Project, IOPS Investment data collection Project, and IOPS Data statistics Project.	
Participate in Financial Sector Regulators Forum.		
Uganda represented at IOPS, EAC and EAPSA Technical Meetings, and resulting project papers	Offsite surveillance conducted on all schemes and service providers	
Analysis of service providers' quarterly returns undertaken	The Authority attended the Financial Sector Regulators' Forum (FSSF) Technical Subcommittee held on 18th March, 2022 to consider a Financial sector risk assessment as at December 2021 and a progress of the TSC Working Group (WG) activities.	
Public notices published on sector regulatory and supervisory issues		
Conduct targeted onsite inspections on schemes and service providers		
District liaison visits in selected districts conducted	Attended the Macro-prudential, and Crisis Preparedness and Management TWGs' meetings whose discussions were focused on information sharing, income statements & balance sheets, public awareness and inspections as well as capacity building opportunities.	
Levy payment and supervisory directives enforced		
Supervisory strategy for supervision of Public Service Pension Fund developed	Contribution returns analysis for the period ended December 2021 was done. A report was prepared noting remitted contributions worth UGX 403 billion and Outstanding contributions of UGX 364 million as at end December 2021.	
Framework to enable supervision of the schemes for the informal sector developed	NHCC SPF received 588m out of the principal outstanding contributions due from the sponsor, and MURBS received UGX 2 Bn partial payment for unremitted contributions from Government relating to the former inhouse scheme arrangement. MURBS outstanding contributions from Government under the arrangement is as UGX 13.6Bn as of end Q3.	
	Analysis of Investment returns for the period ended 31st December 2021 was completed, and Investment Snapshot	

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 3: Outputs and Expenditure in Quarter

published.

The Authority issued three (3) circulars on (i) Exemption of Trustees in the Trustees certification programme (for trustees who have already been certified under other programmes prior to the roll out of the ITC programme), (ii) Engagement of external Auditors i.e. reminding Trustees and administrators of RBS on the tenure of audit engagement partner, and (iii) Halting collection of the compulsory annual levy from all licensed retirement benefits schemes in accordance with the President's directive.

4 inspections were conducted on NSSF SPF, UNEB RBS, Octagon Umbrella and Nile breweries RBS.

Conducted district liaison visits to 3 districts of Masaka, Mbarara and Kabale as part of an ongoing inspection of the Public Service Pension Scheme, and efforts to streamline public service pension management and supervision.

Reasons for Variation in performance

Development of informal sector scheme(s) supervisory framework was deferred to Q4 FY2021/22.

Complete supervisory strategy for the Public Service Pension Scheme will be developed upon conclusion of the onsite inspection.

Following FIA guidance, the comments from the stakeholder review of regulations, and given that all schemes are accountable persons under FIA, the Authority will not issue a special template for reporting suspicious transactions as this may be redundant.

Total	0
Wage Recurrent	0
Non Wage Recurrent	0
AIA	0
Total For Department	0
Wage Recurrent	0
Non Wage Recurrent	0
AIA	0

