Vote:020 Ministry of ICT and National Guidance

V1: Vote Overview

I. Vote Mission Statement

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

II. Strategic Objective

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

III. Major Achievements in 2020/21

Under sub- program Research, innovation and ICT skills development, the following progress was achieved:
• The Fourth Industrial Revolution (4IR) Strategy was finalised
• Media Guidelines for the General Elections drafted in collaboration with UCC to support scientific campaigns.
• The status of cross sector infrastructure sharing with local authorities (Entebbe, Wakiso and Kampala) was ascertained
• Acceptance tests for internet connectivity using VSAT technology in pilot tourist sites of Bwindi and Kidepo Valley National Parks were undertaken
• Stakeholders engaged in discussing Communications Act regulations (Fees and fines; and Stages, plays and public entertainment).
• Undertook capacity building in 5G Technologies and applications with Huawei Technologies; technical, regulatory and business aspects of 5G networks with (ITU); IoT and Digital Services with PRIDA-EU, e-Government procurement system with PPDA
• Provided Technical support for the development of a Cabinet Paper on establishment of satellite Earth Station for Uganda in collaboration with Ministry of ST&I
• Undertook a technical assessment of LAN and server room facilities for MOE&S head office
• Established footprint for radio, television, telephony and related core ICT infrastructure services for Uganda in support of e-electioneering 2021
• Concept paper on cross sector infrastructure sharing drafted and prefeasibility study conducted (ongoing)
• Concept paper on interconnection of PWD centers into a common digital platform developed & pre-feasibility study conducted (ongoing)
• Ascertained the status of cross sector infrastructure sharing with utility providers and local authorities (Entebbe, Wakiso and Kampala)
• Carried out an assessment on the Scope of phase 5 of the National backbone infrastructure project
• Principles for the review of two ICT sector laws (NITA-U Act 2009 &UCC 2013) finalized
ICT innovation (National ICT Initiatives Support Programme)
• Partnership activities between the NIISP, Indigenous ICT Hubs and Microsoft East Africa coordinated and facilitated;
• Innovators and Innovation Hubs facilitated with grants under Phase II of the project;
• Call three applications were evaluated for Level Three under the NIISP in response to the Covid-19 pandemic
Under sub-program, (Community Mobilization and Mind set Change) the following progress was achieved;
• 276 Public Education Media Programmes (PEMPs) coordinated across 31 MDAs.
• Dissemination of information on the GoU achievements under Media Buying through the UBC and Vision Group media outlets.
• Daily press review and analysis
• Media and publicity support under the media buying framework for Independence Day celebration, World AIDS Day and World Food Day
• Conducted a webinar on the role of the media in the electoral process during a pandemic
• Carried out sensitisation against GBV in the Acholi, Busoga, Ankole, Bugisu, and Lango sub-regions.
• Carried out an assessment on the progress of the implementation of ATIA in the Busoga and Bugisu sub-regions.
• Conducted public awareness campaigns on National Objective (29) on duties of a citizen and their response to the government directives and monitored the compliance and guidelines on COVID-19, in selected districts of Acholi, Ankole, Teso and Karamoja, and West Nile sub regions.
• Conducted Civic Education workshops on The role of appointed and elected leaders in Promoting Good Governance in a

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multiparty system for the leaders (LCV5, LC3 chairpersons, Sub County chiefs, District Councillors, District Youth Chairpersons, District Community Officer, Opinion Leaders, Women leaders and District PWD representative in Promoting constitutionalism and Good Governance in a multiparty system in Kagadi, Kikuube and Kibaale districts.
• Participated on Radio talk-shows programs at Unity FM Lira, BBS-Bunyoro Broadcasting Services, Radio Maria FM- and Radio Pacis FM Gulu and Radio Kira in Jinja and iFM Radio in Iganga district to sensitize the populace on COVID-19 crisis and awareness activities on government programmes, initiatives and policies.
• Conducted sensitization programmes in Busoga sub region, in the districts of Jinja, Bugiri, Iganga and Kaliro districts on government programmes and achievements.
• Supported the National Patriotism Secretariat training of 100 school teachers on Patriotism at Kaazi camping site for two-weeks.
Under general Administration Policy and Planning, the following progress was achieved:
• The Ministry`s Annual Performance and Quarter Four Reports for FY 2019/20 was prepared and submitted to the MoFPED and OPM for consideration
• Q1 Performance report for FY 2020/21 was prepared and submitted to relevant authorities
• Ministry BFP and Digital Transformation BFP for FY 2021/22 was prepared and submitted to relevant authorities
• The LG Budget/ Policy Issues Paper for the Ministry of ICT and National guidance for consideration during FY 2021/22 budgeting cycle was prepared and presented during Regional LG Budget workshops and a report was produced

