

# Vote:112 Ethics and Integrity

## V1: Vote Overview

### I. Vote Mission Statement

To provide leadership in rebuilding ethics and integrity in the Ugandan society and coordinate national efforts against corruption.

### II. Strategic Objective

- a. To provide political leadership and coordinate national efforts against corruption and moral decadence
- b. To Mainstream ethics and integrity to propel good governance
- c. To spearhead the development of laws, policies and strategies to promote ethics and integrity in the Ugandan society
- d. To coordinate and advise Government on the operations of religious and Faith Based Organisations in the Country

### III. Major Achievements in 2020/21

1. During the period under review, thirteen (13) Consultations were conducted on the draft Leadership Code (Amendment) Bill, 2020. The Bill requires all public officers who are not Leaders to declare their income, assets and liabilities to the IGG within three months from the commencement of the Code and thereafter every five years during the month of April. The purpose of the consultation was to seek the views on the categories of public officers who should be affected by this Legal requirement. Both male and female public officers were given equal opportunity to give their views. Consultations were conducted in the Districts of Masindi, Kiryadongo, Hoima, Buikwe, Jinja Iganga, Bugweri, Kibuku, Budaka, Zombo, Arua, Koboko and Nebbi; involving public officers of all categories and ranks. The general view of the public officers consulted was that the legal requirement for declaration of income, assets and liabilities should only apply to public officers at the rank of U5 and above. This is because the lower ranks such as Drivers and Office Attendants do not have assets to declare. These recommendations will be incorporated into a Report to be submitted to the Sectoral Committee on Legal and Parliamentary Affairs, which is scrutinizing the Bill before it is debated by the Plenary.

The Leadership Code (Amendment) Bill, 2020 was presented to Cabinet by the Hon. Minister of State and Integrity, and approved on 28th September 2020. It has been Gazetted and published. It was referred by the Rt. Hon. Speaker to the Sectoral Committee on Legal and Parliamentary Affairs for scrutiny and is due to be tabled before Parliament for enactment.

2. Conducted Consultative meetings on the Proceeds of Crime Law in the Districts of Gomba, Bukomansimbi, Sembabule, Kalungu, Mpigi, Omoro, Gulu, Amuru, Agago, Pader, Namutumba, Kibuku, Budaka, Butaleja, Butebo, Mbarara, Rwampara, Ntungamo, Rukiga, Kabale, Ibanda, Bushenyi, Rubirizi and Sheema. Participants, men, women, PWDs, the Youth and old persons gave very useful views on Asset Recovery. For example they recommended that there is no need to create an Authority to manage and dispose of recovered assets, as it will be an additional cost to Government and a fertile ground for corruption. Government should instead strengthen and use the existing structures, such as the Chief Government Valuer and PPDA. The recommendations obtained will be incorporated into the Legislative Drafting Principles for the proposed Law. These are being developed by the Legal Committee of the Inter Agency Forum, led by the Directorate for Ethics and Integrity (DEI).

3. DEI made presentation of the Zero Tolerance to Corruption Policy at the Forum of Permanent Secretaries. The Permanent Secretaries undertook to give their commitment and support to the implementation of the Policy.

4. Conducted twenty eight (28) Follow-up meetings with district officials both male and female from Bushenyi, Kasese, Nakaseke, Luwero, Nakasongola, Kamuli, Kaliro, Buyende, Namutumba, Iganga, Bugweri, Bugiri, Mayuge, Sironko, Kapchorwa, Kween, Bukedea, Ngora, Manafwa, Bududa, Palisa, Serere, Katakwi, Amolatar, Lira, Alebatong, Kapelebyogo and Soroti with the aim of strengthening the functionality of District Integrity Promotion Forums (DIPFs). A bout UGX 40 million was spent on this exercise. DEI team with district officials agreed that;

- i. There is need for continuous follow-up meetings with district officials to strengthen the functionality of DIPFs in local governments.
- ii. There is need to conduct an Evaluation/Assessment of the performance of the existing DIPFs in local governments.