Sub-SubProgramme: 28 Research and Strategy

Departments

Department: 03 Planning

Outputs Provided

Budget Output: 03 Coordination of Planning and Reporting

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 3: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	UShs Thousand
Engagement of sector regulators and associations for information sharing, and adoption of best practices M&E report on implementation of FY2021/22 workplan produced and submitted to MoFPED	URBRA actively engaged in regional (including national Financial Sector Regulators forums) and international stakeholder engagements.	Item	Spent
FY2021/22 bi-annual workplan implementation report produced and submitted to management	Held meetings with 4 high-level stakeholders (Deputy speaker of Parliament, Leader of Opposition, Minister for GL&SD and Chair, Parliamentary committee on Finance) with a view to enhance understanding of the developments and priorities of the Retirement Benefits Sector amongst policy makers.		
URBRA Ministerial Policy Statement for FY2022/23 prepared and submitted to MoFPED	Held a meeting with pertinent stakeholders (ENS Africa, Front Clear and Consolo) on amendment of the legal framework to permit securities lending in the retirement sector.		
FY2022/23 URBRA contribution to the Background to the Budget (BTTB) compiled and sent to MoFPED	Held an engagement with Economic Policy Research Centre (EPRC) on the National Employment Strategy, and provided Key Informant Interview technical input relating to the Retirement Benefits Sector.		
	Q2 FY2021/22 M&E report was prepared and submitted to MoFPED through the Programme Budgeting System on January 20th, 2022.		
	FY2021/22 Programme Semi-annual performance report on the progress of planned activities and Key interventions as mapped in the PIAPS, was prepared and submitted to the Private Sector Development Program Secretariat.		
	FY2022/23 Background to the Budget (BTTB) was prepared and submitted to BoU and MoFPED		
	URBRA Ministerial Policy Statement for FY 2022/23 (including Draft Budget estimates, Annual & Quarterly Workplans, Procurement &, Recruitment Plans, and Staff List) was finalized and submitted to MoFPED through the Programme Budgeting System.		

Reasons for Variation in performance

Vote:318

Uganda Retirement Benefits Regulatory Authority

QUARTER 3: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	UShs Thousand
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Planned institutional performance review retreat was not conducted due to the freeze on workshops, and subsequent non-release of related funds. Planned physical wider scope key stakeholder strategic engagement activity was not conducted due to the COVID19, freeze on workshops, and subsequent non-release of related funds.

Sensitized over 300 MURBS members (virtually) on challenges of early access to benefits and options for transferring their benefits from NSSF to MURBS in accordance with the URBRA (Management & Operation of Retirement benefits schemes) Regulations of 2020.

Total	0
Wage Recurrent	0
Non Wage Recurrent	0
AIA	0
Total For Department	0
Wage Recurrent	0
Non Wage Recurrent	0
AIA	0

Departments

Department: 07 Research and Quality Assurance

Outputs Provided

Budget Output: 02 Strengthening Total Quality Management

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 3: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	US\$ Thousand
A comparative analysis of scheme costs and financial performance (2017-2020) undertaken, and study report disseminated	Assessed Sector Developments/Interventions relating to Extension of Social Security Coverage to the Informal Sector Workers, and presented the assessment report to the Board.	Item	Spent
Compile and update sector Data and information		211102 Contract Staff Salaries	129,738
		212101 Social Security Contributions	14,548
		212201 Social Security Contributions	7,649
Updated and operational resource center		221011 Printing, Stationery, Photocopying and Binding	25,457
	Resource center operational and updated.		
	Data requests and performance reports were submitted to MoFPED, BoU, IOPS and Private Sector Development Secretariat.		
	Developed Financial Literacy content proposals relating to Retirement Planning Education, for consideration and integration in the NSSF's Financial Literacy Program.		
	Provided Retirement Benefits sector statistics and in-depth pertinent clarifications to the Federation of Uganda Employers (FUE) consultant on the study exploring possibilities of improving social security compliance in Uganda.		
	Conducted an analysis on design and performance of the Parliamentary Pension Scheme, and shared the resulting recommendations with the Scheme.		
	Investment Snapshot for quarter ended December 2021 was also published.		
	Investment Market Watch Reports for the periods of December, 2021 to February 2022 were prepared and disseminated.		
	Authority has full access to the IOPS web-site (Members' areas), and project papers on international trends and best practices in the Sector		

Reasons for Variation in performance

Comparative analysis of scheme costs and financial performance (2017-2020) was deferred to Q4 FY2021/22 following delays in submission of required information from some Retirement Benefits Schemes.
Procurement process for consultancy services to Develop the legislative, Governance and Operating Framework for Uganda's National Digital Micro-Pension Scheme is ongoing.

