Vote: 119

Uganda Registration Services Bureau

V1: Vote Overview

I. Vote Mission Statement

"To provide accessible, reliable and innovative registration services for a formalized economy".

II. Strategic Objective

URSB's Strategic objectives

- i. Strengthen Institutional Capacity of URSB to deliver on its mandate
- ii. Improve access to Registration Services
- iii. Enhance Public and Stakeholder awareness of URSB Services
- iv. Strengthen Research and advisory function

III. Major Achievements in 2020/21

a) Summary Registrations

During the reporting period, URSB registered 6,307 new companies, 6,350 business names, 12,094 legal documents, 248 debentures, 1,044 chattels, 2,222 marriage returns from Faith Based Organizations and districts, 166 Customary marriages, 43 churches licensed, 186 local Trademarks, 187 foreign Trademarks, 185 Foreign Trademark renewals and 56 Local Trademark renewals, 9 copyrights and 4 industrial designs.

NTR PERFORMANCE

Arising from these registrations, URSB collected a total of UGX: 21.99 Bn Non-Tax Revenue by end of quarter two, FY2020/21.

b) Stakeholder Engagements

URSB conducted field visits to places of worship and trained duty bearers on National Marriage Registration System in districts of Mpigi, Butambala and Gomba, Kamuli, Kaliro and Iganga, Kyangwaali, Hoima and Kikuube, Masindi, Kiryandongo and Nakasongola.

The Bureau rolled out National Marriage Registration System in Luwero and Nakaseke Ssembabule, Masaka and Kalungu. URSB in injunction with The Innovation Village hosted an online session to increase public awareness about URSB¶s role in Business registration, Intellectual Property and innovations among young innovators.

As part of the implementation strategy for National Intellectual Property Policy, URSB and the conducted a high-level Stakeholder Training on National Intellectual Property Policy (NIPP) which is aimed at stimulating and nurturing innovation and creativity for socioeconomic development of the country.

URSB sensitized clients from; Mbale on its mandate and procedures of filing marriage returns online; Ker kwaro Acholi clan leaders from Gulu on customary marriage registration.

The Bureau trained Lawyers, Bankers from Gulu and Audit firm representatives on online filing of resolutions, annual returns, reservations and new business registrations.

Under the Corporate Social Responsibility (CSR) 2020 campaign, URSB donated assorted items including foodstuffs, drinks, scholastic material and clothes to Child Restoration Outreach (CRO), a church founded organization that rehabilitates and resettles Street Children and young adults in Mbale Municipality, Eastern Uganda. The home has resettled over 13,000 street children since 1992. These items were meant to cater for the basic needs for these vulnerable and disadvantaged street children being looked after by this organization.

The Bureau conducted a benchmarking visit to the Official Receiver Office in Ghana and attended the Africa Round Table on Insolvency Reform and the International Association of Insolvency Regulators (IAIR) Annual General Meeting and Conference.

URSB in conjunction with WIPO conducted a sensitization virtual national seminar on the Budapest treaty on the international recognition of the deposit of microorganisms for the purposes of patent procedures. The aim of the workshop was to enhance participants' knowledge on the protection of microorganisms.

URSB participated in virtual USSIA business week in Kampala, Wakiso and Mukono and sensitized the USSIA members on

Intellectual Property issues with focus on branding.

URSB participated in the inauguration of the UPRS new board of directors. UPRS is a collective management organization charged with protection and promotion of the rights of creative artists and performers. The Bureau also trained a total of 9 BOD members on Corporate Governance.

URSB participated in the Performing artists conference that took place at Victoria University auditorium under the theme, μ The role of policy in protecting, promoting and preserving local content URSB is responsible for protecting copyright and related works and remains grounded on helping artists and other creators get value from their works.

URSB participated in an international meeting which was organized by the African Union in Addis Ababa under the theme μ Universal Birth Registration in Africa, Challenges and Opportunities during Covid-19 with Focus on CRVS System resilience in the COVID era.

URSB participated in the virtual meeting for the WIPO Standing Committee on the Law of Trademarks, Industrial Designs and Geographical Indications; WIPO-ARIPO Virtual Regional Meeting on Developing TISCs Online; ARIPO-EPO Virtual Workshop on Patent Search and Examination; ARIPO-USPTO webinar series; 44th Session of the ARIPO administrative council; Seventy-Ninth (28th Extraordinary) Session of the WIPO Coordination Committee on appointment of Deputy Directors Generals and Assistant Directors Generals.

c) Media Campaigns

The Bureau conducted 7 TV Talk shows on enhancing public awareness about URSB some key Services areas, that is, the use of Chattels Registry and SIMPO; and the importance of marriage registration.