5. Conducted field excursion exercise in Mucwini, Kitgum district to develop a video documentary on the life and times of St. Janani Luwum. Video footages were collected from the following key stakeholders.

6. Handled a petition for allegations of questionable financial conduct at the Diocese of Kinkiizi, Kanungu district, in

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collaboration with the Archbishop, of the Church of Uganda, as was brought to the attention of the Honorable Minister of State for Ethics and Integrity by a whistle blower.

7. Handled a petition for allegations of office abuse, and other forms of unethical conduct by Bishop Ben Alex Nabugodi of the Chosen Church of Christ Ministry, Mbale, in collaboration with the Presiding Apostle of the Born Again Faith, as was brought to the attention of the Honorable Minister of State for Ethics and Integrity by concerned Christians, who included men, women, old persons, PWDs and the youth.

Below are a number of benefits realized as a result of the above interventions in 6 and 7:

- i. Strengthened the DEI core function number four <sup>3</sup>To promote Government engagement with Religious and Faith Organizations (RFOs) to promote responsible and accountable conduct
- ii. The Province of the Church of Uganda appreciated the relevance and importance of government in helping them find solutions to some of their common managerial problems.
- iii. The Leadership of the COU both at the province and the diocese of Kinkiizi reckoned the need to work with DEI, even for future ethical concerns in their Church as they are commonly reported
- iv. More lessons were learnt on how to work with some of the Born Again and Pentecostal Churches in the fight against corruption and moral decadence
- v. The Kinkiizi Diocese inquiry report is available and that of Mbale in being worked on.
- vi. Learnt a lesson of how urgent the Religious and Faith Organizations (RFO) Policy is.

8. Data for development of RFO database was collected from Teso Sub region districts of Soroti, Amuria, Serere Kapelebyong, Katakwi, Kaberemaido and Kalaki. Data was also collected from the Busoga sub region districts of Mayuge, Bugiri, Kamuli, Buyende, Kaliro and Iganga focusing on the Pentecostal and Born Again Churches. The exercise led to improved relations between Government and the RFOs. Both men and women, PWDs, old persons and the youth had equal chance to give their views.

9. A Sensitization meeting for the Mukono Uganda Police Force and Kira officers on the awareness of Anti-Pornography Act 2014 and regulation was conducted. A total of 90 people attended, 54 were male and 36 were female. Awareness of the Anti - Pornography Act, 2014 and Regulation was created. Collaboration strategy between PCC and Uganda Police Force in the fight against Pornography was created. Sensitisation will help participants appreciate dangers of pornography and how to fight it.

### IV. Medium Term Plans

In the Medium term the Directorate for Ethics and Integrity DEI will undertake the following:

Will continue the fight against corruption and rebuilding of morals in the Ugandan society through Formulation and Dissemination of Anti-Corruption Laws, Dissemination and Mainstreaming of National Ethical Values in Education and National development Programs, Strengthening the InterAgency Forum (IAF) and District Integrity Forums (DIPFs).

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## V. Snapshot Of Medium Term Budget Allocations

Table 5.1: Overview of Vote Expenditures (US\$ Billion)