Total	177,391
Wage Recurrent	129,738
Non Wage Recurrent	47,653
<i>AIA</i>	0

Vote:318

Uganda Retirement Benefits Regulatory Authority

QUARTER 3: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	UShs Thousand
		Total For Department	177,391
		Wage Recurrent	129,738
		Non Wage Recurrent	47,653
		AIA	0

Sub-SubProgramme: 49 Policy, Planning and Support Services

Departments

Department: 01 Executive Office

Outputs Provided

Budget Output: 26 Strategy Implementation and Monitoring

		Item	Spent
FY2021/22 bi-annual report on the implementation of the workplan produced and submitted to the Board	Q2 FY2021/22 M&E report was prepared and submitted to MoFPED through the Programme Budgeting System.	211102 Contract Staff Salaries	94,621
		212101 Social Security Contributions	15,435
M&E report on the implementation of the workplan produced and submitted to MoFPED	FY2021/22 Programme Semi-annual performance report on the progress of planned activities and Key interventions as mapped in the PIAPS, was prepared and submitted to the Private Sector Development Program Secretariat.	212201 Social Security Contributions	5,788
	FY2022/23 Background to the Budget (BTTB) was prepared and submitted to BoU and MoFPED		
	URBRA Ministerial Policy Statement for FY 2022/23 (including Draft Budget estimates, Annual & Quarterly Workplans, Procurement &, Recruitment Plans, and Staff List) was finalized and submitted to MoFPED through the Programme Budgeting System.		

Reasons for Variation in performance

Total	115,844
Wage Recurrent	94,621
Non Wage Recurrent	21,223
AIA	0
Total For Department	115,844
Wage Recurrent	94,621
Non Wage Recurrent	21,223
AIA	0

Departments

Department: 02 Finance and Administration

Outputs Provided

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 3: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	UShs Thousand
Budget Output: 06 Coordination of Procurement and Disposal Management			
Procurement and disposal report produced	Draft Consolidated Procurement Plan for FY2022/23 was prepared.	Item	Spent
Evaluation and contract committee meetings held	Coordinated 23 Evaluation and 4 contracts committee meetings, and reports.	211102 Contract Staff Salaries	83,059
Procurement plan for FY2022/23 developed	Compiled, and submitted to Ministry of Finance and PPDA monthly procurement reports for the months of January and February 2022.	211103 Allowances (Inc. Casuals, Temporary)	6,040
	Procurement performance report for Q2 FY2021/22 prepared and presented to Management and the Technical Committee of the Board.	212101 Social Security Contributions	5,620
	76 Local Purchase orders were issued to the service providers.	212201 Social Security Contributions	3,380
		221001 Advertising and Public Relations	4,500
Reasons for Variation in performance			
			Total 102,598
			Wage Recurrent 83,059
			Non Wage Recurrent 19,539
			AIA 0

Budget Output: 07 Accounting and Financial Management

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 3: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	US\$ Thousand
URBRA Financial management manual and procedures reviewed Budget performance monitored 100% levy collection enforced	The FY2020/21 External Audit was concluded with an unqualified opinion, a final report from OAG was released and all concerns were responded to. Q2FY2021/22 Budget Performance Report prepared and presented to Management and Board. FY2021/22 Biannual URBRA Performance report prepared and submitted to OAG. Additional appropriation (funding) proposal was made to the Parliamentary Committee on Finance, Planning and Economic Development during the Presentation of the Authority's Budget Framework Paper for FY 2022/23. Q3 NTR collections included UGX 18,400,000 on account of Fees and Licenses, and UGX 3,620,437 Scheme Levy, and UGX 360,000 Other Incomes As of end Q3 UGX 8,236,984,799 total NTR (representing a 109% performance against the targeted UGX 7.55 Billion) had been collected, including a cumulative UGX 8,115,672,799 levies collection.	Item 211102 Contract Staff Salaries 211103 Allowances (Inc. Casuals, Temporary) 212101 Social Security Contributions 212201 Social Security Contributions	Spent 84,804 17,392 5,869 2,934

Reasons for Variation in performance

Procurement process for consultancy services to review the URBRA Financial management manual and procedures is still ongoing.

Annual Board of Survey for FY2020/21 is still ongoing.

In reference to Circular 3 of 2022 dated 24th March, 2022, the collection of the annual compulsory levy from all licensed schemes has been stopped effective 23rd November, 2021, in accordance with the President's directive.