IV. Medium Term Plans

• Increase job creation especially for the Youth through ICT Research and Innovation
• Establish model incubation centres /hubs to encourage innovation and creation of local content at regional level
• Implement the National Postcode and Addressing System
• Promote the manufacturing and assembling of ICT devices in Uganda
• Sensitization and promotion of the all Government of Uganda brand.
• Implementation of the Institutionalization of ICT Function in MDAs and LGs
• Implement national guidance policy
• Implement a comprehensive national civic education programme
• Implement Mind set change programme
• Support national service programme
• Carry out field research/surveys on people's participation on government programmes and projects.

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V. Snapshot Of Medium Term Budget Allocations

Table 5.1: Overview of Vote Expenditures (UShs Billion)

		2019/20 Outturn	2020/21 Approved Budget	2020/21 Expenditure by End Dec	2021/22	MTEF Budget Projections 2022/23	2023/24	2024/25	2025/26
Recurrent	Wage	5.695	5.937	2.788	5.937	6.234	6.234	6.234	6.234
	Non Wage	24.753	20.242	5.352	11.889	11.889	11.889	11.889	11.889
Devt.	GoU	31.346	20.223	5.394	20.223	20.223	20.223	20.223	20.223
	Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total		61.794	46.401	13.534	38.049	38.346	38.346	38.346	38.346
Total GoU+Ext Fin (MTEF)		61.794	46.401	13.534	38.049	38.346	38.346	38.346	38.346
Arrears		0.000	0.073	0.023	0.082	0.000	0.000	0.000	0.000
Total Budget		61.794	46.475	13.557	38.131	38.346	38.346	38.346	38.346
A.I.A Total		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Grand Total		61.794	46.475	13.557	38.131	38.346	38.346	38.346	38.346
Total Vote Budget Excluding Arrears		61.794	46.401	13.534	38.049	38.346	38.346	38.346	38.346

Table 5.2: Budget Allocation by Programme (UShs Billion)

	2021/22 Draft Estimates		
Billion Uganda Shillings	GoU	Ext. Fin	**Total**
Community Mobilization and Mindset Change	**6.732**	**0.000**	**6.732**
Digital Transformation	**31.318**	**0.000**	**31.318**
Grand Total :	**38.131**	**0.000**	**38.131**
Total excluding Arrears	**38.049**	**0.000**	**38.049**

VI. Budget By Economic Clasification

Table V6.1 2020/21 and 2021/22 Budget Allocations by Item

	2020/21 Approved Budget				2021/22 Draft Estimates		
Billion Uganda Shillings	GoU	Ext. Fin	AIA	**Total**	GoU	Ext. Fin	**Total**
Output Class : Outputs Provided	**30.451**	**0.000**	**0.000**	**30.451**	**19.887**	**0.000**	**19.887**
211 Wages and Salaries	**8.055**	0.000	0.000	**8.055**	**7.885**	0.000	**7.885**
212 Social Contributions	**1.884**	0.000	0.000	**1.884**	**1.889**	0.000	**1.889**
213 Other Employee Costs	**0.249**	0.000	0.000	**0.249**	**0.172**	0.000	**0.172**
221 General Expenses	**11.278**	0.000	0.000	**11.278**	**5.064**	0.000	**5.064**
222 Communications	**0.305**	0.000	0.000	**0.305**	**0.232**	0.000	**0.232**
223 Utility and Property Expenses	**2.605**	0.000	0.000	**2.605**	**2.605**	0.000	**2.605**