	2019/20 Outturn	2020/21		2021/22	MTEF Budget Projections			
		Approved Budget	Expenditure by End Dec		2022/23	2023/24	2024/25	2025/26
<b>Recurrent</b>								
Wage	1.037	2.584	1.285	3.104	3.259	3.259	3.259	3.259
Non Wage	4.411	5.930	2.455	4.291	4.291	4.291	4.291	4.291
<b>Devt.</b>								
GoU	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
<b>GoU Total</b>	<b>5.448</b>	<b>8.513</b>	<b>3.740</b>	<b>7.394</b>	<b>7.549</b>	<b>7.549</b>	<b>7.549</b>	<b>7.549</b>
<b>Total GoU+Ext Fin (MTEF)</b>	<b>5.448</b>	<b>8.513</b>	<b>3.740</b>	<b>7.394</b>	<b>7.549</b>	<b>7.549</b>	<b>7.549</b>	<b>7.549</b>
Arrears	0.000	0.000	0.000	0.122	0.000	0.000	0.000	0.000
<b>Total Budget</b>	<b>5.448</b>	<b>8.513</b>	<b>3.740</b>	<b>7.516</b>	<b>7.549</b>	<b>7.549</b>	<b>7.549</b>	<b>7.549</b>
<b>A.I.A Total</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
<b>Grand Total</b>	<b>5.448</b>	<b>8.513</b>	<b>3.740</b>	<b>7.516</b>	<b>7.549</b>	<b>7.549</b>	<b>7.549</b>	<b>7.549</b>
<b>Total Vote Budget Excluding Arrears</b>	<b>5.448</b>	<b>8.513</b>	<b>3.740</b>	<b>7.394</b>	<b>7.549</b>	<b>7.549</b>	<b>7.549</b>	<b>7.549</b>

Table 5.2: Budget Allocation by Programme (US\$ Billion)

<i>Billion Uganda Shillings</i>	2021/22 Draft Estimates		
	GoU	Ext. Fin	Total
Community Mobilization and Mindset Change	0.760	0.000	0.760
Governance and Security	6.634	0.000	6.634
<b>Grand Total :</b>	<b>7.516</b>	<b>0.000</b>	<b>7.516</b>
<b>Total excluding Arrears</b>	<b>7.394</b>	<b>0.000</b>	<b>7.394</b>

## VI. Budget By Economic Classification

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

<i>Billion Uganda Shillings</i>	2020/21 Approved Budget				2021/22 Draft Estimates		
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	Total
<b>Output Class : Outputs Provided</b>	<b>8.513</b>	<b>0.000</b>	<b>0.000</b>	<b>8.513</b>	<b>7.394</b>	<b>0.000</b>	<b>7.394</b>
211 Wages and Salaries	3.649	0.000	0.000	3.649	3.928	0.000	3.928
212 Social Contributions	0.046	0.000	0.000	0.046	0.046	0.000	0.046
213 Other Employee Costs	0.191	0.000	0.000	0.191	0.443	0.000	0.443
221 General Expenses	2.537	0.000	0.000	2.537	0.716	0.000	0.716
222 Communications	0.276	0.000	0.000	0.276	0.070	0.000	0.070
223 Utility and Property Expenses	0.684	0.000	0.000	0.684	1.403	0.000	1.403

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224 Supplies and Services	0.050	0.000	0.000	0.050	0.044	0.000	0.044
225 Professional Services	0.020	0.000	0.000	0.020	0.000	0.000	0.000
227 Travel and Transport	0.829	0.000	0.000	0.829	0.504	0.000	0.504
228 Maintenance	0.231	0.000	0.000	0.231	0.241	0.000	0.241
<b>Output Class : Arrears</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>	<b>0.122</b>	<b>0.000</b>	<b>0.122</b>
321 DOMESTIC	0.000	0.000	0.000	0.000	0.122	0.000	0.122
<b>Grand Total :</b>	<b>8.513</b>	<b>0.000</b>	<b>0.000</b>	<b>8.513</b>	<b>7.516</b>	<b>0.000</b>	<b>7.516</b>
<b>Total excluding Arrears</b>	<b>8.513</b>	<b>0.000</b>	<b>0.000</b>	<b>8.513</b>	<b>7.394</b>	<b>0.000</b>	<b>7.394</b>