	Total	110,999
	Wage Recurrent	84,804
	Non Wage Recurrent	26,195
	AIA	0

Budget Output: 13 Management of ICT Services

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 3: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	UShs Thousand
Pertinent ICT Equipment and Accessories acquiredInternet, Website and email services maintained	Request sent to Ministry of ICT to enrol URBRA on the Data Management System Project for Government.	Item	Spent
		211102 Contract Staff Salaries	50,978
		212101 Social Security Contributions	9,001
Airtime for Telephones procured and allocated to staffPreventive Maintenance on ICT equipment conducted	URBRA Staff sensitization on cyber security was done on 24th March, 2021.	212201 Social Security Contributions	3,047
		221008 Computer supplies and Information Technology (IT)	15,021
Security Audit on ICT systems conducted	Internet, Website and email services-maintained.	222001 Telecommunications	14,520
	Airtime for Telephones procured and allocated to staff.	228003 Maintenance – Machinery, Equipment & Furniture	10,223
	HR Magic systems maintenance upgrades and bug fixes carried out.		
	Preventive maintenance on all ICT equipment (servers, user computers, network devices, access control, phones) performed, and aritime for telephones procured and allocated to staff.		
	Email server version upgraded from Microsoft exchange 2013 to exchange 2019.		
	Faulty access controller replaced.		
	CCTV surveillance system upgraded to cover the Registry.		

Reasons for Variation in performance

Planned security audit on URBRA ICT systems was deferred to Q4 pending finalization of the ongoing changes and updates/ upgrades.

Total	102,790
Wage Recurrent	50,978
Non Wage Recurrent	51,812
AIA	0

Budget Output: 19 Human Resources Management

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 3: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	UShs Thousand
Annual Customer and Employee Satisfaction Survey conducted Quarterly performance assessments for FY2021/22 undertaken Assets and facilities acquired and maintained for effective delivery	Authority's Client Charter was reviewed, and approved by the Board. Q2 FY2021/22 performance assessments finalized. Asset register updated.	Item 211102 Contract Staff Salaries 212101 Social Security Contributions 212201 Social Security Contributions	Spent 266,176 28,515 15,438
Authority asset register updated Conductive and secure work environment provided and maintained, and staff sensitized on Operational Health and Safety Staff medical insurance maintained, and health audits for all staff conducted	Obsolete items identified and prepared for board of survey. Maintenance schedules implemented. Secure office premises with firefighting equipment, operational access control system, and Operational Health and Safety certificate in place.	213001 Medical expenses (To employees) 213002 Incapacity, death benefits and funeral expenses 221003 Staff Training 221004 Recruitment Expenses 221007 Books, Periodicals & Newspapers 221009 Welfare and Entertainment 221011 Printing, Stationery, Photocopying and Binding 221012 Small Office Equipment 221017 Subscriptions 222002 Postage and Courier	1,623 2,130 259,556 400 2,031 103,398 41,301 1,200 12,948 120
URBRA family day held Flexi-time policy implemented FY2021/22 Training Plan Implemented (staff trained in technical areas)	Bomb scare sensitization was held for all staff.	223003 Rent – (Produced Assets) to private entities 223004 Guard and Security services 223005 Electricity 224004 Cleaning and Sanitation 227004 Fuel, Lubricants and Oils 228001 Maintenance - Civil 228002 Maintenance - Vehicles 228003 Maintenance – Machinery, Equipment & Furniture	166,111 5,600 18,586 10,035 9,300 22,890 6,456 2,378
FY2021/22 Training Needs Analysis undertaken Annual staffing plan developed	Staff Medical insurance maintained, health and wellness sessions conducted three (3) times a week.		
Recruitment of staff	Annual health audit held for all staff. Flexi-time policy implemented with 3 staff on flexi-time, as of end Q3. Staff were trained in: 1 in CEO apprenticeship, 1 in Female Future Programme, 7 in Professional Coaching, and 2 in Administrative Secretary skills. FY2021/22 Training Needs Analysis finalised, and report to inform training plan for FY2022/23 prepared. 1 position filled (Administration Officer). Annual Succession Plan Implemented.		

Reasons for Variation in performance

The staff team building engagement was deferred to Q4 FY2021/22, owing to an ongoing procurement process.