URSB also conducted 14 radio talk shows to sensitize the Business Community and general public on Benefits of SIMPO to lenders, its implemented interventions aimed at service delivery continuation during the trying moments of COVID pandemic. In addition, in effort to enhance awareness among the Public and collect feedback URSB engaged its customers through interactive virtual activities on Webinar, Facebook, and Twitter; vitalized a YOU TUBE channel that will communicate its services to the public and immortalize its field engagements.

d) Training and capacity building activities conducted

URSB trained civil registration staff on Electronic Document Management System in a bid to build their capacity in the Directorate for Continuous scanning & indexing of all old and new marriage records.

URSB rolled out weekly Online Filing trainings where the general public is trained on how to file resolutions, annual returns, company and business for registration.

TASO trained members of the URSB HIV/AIDS committee on their role in the effective governance of HIV/AIDS at the workplace environment in line with the HR Policy and how such can be related to COVID-19 pandemic.

Staff from Gulu and Mbarara regional offices were trained on Intellectual Property and IPAS URSB trained the national Intellectual Property policy stakeholders on their implementation roles.

e) Program Management and Review

In a bid to promote internal compliance with the existing national and sectoral policy and legal frameworks on anticorruption, formulated the Bureaus Anticorruption Strategy aimed at promoting and strengthening the fight against corruption at URSB.

Developed and submitted guidelines for streamlining enforcement operations within Kampala Metropolitan area, to the IGP for consideration and approval.

Carried compliance inspection visits in Mbale and Kasese regions to ascertain whether the laws and standard operating procedures were being adhered to.

The enforcement unit carried out operations in Nateete & Nkrumah Rd respectively where they nabbed copyright infringers, some selling products with infringed trademarks and others making counterfeit products. The confiscated items are kept at the URSB HQ as the suspects are arraigned before court.

f) Review of legal framework

URSB drafted a Regulatory Impact Assessment report for amendment of the Companies Act 1 of 2012 in a bid to provide for clear provisions on compliance and enforcement of penalties, minority shareholder rights, beneficial ownership register and deregistration and striking off companies.

The Bureau prepared a Regulatory Impact Assessment report for amendment of the Business Name Registration Act, 1918 and submitted it to the First Parliamentary Counsel (FPC). This will enable provision for electronic registration and eliminate discriminatory provisions in respect of region and nationality.

Vote: 119

Uganda Registration Services Bureau

IV. Medium Term Plans

- i) Reform and update laws to promote competitiveness and Regional Integration
- ii) Formulate legal framework for Establishment of Non Individual Register
- iii) Establish the non-individual Entities Register
- iv) Enhance Information Management
- v) Strengthen compliance and enforcement function
- vi) Enhance integrity of the marriage registry
- vii) Translate laws (Compendiums) and IEC materials into local languages, French and Arabic
- viii) Establish Divorce Register
- ix) Establish Geographical Indications Register
- x) Equip duty bearers for enhanced accomplishment of their roles
- xi) Develop and implement 'once only' principal for inter institutional sharing of information
- xii) Strengthen Mainstreaming of Cross Cutting Issues in the SDP III and in Annual work plans
- xiii) Develop and implement 'once only principle for inter institutional sharing of information
- xiv) Collaborate with the Private Sector to develop innovative products based on URSB Registry data
- xv) Continually review and enhance Service quality standards
- xvi) Engage cultural institutions on expansion of Cultural Marriage registration
- xvii) Increase engagement with Marriage duty bearers
- xviii) Conduct a survey on licensing of churches, conducting marriages and filing marriage returns
- xix) Roll out the NMRS
- xx) Conduct sensitization on Marriages
- xxi) Enhance strategic partnerships
- xxii) Strengthen legal Advisory function.
- xxiii) Strengthening Internal Audit Function
- xxiv) Establish and operationalize marriage solemnization and Registration in Refugee camps

V. Snapshot Of Medium Term Budget Allocations

Table 5.1: Overview of Vote Expenditures (UShs Billion)

| | 2020/21 | | | 20/21 | | MTEF Budget Projections | | | | |
|-------------|------------------------------|--------------------|--------------------|------------------------|---------|-------------------------|---------|---------|---------|--|
| | | 2019/20 Outturn | Approved Budget | Expenditure by End Dec | 2021/22 | 2022/23 | 2023/24 | 2024/25 | 2025/26 | |
| Recurrent | Wage | 8.813 | 8.980 | 4.438 | 10.780 | 11.318 | 11.318 | 11.318 | 11.318 | |
| | Non Wage | 13.320 | 17.455 | 5.565 | 13.927 | 13.927 | 13.927 | 13.927 | 13.927 | |
| Devt. | GoU | 0.151 | 0.405 | 0.060 | 0.405 | 0.405 | 0.405 | 0.405 | 0.405 | |
| | Ext. Fin. | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | |
| | GoU Total | 22.284 | 26.840 | 10.063 | 25.111 | 25.650 | 25.650 | 25.650 | 25.650 | |
| Total GoU+F | Ext Fin (MTEF) | 22.284 | 26.840 | 10.063 | 25.111 | 25.650 | 25.650 | 25.650 | 25.650 | |
| | Arrears | 1.426 | 0.032 | 0.013 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | |
| | Total Budget | 23.710 | 26.871 | 10.076 | 25.111 | 25.650 | 25.650 | 25.650 | 25.650 | |
| | A.I.A Total | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | |
| | Grand Total | 23.710 | 26.871 | 10.076 | 25.111 | 25.650 | 25.650 | 25.650 | 25.650 | |
| | Vote Budget Iding Arrears | 22.284 | 26.840 | 10.063 | 25.111 | 25.650 | 25.650 | 25.650 | 25.650 | |