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224 Supplies and Services	**0.178**	0.000	0.000	**0.178**	**0.178**	0.000	**0.178**
225 Professional Services	**3.135**	0.000	0.000	**3.135**	**0.268**	0.000	**0.268**
227 Travel and Transport	**2.411**	0.000	0.000	**2.411**	**1.460**	0.000	**1.460**
228 Maintenance	**0.342**	0.000	0.000	**0.342**	**0.124**	0.000	**0.124**
273 Employer social benefits	**0.010**	0.000	0.000	**0.010**	**0.000**	0.000	**0.000**
281 Property expenses other than interest	**0.000**	0.000	0.000	**0.000**	**0.010**	0.000	**0.010**
Output Class : Outputs Funded	**12.054**	**0.000**	**0.000**	**12.054**	**16.812**	**0.000**	**16.812**
263 To other general government units	**1.600**	0.000	0.000	**1.600**	**4.380**	0.000	**4.380**
264 To Resident Non-government units	**0.000**	0.000	0.000	**0.000**	**12.432**	0.000	**12.432**
291 Tax Refunds	**10.454**	0.000	0.000	**10.454**	**0.000**	0.000	**0.000**
Output Class : Capital Purchases	**3.896**	**0.000**	**0.000**	**3.896**	**1.350**	**0.000**	**1.350**
281 Property expenses other than interest	**0.500**	0.000	0.000	**0.500**	**0.000**	0.000	**0.000**
312 FIXED ASSETS	**3.396**	0.000	0.000	**3.396**	**1.350**	0.000	**1.350**
Output Class : Arrears	**0.073**	**0.000**	**0.000**	**0.073**	**0.082**	**0.000**	**0.082**
321 DOMESTIC	**0.073**	0.000	0.000	**0.073**	**0.082**	0.000	**0.082**
Grand Total :	**46.475**	**0.000**	**0.000**	**46.475**	**38.131**	**0.000**	**38.131**
Total excluding Arrears	**46.401**	**0.000**	**0.000**	**46.401**	**38.049**	**0.000**	**38.049**

VII. Budget By Sub-Subprogramme , Department And Project

Table V7.1: Past Expenditure Outturns and Medium Term Projections by Sub-SubProgramme,Department and Project

Billion Uganda shillings	FY 2019/20 Outturn	FY 2020/21		2021-22 Proposed Budget	Medium Term Projections			
		Approved Budget	Spent By End Dec		2022-23	2023-24	2024-25	2025-26
01 Enabling enviroment for ICT Development and Regulation	**2.527**	**2.532**	**0.643**	**1.810**	**1.804**	**1.794**	**1.794**	**1.794**
02 Information Technology	0.610	0.000	0.000	0.000	0.000	0.000	0.000	0.000
03 Information Management Services	0.637	0.000	0.000	0.000	0.000	0.000	0.000	0.000
04 Broadcasting Infrastructure	0.598	0.000	0.000	0.000	0.000	0.000	0.000	0.000
05 Posts and Telecommunications	0.682	0.000	0.000	0.000	0.000	0.000	0.000	0.000
11 E-Services	0.000	0.751	0.219	0.515	0.511	0.511	0.511	0.511
12 Research and Development	0.000	0.700	0.163	0.495	0.495	0.495	0.495	0.495
13 Infrastructure Development	0.000	0.504	0.132	0.373	0.367	0.357	0.357	0.357
14 Data Networks Engineering	0.000	0.577	0.129	0.427	0.431	0.431	0.431	0.431
02 Effective Communication and National Guidance	**19.128**	**12.872**	**3.386**	**6.732**	**6.978**	**6.978**	**6.978**	**6.978**
08 Uganda Media Center	1.611	2.011	0.605	1.691	1.691	1.691	1.691	1.691
09 National Guidance	0.585	0.580	0.202	0.485	0.485	0.485	0.485	0.485