The annual Customer and Employee Satisfaction survey was deferred to Q4 FY2021/22, owing to an ongoing procurement of the service provider.

Total	976,193
Wage Recurrent	266,176
Non Wage Recurrent	710,016
AIA	0

Budget Output: 21 Management of corporate Communication and Public Relations

Vote:318

Uganda Retirement Benefits Regulatory Authority

QUARTER 3: Outputs and Expenditure in Quarter

		Item	Spent
Webinar university engagement conducted	Conducted 2 (29th & 30th March, 2022) engagements and sensitized 55 (50 male and 5 female) members of Bbomboka Farmers Association Co. Ltd in Luwero district, on challenges of old age poverty and benefits of saving for retirement.	211102 Contract Staff Salaries	133,259
An Annual Pension Magazine develop and disseminated		212101 Social Security Contributions	17,173
TV & Radio talk shows, and media campaigns conducted		212201 Social Security Contributions	7,266
Corporate branded materials (T-shirts, teardrops, banners, notebooks, brochures, calendars, caps) produced and disseminated	1 webinar on Sectorial Implications of the NSSF (Amendment) Act 2021 was conducted attracting 152 (90 male and 62 female) participants.	221001 Advertising and Public Relations	74,062
CSR conducted		221011 Printing, Stationery, Photocopying and Binding	12,223
Participate in Community exhibitions, engagements and relevant events eg. Int'l day of elderly, NSSF Run, Ssezibwa Rd Zebra cross repaint, etc	Conducted 2 talk shows on Smart TV, 1 on Top TV, and run a news story on NBS and NTV, with a focus on NSSF mid-term access, URBRA's position on the issue and the role of the Regulator in the Sector.	282101 Donations	8,837
Social media handles (twitter, Facebook, YouTube) for online marketing maintained and updated			
URBRA content on Facebook & Twitter (Reach 1.5million people & obtain 50,000 twitter followers) boosted	Distributed brochures with key messages to the public, mainly walk-in clients at URBRA reception.		
1 feature article (on CSR) published in print media	60 brochures were distributed at the Insurance Week Exhibition organized by IRA-U.		
Supplements, Opinions, and Q&As prepared and published	1 million shillings was donated to Our Lady of Consolation Katende Catholic Parish.		
	1 million shillings was donated towards the Health Camp Organised by Rotary Club of Kibuli.		
	The Authority's Twitter account was verified, enhancing URBRA's digital profile.		
	A total of 105 tweets educating the public about the need to save for retirement, promotion of upcoming events and live coverage of URBRA's events were shared.		
	In Q3, total reach of 67,862 (48,362 twitter and 19,500 YouTube) was attained.		
	Opened an URBRA Instagram account, currently with 504 followers.		
	1 webinar on Sectorial Implications of the NSSF (Amendment) Act 2021 was conducted attracting 152 (90 male and 62 female) participants.		
	1 supplement published in the Independent Magazine, 1 article published in Finance, 1 article in the Daily Monitor & Trade, 3 features in daily monitor and 5 articles on URBRA website.		

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 3: Outputs and Expenditure in Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Expenditures incurred in the Quarter to deliver outputs	UShs Thousand
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Reasons for Variation in performance

University engagements were deferred to Q4 FY2021/22, as students & lecturers are still more focused on catching up with their studies following the COVID19 interruptions.

Procurement of printing service provider for the Annual Pension Magazine is still ongoing.

Procurement of corporate branded materials deferred to Q4 FY2021/22.