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 | 15.028 | 0.000 | 15.028 | | |
| Innovation, Technology Development and Transfer | 1.704 | 0.000 | 1.704 | | |
| Development Plan Implementation | 0.381 | 0.000 | 0.381 | | |
| Digital Transformation | 3.728 | 0.000 | 3.728 | | |
| Governance and Security | 0.701 | 0.000 | 0.701 | | |
| Private Sector Development | 3.569 | 0.000 | 3.569 | | |
| Grand Total: | 25.111 | 0.000 | 25.111 | | |
| Total excluding Arrears | 25.111 | 0.000 | 25.111 | | |

VI. Budget By Economic Clasification

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

| | 2020/21 Approved Budget | | | | | Draft Esti | mates |
|---------------------------------|-------------------------|----------|-------|--------|--------|------------|--------|
| Billion Uganda Shillings | GoU | Ext. Fin | AIA | Total | GoU | Ext. Fin | Total |
| Output Class : Outputs Provided | 26.435 | 0.000 | 0.000 | 26.435 | 24.706 | 0.000 | 24.706 |
| 211 Wages and Salaries | 12.985 | 0.000 | 0.000 | 12.985 | 14.305 | 0.000 | 14.305 |
| 212 Social Contributions | 0.898 | 0.000 | 0.000 | 0.898 | 1.078 | 0.000 | 1.078 |

| 213 Other Employee Costs | 3.013 | 0.000 | 0.000 | 3.013 | 3.463 | 0.000 | 3.463 |
|-----------------------------------|--------|-------|-------|--------|--------|-------|--------|
| 221 General Expenses | 4.237 | 0.000 | 0.000 | 4.237 | 2.494 | 0.000 | 2.494 |
| 222 Communications | 0.525 | 0.000 | 0.000 | 0.525 | 0.691 | 0.000 | 0.691 |
| 223 Utility and Property Expenses | 1.839 | 0.000 | 0.000 | 1.839 | 1.011 | 0.000 | 1.011 |
| 224 Supplies and Services | 0.096 | 0.000 | 0.000 | 0.096 | 0.101 | 0.000 | 0.101 |
| 225 Professional Services | 1.261 | 0.000 | 0.000 | 1.261 | 0.060 | 0.000 | 0.060 |
| 227 Travel and Transport | 1.213 | 0.000 | 0.000 | 1.213 | 1.180 | 0.000 | 1.180 |
| 228 Maintenance | 0.299 | 0.000 | 0.000 | 0.299 | 0.284 | 0.000 | 0.284 |
| 282 Miscellaneous Other Expenses | 0.069 | 0.000 | 0.000 | 0.069 | 0.039 | 0.000 | 0.039 |
| Output Class : Capital Purchases | 0.405 | 0.000 | 0.000 | 0.405 | 0.405 | 0.000 | 0.405 |
| 312 FIXED ASSETS | 0.405 | 0.000 | 0.000 | 0.405 | 0.405 | 0.000 | 0.405 |
| Output Class : Arrears | 0.032 | 0.000 | 0.000 | 0.032 | 0.000 | 0.000 | 0.000 |
| 321 DOMESTIC | 0.032 | 0.000 | 0.000 | 0.032 | 0.000 | 0.000 | 0.000 |
| Grand Total : | 26.871 | 0.000 | 0.000 | 26.871 | 25.111 | 0.000 | 25.111 |
| Total excluding Arrears | 26.840 | 0.000 | 0.000 | 26.840 | 25.111 | 0.000 | 25.111 |