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10 Information	16.932	10.281	2.579	4.557	4.803	4.803	4.803	4.803
49 General Administration, Policy and Planning	**40.139**	**31.071**	**9.527**	**29.590**	**29.564**	**29.574**	**29.574**	**29.574**
01 Headquarters (Finance and Administration)	8.603	10.760	4.101	9.279	9.252	9.251	9.201	9.151
06 Internal Audit	0.191	0.089	0.032	0.088	0.090	0.100	0.150	0.200
0990 Strengthening Ministry of ICT	31.346	0.000	0.000	0.000	0.000	0.000	0.000	0.000
1600 Retooling of Ministry of ICT & National Guidance	0.000	20.223	5.394	20.223	20.223	20.223	20.223	20.223
Total for the Vote	**61.794**	**46.475**	**13.557**	**38.131**	**38.346**	**38.346**	**38.346**	**38.346**
Total Excluding Arrears	**61.794**	**46.401**	**13.534**	**38.049**	**38.346**	**38.346**	**38.346**	**38.346**

VIII. Sub-SubProgramme Performance and Medium Term Plans

Table V8.1: Sub-SubProgramme Outcome and Outcome Indicators

Sub-SubProgramme :	01 Enabling enviroment for ICT Development and Regulation
Objective :	To coordinate, promote and monitor the development of enabling environment for digital transformation and adoption of e-Services.
Responsible Officer:	Commissioner E - Services
Outcome:	Competitive and vibrant ICT sector

1. Increased ICT skills, employment and entrepreneurship

Outcome Indicators			Performance Targets		
			2021/22	2022/23	2023/24
	Baseline	Base year	Target	Projection	Projection
• Proportion of formal (registered) ICT enterprises	7%	2019	8%	10%	12%
• Number of e-services offered	355	2019	365	370	375
• Number of locally developed applications/ innovations	55	2019	70	75	80

Department: 11 E-Services

Budget Output: 01 Enabling Policies,Laws and Regulations developed

No. of dissemination activities carried out			4	4	4
Status of data protection and privacy policy			30%	50%	70%
Status of ICT Policy Development			20%	40%	60%
Status of the electronics manufacturing strategy			40%	50%	60%

Budget Output: 02 E-government services provided

No. of monitoring activities undertaken			4	4	4
No. of MDAs and LGs supported			20	20	20
NO. of BPO initiatives supported			2	2	2
Proportion of government services provided online			40%	50%	60%

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Budget Output: 04 Hardware and software development industry promoted

No. of software and hardware promotion initiatives undertaken	**4**	4	4
No. of reports on technical support provided to MDAs and LGs	**4**	4	4

Budget Output: 05 Human Resource Base for IT developed

No of MDAs & LGs supported to develop their ICT policies	**20**	20	20
No of inspections carried out on implementation of ICT curriculum in schools	**4**	4	4
No of MDAs and LGs with functional ICT units	**8**	8	8

Department: 12 Research and Development

Budget Output: 02 E-government services provided

No. of monitoring activities undertaken	**4**	4	4
No. of MDAs and LGs supported	**32**	42	52
NO. of BPO initiatives supported	**2**	2	2
Proportion of government services provided online	**30%**	40%	60%

Department: 13 Infrastructure Development

Budget Output: 01 Enabling Policies,Laws and Regulations developed

No. of dissemination activities carried out	**2**	2	2
Status of ICT Policy Development	**A Report on best practices/approaches on Spectrum assignment, pricing and usage rights for Uganda developed**	**Zero draft of Spectrum management policy**	**First draft of Spectrum management policy**

Department: 14 Data Networks Engineering

Budget Output: 01 Enabling Policies,Laws and Regulations developed

No. of dissemination activities carried out	**2**	2	2
Status of the electronics manufacturing strategy	**60%**	20%	20%

Sub-SubProgramme :	02 Effective Communication and National Guidance
Objective :	To ensure effective communication and national guidance
Responsible Officer:	Director Information and National Guidance
Outcome:	Degree of interaction between Citizens and the Government

1. Informed citizenry

Outcome Indicators	Performance Targets				
			2021/22	**2022/23**	**2023/24**
	Baseline	**Base year**	**Target**	**Projection**	**Projection**
• Number of inquiries raised by citizens through GCIC	2500	2019	3,200	3,400	3,600