Total	252,821
Wage Recurrent	133,259
Non Wage Recurrent	119,562
AIA	0
Total For Department	1,545,401
Wage Recurrent	618,276
Non Wage Recurrent	927,124
AIA	0

Departments

Department: 04 Internal Audit

Outputs Provided

Budget Output: 25 Assurance and Advisory Services

Corporate risk register, identified internal control gaps and recommendations to management monitored and updated Internal Audit & control report produced and submitted to the Audit committee of the Board	Corporate risks and identified internal control gaps & recommendations monitored on continuous operational basis, and quarterly Internal Audit report prepared. Q2 FY2021/22 Internal Audit report finalized and presented to the Board.	Item	Spent
		211102 Contract Staff Salaries	52,413
		212101 Social Security Contributions	5,197
		212201 Social Security Contributions	2,512

Reasons for Variation in performance

Total	60,122
Wage Recurrent	52,413
Non Wage Recurrent	7,709
AIA	0
Total For Department	60,122
Wage Recurrent	52,413
Non Wage Recurrent	7,709
AIA	0
GRAND TOTAL	2,714,472
Wage Recurrent	1,360,145
Non Wage Recurrent	1,354,327
GoU Development	0
External Financing	0

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 3: Outputs and Expenditure in Quarter

AIA

0

Vote:318

Uganda Retirement Benefits Regulatory Authority

QUARTER 4: Revised Workplan

<i>US\$ Thousands</i>	Planned Outputs for the Quarter	Estimated Funds Available in Quarter (from balance brought forward and actual/expected releases)
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Sub-SubProgramme: 27 Regulation and Supervision

Departments

Department: 05 Legal Services

Outputs Provided

Budget Output: 05 Coordination of Legal and Policy Advisory Services

	Item	Balance b/f	New Funds	Total
Sector complaints Investigated and resolved				
URBRA represented in courts of Law, Tribunals and Quasi-judicial bodies	211102 Contract Staff Salaries	1,726	0	1,726
	212101 Social Security Contributions	191	0	191
Statutory compliance monitoring undertaken	212201 Social Security Contributions	2,526	0	2,526
Annual sensitization Workshop for 100 members of Uganda Law Society on URBRA Act & Regulations	221006 Commissions and related charges	50,000	0	50,000
	221007 Books, Periodicals & Newspapers	5,550	0	5,550
Stakeholder sensitization on Public Service Pension Fund Bill	Total	59,992	0	59,992
	Wage Recurrent	1,726	0	1,726
Publication of the URBRA Scheme (Establishment) Regulations (with provisions for informal sector schemes) in the Gazette	Non Wage Recurrent	58,266	0	58,266
	AIA	0	0	0

Department: 06 Board Affairs

Outputs Provided

Budget Output: 04 Support Board Services

	Item	Balance b/f	New Funds	Total
Support the effective conduct of the FY2021/22 Board business (board papers and meetings)				
	221006 Commissions and related charges	22,801	0	22,801
Implement the FY2021/22 Board capacity development program	Total	22,801	0	22,801
	Wage Recurrent	0	0	0
	Non Wage Recurrent	22,801	0	22,801
	AIA	0	0	0

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 4: Revised Workplan

Department: 08 Risk and Investment Analysis

Outputs Provided

Budget Output: 07 Strengthening Sector Risk Management

	Item	Balance b/f	New Funds	Total
Supervisory system to facilitate submission of real time information and data processing / analysis deployed and operationalized	211102 Contract Staff Salaries	167,824	0	167,824
	211103 Allowances (Inc. Casuals, Temporary)	10,394	0	10,394
	212101 Social Security Contributions	3,571	0	3,571
Stakeholders trained on the use of the Risk Based Supervisory System	212201 Social Security Contributions	8,608	0	8,608
	225001 Consultancy Services- Short term	476,693	0	476,693
Print and disseminate 200 copies of RBS Framework to licensed schemes and service providers	Total	667,090	0	667,090
	Wage Recurrent	167,824	0	167,824
	Non Wage Recurrent	499,266	0	499,266
	AIA	0	0	0
Risk Based Supervision guidelines, and practice note on internal administration developed				

Development Projects

Sub-SubProgramme: 28 Research and Strategy

Departments

Department: 07 Research and Quality Assurance

Outputs Provided

Budget Output: 02 Strengthening Total Quality Management

	Item	Balance b/f	New Funds	Total
	211102 Contract Staff Salaries	72,162	0	72,162
	212101 Social Security Contributions	754	0	754
	212201 Social Security Contributions	2,814	0	2,814
Compile and update sector Data and information	221011 Printing, Stationery, Photocopying and Binding	18,553	0	18,553
Updated and operational resource center	225001 Consultancy Services- Short term	250,000	0	250,000
	Total	344,282	0	344,282
	Wage Recurrent	72,162	0	72,162
	Non Wage Recurrent	272,121	0	272,121
	AIA	0	0	0