## 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
<b>52 Ethics and Integrity</b>	<b>5.448</b>	<b>8.513</b>	<b>3.740</b>	<b>7.516</b>	<b>7.549</b>	<b>7.549</b>	<b>7.549</b>	<b>7.549</b>
01 General Administration and Support Services	3.435	5.525	2.944	5.876	5.929	5.929	5.929	5.929
02 Ethics	0.483	0.678	0.045	0.320	0.320	0.320	0.320	0.320
03 Law, Policy Formulation and Dissemination	0.432	0.600	0.000	0.320	0.300	0.300	0.300	0.300
04 Internal Audit Department	0.043	0.060	0.022	0.060	0.060	0.060	0.060	0.060
05 Religious Affairs	0.273	0.420	0.136	0.200	0.200	0.200	0.200	0.200
06 Coordination of National Anti-Corruption Strategies (NACS)	0.364	0.370	0.192	0.180	0.180	0.180	0.180	0.180
07 Pornography Control Committee (PCC)	0.419	0.600	0.312	0.400	0.400	0.400	0.400	0.400
09 Information and Communication	0.000	0.260	0.089	0.160	0.160	0.160	0.160	0.160
<b>Total for the Vote</b>	<b>5.448</b>	<b>8.513</b>	<b>3.740</b>	<b>7.516</b>	<b>7.549</b>	<b>7.549</b>	<b>7.549</b>	<b>7.549</b>
<b>Total Excluding Arrears</b>	<b>5.448</b>	<b>8.513</b>	<b>3.740</b>	<b>7.394</b>	<b>7.549</b>	<b>7.549</b>	<b>7.549</b>	<b>7.549</b>

## VIII. Sub-SubProgramme Performance and Medium Term Plans

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

<b>Sub-SubProgramme :</b> 52 Ethics and Integrity	
<b>Objective :</b>	<ol style="list-style-type: none"> <li>1. To provide political leadership and coordinate national efforts against corruption and moral decadence involving men, women, the youth and persons with disabilities (PWDs) in the whole country.</li> <li>2. To mainstream ethics and integrity to propel good governance across the country.</li> <li>3. To spearhead the development of laws, policies and strategies to promote ethics and integrity in the Ugandan society covering all regions. Development process will involve men, women, youth, old people and PWDs.</li> <li>4. To coordinate and advise Government on the operations of Religious and Faith Organisations (RFOs)</li> </ol>

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in the country. RFOs operations in the entire country will have equal opportunity when giving their views. Men, women, youth and PWDs will have equal chance to participate in the process.

**Responsible Officer:** Permanent Secretary

**Outcome:** National Ethical Values (NEVs) mainstreamed in public

## 1. Value for money in the management of public resources

Outcome Indicators	Performance Targets				
			2021/22	2022/23	2023/24
	Baseline	Base year	Target	Projection	Projection
• Proportion of LGs with functional District Integrity Promotion Forum (DIPFs)	60%	2019	75%	80%	85%
• Proportion of Primary Schools equitably selected from all regions of Uganda who have mainstreamed NEVs in their activities	8%	2019	20%	30%	40%
• Proportion of Secondary Schools equitably selected from all regions of Uganda who have mainstreamed NEVs in their activities	8%	2019	20%	30%	40%
• Proportion of MDAs & LGs where awareness of ant-corruption laws and NEVs has been created.	8%	2019	10%	18%	20%

### Department: 01 General Administration and Support Services

#### *Budget Output: 05 DEI Support Services*

No of final accounts made			3	3	3
Level of implementation of the Vote Strategic Plan			60%	65%	67%

### Department: 02 Ethics

#### *Budget Output: 02 Public education and awareness*

No of Schools equitably selected from all regions in Uganda in which NEVs have been disseminated			60	60	60
No of Cultural Institutions involved in mainstreaming of NEVs			4	4	4
No of LGs where IEC Materials on NEVs are popularised			120	120	120
No of DIPF capacity building interventions conducted in all regions in Uganda			76	76	76

### Department: 04 Internal Audit Department

#### *Budget Output: 09 Internal Management Controls*

No. of Internal Audits reports prepared			4	4	4
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### Department: 05 Religious Affairs