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• Proportion of inquiries responded to through GCIC	75%	2019	**82%**	84%	88%
• No of MDAs participating in Open Government Sessions	15	2019	**25**	30	35

Department: 08 Uganda Media Center

Budget Output: 08 Media and communication support provided

No of inquiries from citizens registered			**2,000**	2,000	2,000
No of citizens provided with feedback			**10,000**	10,000	10,000
No. of print and electronic media engaged			**430**	500	500
No of MDAs provided with media communication support			**428**	428	428

Department: 09 National Guidance

Budget Output: 07 National Guidance

Status of the National Guidance Policy			**7**		
No of sensitization and awareness programs undertaken			**8**		

Department: 10 Information

Budget Output: 06 Dissemination of public information

Status of implementation of the institutionalization of the government communication function.			**60%**	70%	80%
Status of the review process and implementation of the Press and Journalism Act (CAP 105)			**100%**	100%	100%
No of Open Government Sessions held				2	4

Sub-SubProgramme :	49 General Administration, Policy and Planning
Objective :	To provide policy guidance, strategic direction and to generate sector statistics to inform planning and policy review
Responsible Officer:	Under Secretary, Finance and Administration
Outcome:	Harmonized and compliant Policy, Planning and Administrative documents /reports with existing legal, Policy & planning frameworks

1. Informed citizenry

Outcome Indicators			**Performance Targets**		
			2021/22	**2022/23**	**2023/24**
	Baseline	**Base year**	**Target**	**Projection**	**Projection**
• Level of Compliance to the planning, budgeting and Financial Management to National frameworks and Guidelines	78%	2019	**85%**	90%	95%
• Proportion of strategic plans that are implemented	65%	2019	**70%**	72%	75%

Department: 01 Headquarters (Finance and Administration)

Budget Output: 01 Policy, consultation, planning and monitoring services

No. of ICT Policy consultations conducted and documented			**4**	4	4

Budget Output: 02 Ministry Support Services (Finance and Administration)

Ministry assets and staff maintained			**Four times**	Four times	Four times

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Budget Output: 03 Ministerial and Top Management Services			
No. of Top management activities supported	**20**	20	20
Budget Output: 04 Procurement and Disposal Services			
No. of Procurement reports prepared	**4**	4	4
Budget Output: 05 Financial Management Services			
Level of Compliance (%) of statutory financial reports to the guidelines issued by authorities	**100%**	100%	100%
No. of internal audit reports produced	**4**	4	4
Budget Output: 19 Human Resource Management Services			
Payments of salary, pension and gratuity paid on time	**100%**	100%	100%
Budget Output: 20 Records Management Services			
No. of records processed	**2,000**	2,000	2,000
Department: 06 Internal Audit			
Budget Output: 05 Financial Management Services			
Level of Compliance (%) of statutory financial reports to the guidelines issued by authorities	**100%**	100%	100%
No. of internal audit reports produced	**4**	4	4
Project: 1600 Retooling of Ministry of ICT & National Guidance			
Budget Output: 01 Policy, consultation, planning and monitoring services			
No. of ICT Policy consultations conducted and documented	**4**	4	4
Budget Output: 02 Ministry Support Services (Finance and Administration)			
Ministry assets and staff maintained	**Yes**	Yes	Yes
Budget Output: 03 Ministerial and Top Management Services			
No. of Top management activities supported	**20**	20	20
Budget Output: 04 Procurement and Disposal Services			
No. of Procurement reports prepared	**4**	4	4
Budget Output: 05 Financial Management Services			
Level of Compliance (%) of statutory financial reports to the guidelines issued by authorities	**100%**	100%	100%
No. of internal audit reports produced	**4**	4	4
Budget Output: 19 Human Resource Management Services			
Payments of salary, pension and gratuity paid on time	**100%**	100%	100%
Budget Output: 20 Records Management Services			
No. of records processed	**2,000**	2,000	2,000