Development Projects

Sub-SubProgramme: 49 Policy, Planning and Support Services

Departments

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 4: Revised Workplan

Department: 01 Executive Office

Outputs Provided

Budget Output: 26 Strategy Implementation and Monitoring

M&E report on the implementation of the workplan produced and submitted to MoFPED	Item	Balance b/f	New Funds	Total
	211102 Contract Staff Salaries	30,341	0	30,341
	212101 Social Security Contributions	4,205	0	4,205
	212201 Social Security Contributions	1,106	0	1,106
	Total	35,652	0	35,652
	Wage Recurrent	30,341	0	30,341
	Non Wage Recurrent	5,311	0	5,311
	AIA	0	0	0

Department: 02 Finance and Administration

Outputs Provided

Budget Output: 06 Coordination of Procurement and Disposal Management

Procurement and disposal report produced	Item	Balance b/f	New Funds	Total
Evaluation and contracts committee meetings held	211102 Contract Staff Salaries	282	0	282
	211103 Allowances (Inc. Casuals, Temporary)	26	0	26
	212101 Social Security Contributions	10,915	0	10,915
	212201 Social Security Contributions	6,141	0	6,141
	221001 Advertising and Public Relations	10,500	0	10,500
	Total	27,864	0	27,864
	Wage Recurrent	282	0	282
	Non Wage Recurrent	27,582	0	27,582
	AIA	0	0	0

Budget Output: 07 Accounting and Financial Management

	Item	Balance b/f	New Funds	Total
	211102 Contract Staff Salaries	15,271	0	15,271
	211103 Allowances (Inc. Casuals, Temporary)	3,552	0	3,552
	212101 Social Security Contributions	11,554	0	11,554
	212201 Social Security Contributions	5,060	0	5,060
Budget performance monitored	225001 Consultancy Services- Short term	15,000	0	15,000
1 funding proposal developed and submitted to the targeted funder	Total	50,436	0	50,436
	Wage Recurrent	15,271	0	15,271
	Non Wage Recurrent	35,165	0	35,165
100% levy collection enforced	AIA	0	0	0

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 4: Revised Workplan

Budget Output: 13 Management of ICT Services

Pertinent ICT Equipment and Accessories acquired	Item	Balance b/f	New Funds	Total
Finance payment system integrated with, E-government system and Risk Based Supervision System	211102 Contract Staff Salaries	11,695	0	11,695
	212101 Social Security Contributions	6,478	0	6,478
Internet, Website and email services maintained	212201 Social Security Contributions	2,706	0	2,706
Airtime for Telephones procured and allocated to staff	221008 Computer supplies and Information Technology (IT)	70,314	0	70,314
Preventive Maintenance on ICT equipment conducted	222001 Telecommunications	43,600	0	43,600
	228003 Maintenance – Machinery, Equipment & Furniture	20,109	0	20,109
	Total	154,903	0	154,903
	Wage Recurrent	11,695	0	11,695
	Non Wage Recurrent	143,208	0	143,208
	AIA	0	0	0