#### *Budget Output: 06 Harmonisation of Religious Organisations*

Data Management System in Place			75%	80%	85%
Janani Luwum Day commemorated (Annually)			1	1	1

### Department: 06 Coordination of National Anti-Corruption Strategies (NACS)

#### *Budget Output: 04 National Anti Corruption Strategy Coordinated*

No. of Reports			4	4	4
No of gender and equity responsive Meetings of the IAF Technical Working Groups			8	8	8

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<b>Department: 07 Pornography Control Committee (PCC)</b>			
<b>Budget Output: 07 Elimination of Pornography</b>			
No of public awareness campaigns	8	8	8
No of Pornographic objects destroyed	4	4	4
No. of Pornography offenders apprehended and Prosecuted	4	4	4
<b>Department: 09 Information and Communication</b>			
<b>Budget Output: 02 Public education and awareness</b>			
No of Schools equitably selected from all regions in Uganda in which NEVs have been disseminated	60	60	60
No of Cultural Institutions involved in mainstreaming of NEVs	4	4	4
No of LGs where IEC Materials on NEVs are popularised	40	40	40
No of media programs conducted	20	20	20
No of DIPF capacity building interventions conducted in all regions in Uganda	76	76	76

## IX. Major Capital Investments And Changes In Resource Allocation

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

N/A

## X. Vote Challenges and Plans To Improve Performance

### Vote Challenges

1. Lack of Retooling budget for the Directorate.
2. Limited participation by citizens in the fight against corruption
3. Misconception/bias among the Public in relation to RFO Policy development process.
4. Technological advancement in ICT which makes it difficult to detect and prevent Pornography
5. Moral decadence and negative foreign influence

### Plans to improve Vote Performance

- i. Lobby for additional resources from Parliament and Development Partners
- ii. Synergise and network with other MDAs, CSOs, UCC, NGOs, Cultural institutions, private Sector and LGs in implementing DEI mandate
- iii. Revamp Inter-agency Forum (IAF) Mechanism and District Integrity Promotion Forums (DIPFs)
- iv. DEI to build capacity of DEI staff in G&E Planning, budgeting and implementation, about UGX 10 million will be spent on training of DEI staff.
- v. Increase participation by citizens in the anti-corruption crusade by continuously sensitizing the public about the dangers of corruption
- vi. Intensify dissemination of NEVs to instill moral values in society
- vii. Engage and empower the media to give right information e.g. on issues about corruption, pornography, and RFO policy.

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viii. Constantly engage RFOs in the fight against corruption and moral decadence.

## XI Off Budget Support

**Table 11.1 Off-Budget Support by Project**

N/A

## XII. Vote Cross Cutting Policy And Other Budgetary Issues

**Table 12.1: Cross- Cutting Policy Issues**

**Issue Type: HIV/AIDS**

<b>Objective :</b>	To increase awareness about the dangers of HIV/AIDS at DEI work place and within the public, involving men, women and persons with disabilities.
<b>Issue of Concern :</b>	HIV/AIDS epidemic has robbed the country by taking lives of citizen and affected the economy by spending a lot of money on drugs. There is need to raise awareness among the DEI staff and the community
<b>Planned Interventions :</b>	a. Organize meetings and invite HIV/AIDS experts to guide staff and management of DEI on how to prevent the spread of HIV AIDS. b. Provide free HIV voluntary counseling and testing to all staff, both women and men c. Develop DEI HIV workplace policy
<b>Budget Allocation (Billion) :</b>	0.020
<b>Performance Indicators:</b>	i) Number of Workshops/Conferences conducted to sensitize staff and community on HIV/AIDS ii) Number of staff receiving the services

**Issue Type: Gender**

<b>Objective :</b>	To increase the awareness of both men and women on their roles and responsibilities in the fight against corruption and moral decadence
<b>Issue of Concern :</b>	Limited involvement of women at workplace in rebuilding Ethics and Integrity
<b>Planned Interventions :</b>	i) Increase the participation of women during all DEI activities. ii) Develop workplace Gender policy
<b>Budget Allocation (Billion) :</b>	0.020
<b>Performance Indicators:</b>	Number of women participating during DEI workshops/conferences.