IX. Major Capital Investments And Changes In Resource Allocation

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

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FY 2020/21		FY 2021/22
Appr. Budget and Planned Outputs	**Expenditures and Achievements by end Dec**	**Proposed Budget and Planned Outputs**
Vote 020 Ministry of ICT and National Guidance		
Sub-SubProgramme : 05 49 General Administration, Policy and Planning		
Development Project : 1600 Retooling of Ministry of ICT & National Guidance		
Budget Output: 05 49 75 Purchase of Motor Vehicles and Other Transport Equipment		
Two motor vehicles purchased for the ministry;	Activity not undertaken due to limitations in spending by the MoFPED;	Transport equipment provided for the Ministry; Two Motor vehicles provided for the Ministry
Total Output Cost(Ushs Thousand) 900,000	0	540,000
Gou Dev't: 900,000	0	540,000
Ext Fin: 0	0	0
A.I.A: 0	0	0

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

• Low uptake of ICTs across MDAs and the public
• Inadequate Statistics, Research about ICT
• Perpetual budget cuts and shortfalls
• The Ministry is inadequately funded with a total budget of approximately UGX 38.1 billion.
• Under staffing due to static wage ceiling to fill Critical Vacant positions

Plans to improve Vote Performance

• Continuously lobby for the reduction in prices of devices and broadband by the concerned authorities
• Lobbying for resources towards research and publication of statistics
• Given the nature of activities (Enforcement, Information dissemination and National Guidance), we shall lobby MoFPED and OWC to exempt us from generalized budgets cuts.
• Continue lobbying for increased funding from both MoFPED and from Development Partners.
• Continue lobbying for the lifting of the wage ceiling to fill critical positions in the organization structure.

XI Off Budget Support

Table 11.1 Off-Budget Support by Department and Project

N/A

XII. Vote Cross Cutting Policy And Other Budgetary Issues

Table 12.1: Cross- Cutting Policy Issues

Issue Type: **HIV/AIDS**

Objective :	To empower and increase awareness about HIV/AIDS ,its impact, management and availability of support systems.
Issue of Concern :	Rising prevalence levels at the workplace environment hence the need for extra financial support.
Planned Interventions :	Put in place a workplace environment HIV/AIDS policy. HIV/AIDS issues are taken care of in the targeted groups during dissemination and awareness creation activities.

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Budget Allocation (Billion) :	0.580
Performance Indicators:	An HIV/AIDS workplace policy in place No. of collaborative awareness campaigns undertaken
Issue Type:	**Gender**

Objective :	Ensure safe ICT access and usage for vulnerable groups in society
Issue of Concern :	Increased vulnerability and abuse to vulnerable groups in society whilst accessing and utilising ICTs
Planned Interventions :	Disseminate, Coordinate, promote and monitor implementation of the Data Protection and Privacy Policy and regulations. Review and implement the National cyber security framework. Promote affirmative action in Research, Innovation and Development.
Budget Allocation (Billion) :	0.090
Performance Indicators:	No. of dissemination activities conducted No. of innovators supported under the innovation fund No. of jobs created under the innovation fund No. of policies/measures put in place to ensure safe ICT access and usage
Issue Type:	**Enviroment**

Objective :	To promote proper e-waste management practices
Issue of Concern :	Increased dumping of e-waste in the environment that leads to pollution
Planned Interventions :	Develop and implement e-waste management policy. Support the development and adoption of technologies that save energy and minimise emission of greenhouse gases. Continuously research and adopt the use of devices and appliances that save energy.
Budget Allocation (Billion) :	0.500
Performance Indicators:	No. of e-waste sensitization campaigns undertaken

XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Principal personal Secretary	U2	3	1
Principal Accountant	U3	1	0
Receptionist	HRC-9	2	2
Asst. Commissioner ICT Infrastructure Development	U1 E	2	0
Asst. Commisiner Policy and Planning	U1 E U	1	0
Commissioner ICT Infrastructure Development	U1 SE	1	1
Permanent Secretary	U1 SE	1	1
Under Secretary	U1 SE	1	1
Assistant Commissioner (e-services)	U1E	2	1
Assistant Commissioner Data Networks Engineering	U1E	2	1