Budget Output: 19 Human Resources Management

	Item	Balance b/f	New Funds	Total
Quarterly performance assessments for FY2021/22 undertaken	211102 Contract Staff Salaries	220	0	220
	212101 Social Security Contributions	2,511	0	2,511
Assets and facilities acquired and maintained for effective delivery	212201 Social Security Contributions	623	0	623
	213001 Medical expenses (To employees)	19,429	0	19,429
Authority asset register updated	213002 Incapacity, death benefits and funeral expenses	17,320	0	17,320
Conducive and secure work environment provided and maintained, and staff sensitized on Operational Health and Safety	221003 Staff Training	109,654	0	109,654
	221004 Recruitment Expenses	17,200	0	17,200
	221007 Books, Periodicals & Newspapers	5,507	0	5,507
Staff medical insurance maintained, and health audits for all staff conducted	221009 Welfare and Entertainment	114,749	0	114,749
Team building activities conducted	221011 Printing, Stationery, Photocopying and Binding	3,167	0	3,167
	221012 Small Office Equipment	162	0	162
Flexi-time policy implemented	221017 Subscriptions	9,615	0	9,615
FY2021/22 Training Plan Implemented (staff trained in technical areas)	222002 Postage and Courier	380	0	380
	223003 Rent – (Produced Assets) to private entities	100,487	0	100,487
FY2022/23 Training Program/Plan developed	223004 Guard and Security services	10,121	0	10,121
Recruitment of staff	223005 Electricity	21,263	0	21,263
	224004 Cleaning and Sanitation	13,589	0	13,589
	226001 Insurances	68,543	0	68,543
	227004 Fuel, Lubricants and Oils	10,700	0	10,700
	228001 Maintenance - Civil	4,935	0	4,935
	228002 Maintenance - Vehicles	80,955	0	80,955
	228003 Maintenance – Machinery, Equipment & Furniture	2,372	0	2,372
	Total	613,501	0	613,501
	Wage Recurrent	220	0	220
	Non Wage Recurrent	613,281	0	613,281
	AIA	0	0	0

Vote:318 Uganda Retirement Benefits Regulatory Authority

QUARTER 4: Revised Workplan

Budget Output: 21 Management of corporate Communication and Public Relations

	Item	Balance b/f	New Funds	Total
Webinar targeting elite informal sector & self-employed workers conducted	211102 Contract Staff Salaries	62,109	0	62,109
TV & Radio talk shows, and media campaigns conducted	212101 Social Security Contributions	5,089	0	5,089
Corporate branded materials (T-shirts, teardrops, banners, notebooks, brochures, calendars, caps) produced and disseminated	212201 Social Security Contributions	3,038	0	3,038
	221001 Advertising and Public Relations	16,613	0	16,613
	221011 Printing, Stationery, Photocopying and Binding	20,953	0	20,953
Participate in Community exhibitions, engagements and relevant events eg. Int'l day of elderly, NSSF Run, Ssezibwa Rd Zebra cross repaint, etc	282101 Donations	5,663	0	5,663
	Total	113,466	0	113,466
Social media handles (twitter, Facebook, YouTube) for online marketing maintained and updated	<i>Wage Recurrent</i>	<i>62,109</i>	<i>0</i>	<i>62,109</i>
	<i>Non Wage Recurrent</i>	<i>51,356</i>	<i>0</i>	<i>51,356</i>
URBRA content on Facebook & Twitter (Reach 1.5million people & obtain 50,000 twitter followers) boosted	<i>AIA</i>	<i>0</i>	<i>0</i>	<i>0</i>
Pre-retirement webinar, targeting scheme members yet to retire conducted				
Supplements, Opinions, and Q&As prepared and published				

Department: 04 Internal Audit

Outputs Provided

Budget Output: 25 Assurance and Advisory Services

	Item	Balance b/f	New Funds	Total
Corporate risk register, identified internal control gaps and recommendations to management monitored and updated	211102 Contract Staff Salaries	173	0	173
Internal Audit & control report produced and submitted to the Audit committee of the Board	212101 Social Security Contributions	1,562	0	1,562
	212201 Social Security Contributions	2,153	0	2,153
	Total	3,888	0	3,888
	<i>Wage Recurrent</i>	<i>173</i>	<i>0</i>	<i>173</i>
	<i>Non Wage Recurrent</i>	<i>3,715</i>	<i>0</i>	<i>3,715</i>
	<i>AIA</i>	<i>0</i>	<i>0</i>	<i>0</i>

Development Projects

GRAND TOTAL	2,093,875	0	2,093,875
<i>Wage Recurrent</i>	<i>361,803</i>	<i>0</i>	<i>361,803</i>
<i>Non Wage Recurrent</i>	<i>1,732,072</i>	<i>0</i>	<i>1,732,072</i>
<i>GoU Development</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>External Financing</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>AIA</i>	<i>0</i>	<i>0</i>	<i>0</i>