**Issue Type: Enviroment**

<b>Objective :</b>	To sensitise the public, men, women, children, the elderly and Persons with disabilities to cherish and uphold the values of preserving the environment.
<b>Issue of Concern :</b>	Environmental degradation
<b>Planned Interventions :</b>	Disseminate the National Ethical Values (NEVS) of Uganda during DEI operations and emphasize the significance of respecting the environment and the dangers related to environmental degradation
<b>Budget Allocation (Billion) :</b>	0.020
<b>Performance Indicators:</b>	Number of Workshops/Conferences conducted to sensitize the public on the national ethical values of Uganda

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## XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Assistant Commissioner Legal Compliance	U1E	1	0
Assistant Commissioner Legal Drafts and Development	U1E	1	0
Assistant Commissioner Ethics Compliance	U1S	1	0
Assistant Commissioner Ethics Policy & Standards	U1S	1	1
Assistant Commissioner Religious Affairs (M & E)	U1S	1	1
Assistant Commissioner Religious Affairs, Policy & Standards	U1S	1	0
Permanent Secretary	U1S	1	1
Commissioner	U1SE	1	1
Commissioner Ethics Compliance	U1SE	1	0
Commissioner Information and Communication(CIC)	U1SE	1	1
Commissioner Religious Affairs	U1SE	1	1
Director Ethics	U1SE	1	0
Director Legal	U1SE	1	0
Director, Ethics/RA	U1SE	1	1
Under Secretary Finance & Administration	U1SE	1	1
Principal Accountant	U2	1	0
Principal Assistant Secretary	U2	1	1
Principal Communications Officer-Information and Comm	U2	1	0
Principal Economist	U2	1	0
Principal Ethics Officer	U2	1	1
Principal Ethics Officer PCC Support Unit	U2	1	0
Principal Ethics Officer Religious Affairs, Policy & Standards	U2	1	0
Principal Ethics Officer Compliance	U2	1	0
Principal Ethics Officer Religious Affairs (M & E)	U2	1	0
Principal Human Resource Officer	U2	1	1
Principal Legal Officer	U2	1	1
Principal Personnel Secretary	U2	1	1



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Senior Accountant	U3	1	0
Senior Communications Officer	U3	1	1
Senior Ethics Officer	U3	6	3
Senior Internal Auditor	U3	1	1
Senior League Officer	U3	1	0
Senior Policy Analyst	U3	1	1
Senior Human Resource Officer	U3	1	0
Accountant	U4	1	1
Assistant Secretary	U4	1	1
Economist	U4	1	0
Ethics Officer	U4	3	3
Information Scientist	U4	1	1
Legal Officer	U4	1	1
Personnel Secretary	U4	2	2
Procurement Officer	U4	1	0
Systems Administrator	U4	1	1
Assistant Records Officer	U5	1	1
Senior Assistant Accountant	U5	2	1
Stores Assistant	U6	1	0
Accounts Assistant	U7	2	2
Office Attendant	U8	5	5

**Table 13.2 Staff Recruitment Plan**

Post Title	Salary Scale	No. Of Approved Posts	No Of Filled Posts	Vacant Posts	No. of Posts Cleared for Filling FY2021/22	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Procurement Officer	U4	1	0	1	1	798,667	9,584,004
Senior Ethics Officer	U3	3	2	1	1	912,771	10,953,252
Senior Human Resource Officer	U3	1	0	1	1	912,771	10,953,252
<b>Total</b>		5	2	3	3	2,624,209	31,490,508