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Assistant Commissioner IMS	U1E	2	1
Assistant Commissioner Information	U1E	2	2
Commissioner (e-Services)	U1SE	1	1
Commissioner (ICT Research and Development)	U1SE	1	1
Commissioner Data Networks Engineering	U1SE	1	0
Commissioner Information	U1SE	1	1
Commissioner National Guidance	U1SE	1	1
Director Information and National Guidance	U1SE	1	1
Director, ICT, Infrastructure & Investment	U1SE	1	0
Princ. Information Officer	U2	4	3
Princ. Nat Guid Officer	U2	8	3
Principal Data Networks Engineer	U2	2	1
Principal ICT Infrastructure Engineer (Cables)	U2	1	0
Principal ICT Infrastructure Engineer (Radios)	U2	1	0
Principal ICT Officer (ICT Research)	U2	4	4
Principal Assistant Secretary	U2 L	1	1
Principal Human Resource Officer	U2 L	1	1
Principal Policy Analyst	U2 L	1	1
Principal Proc. Officer	U2 L	1	1
Principal Economist	U2U	1	1
Senior Data Networks Engineer	U3	2	1
Senior ICT Officer	U3	3	2
Senior ICT Officer (ICT Research)	U3	2	0
Senior Information Officer	U3	4	3
Senior Nat Guid Officer (Research)	U3	3	2
Senior Assistant Secretary	U3 LOWER	4	3
Senior Human Resource Officer	U3 LOWER	1	0
Senior Internal Auditor	U3 LOWER	1	1
Senior Policy Analyst	U3 LOWER	1	1
Senior Broad casting Engineer	U3 SC	2	0
Senior Accountant	U3 U	1	1
Communications Officer	U4	2	2
Data Networks Engineer	U4	4	2

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Economist	U4	1	0
ICT Infrastructure Engineer	U4	4	2
ICT Officer	U4	8	3
Information Officer	U4	4	4
Personal Secretary	U4	5	5
Systems Analyst	U4 (SC)	1	1
Assistant Secretary	U4 L	1	1
Accountant	U4 U	1	0
Internal Auditor	U4 U	1	1
Procurement Officer	U4 U	1	0
Personal Secretary	U4-L	1	1
Human Resource Officer	U4U	1	1
Assistant Records Officer	U5 L	1	1
Stenographer Secretary	U5 L	5	5
Senior Accounts Assistant	U5 U	2	1
PoolStenographer	U6 U	1	0
Accounts Assistant	U7 U	2	2
Records Assistant	U7 U	1	1
Driver	U8	10	7
Office Typist	U8	1	1
Askari	U8 L	2	2
Driver	U8 U	3	3
Office Attendant	U8 U	15	14
Assistant Commissioner Human Resource	UIE	1	1

Table 13.2 Staff Recruitment Plan

Post Title	Salalry Scale	No. Of Approved Posts	No Of Filled Posts	Vacant Posts	No. of Posts Cleared for Filling FY2021/22	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Accountant	U4 U	1	0	1	1	799,323	9,591,876
Asst. Commissiner Policy and Planning	U1 E U	1	0	1	1	1,669,621	20,035,452
Data Networks Engineer	U4	4	2	2	2	4,600,000	55,200,000
Economist	U4	1	0	1	1	799,323	9,591,876
ICT Officer	U4	4	1	3	1	2,200,000	26,400,000
Principal ICT Infrastructure Engineer (Cables)	U2	1	0	1	1	2,400,000	28,800,000
Procurement Officer	U4 U	1	0	1	1	934,922	11,219,064
Senior Accounts Assistant	U5 U	2	1	1	1	598,822	7,185,864

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Senior Data Networks Engineer	U3	2	1	1	1	2,400,000	28,800,000
Senior Human Resource Officer	U3 LOWER	1	0	1	1	450,268	5,403,216
Senior ICT Officer	U3	3	2	1	1	2,300,000	27,600,000
Senior ICT Officer (ICT Research)	U3	2	0	2	2	4,600,000	55,200,000
Senior Information Officer	U3	3	2	1	1	990,589	11,887,068
Senior Nat Guid Officer (Research)	U3	3	2	1	1	990,589	11,887,068
Total		29	11	18	16	25,733,457	308,801,484

Table 14.1 NTR Forecast