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 2020/21 | | | Medium Term Projections | | | ons | |
|--|-----------------------|--------------------|---------------------|-------------------------------|---------|---------|---------|---------|
| | FY 2019/20 Outturn | Approved Budget | Spent By End Dec | 2021-22 Proposed Budget | 2022-23 | 2023-24 | 2024-25 | 2025-26 |
| 20 Lawful Registration Services | 3.712 | 5.577 | 1.224 | 4.768 | 7.700 | 8.900 | 9.900 | 9.900 |
| 02 Civil Registration Services | 0.796 | 1.370 | 0.309 | 0.701 | 1.700 | 1.600 | 1.700 | 1.300 |
| 03 Intellectual Property Rights | 1.329 | 1.182 | 0.365 | 1.704 | 2.300 | 3.072 | 3.495 | 4.095 |
| 04 Business Registration Services | 1.392 | 2.698 | 0.454 | 2.169 | 3.256 | 3.923 | 4.000 | 4.000 |
| 08 Insolvency Services | 0.195 | 0.327 | 0.096 | 0.195 | 0.444 | 0.305 | 0.705 | 0.505 |
| 25 General administration, planning, policy and support services | 19.998 | 21.294 | 8.852 | 20.343 | 17.950 | 16.750 | 15.750 | 15.750 |
| 01 Office of the Registrar General | 3.638 | 3.921 | 1.078 | 3.323 | 2.914 | 2.418 | 2.818 | 2.818 |
| 05 Finance and Administration | 14.457 | 15.207 | 6.919 | 15.028 | 12.000 | 10.000 | 8.000 | 8.000 |
| 06 Regional Offices | 1.342 | 1.353 | 0.612 | 1.206 | 2.500 | 2.500 | 2.527 | 3.127 |
| 07 Internal Audit | 0.411 | 0.408 | 0.182 | 0.381 | 0.131 | 1.427 | 2.000 | 1.400 |
| 1431 Institutional Support to URSB | 0.151 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 1648 Retooling of Uganda Registration Services Bureau | 0.000 | 0.405 | 0.060 | 0.405 | 0.405 | 0.405 | 0.405 | 0.405 |
| Total for the Vote | 23.710 | 26.871 | 10.076 | 25.111 | 25.650 | 25.650 | 25.650 | 25.650 |
| Total Excluding Arrears | 22.284 | 26.840 | 10.063 | 25.111 | 25.650 | 25.650 | 25.650 | 25.650 |

VIII. Sub-SubProgramme Performance and Medium Term Plans

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

Sub-SubProgramme : 20 Lawful Registration Services

Objective : The Strategic Objectives of URSB are:

i. Strengthen legal and institutional framework to promote competitiveness

ii. Simplify processes to ease registration

Responsible Officer: Mercy K Kainobwisho

Outcome: Enhanced access to registration services to all Ugandans

1. Commercial justice and the environment for competitiveness strengthened

| | | Perfo | ormance Ta | rgets | |
|--------------------|----------|-----------|------------|------------|------------|
| Outcome Indicators | | | 2021/22 | 2022/23 | 2023/24 |
| | Baseline | Base year | Target | Projection | Projection |

Projection | **Projection**

98%

95%

• Proportion of Stakeholders satisfied with URSB Services

Vote: 119 Uganda Registration Services Bureau

| Proportion of Stakeholders of Stakeholder | omplying with Marriage Returns requirements | 65% | 2020 | 75% | 80% | 85% |
|---|---|----------------|-------|------------|---------|---------|
| Average time taken to regist | er a Business | 4 | 2020 | 4 | 4 | 3 |
| • Proportion of stakeholders s | atisfied with Intellectual Property protection services | 80% | 2020 | 88% | 90% | 95% |
| Department: 02 Civil l | Registration Services | | | | | |
| Budget Output: 01 Civi | l, Customary Marriages and Licensing of Chur | rches | | | | |
| No. of Civil,customary Ma | rriages from central and | | | 7,050 | 7,065 | 7,080 |
| No. of Faith Based Marria | ge Returns | | | 15,124 | 15,345 | 16,567 |
| No. of Churches licenced | | | | 400 | 360 | 310 |
| Department: 03 Intelle | ectual Property Rights | | | | | |
| Budget Output: 02 Pate | ents, trademarks, copyrights, Industrial design r | egistrations | | | | |
| No. of Local &foreign trac | emarks registered | | | 4,254 | 4,315 | 4,467 |
| No. Copyrights registered | | | | 85 | 90 | 100 |
| No. of Patents registered | | | | 6 | 8 | 10 |
| Department: 04 Busin | ess Registration Services | | | | | |
| Budget Output: 03 Con | panies, Business names, Chattels and Legal Do | ocuments | | | | |
| No. of Companies register | ed | | | 22,655 | 22,789 | 22,833 |
| No. of Debentures/Mortga | ges registered | | | 1,696 | 1,712 | 1,789 |
| No. of Chattels registered | | | | 1,776 | 1,880 | 1,974 |
| Department: 08 Insolv | ency Services | | | | | |
| Budget Output: 04 Con | npany Liquidation | | | | | |
| Number of resolutions to v | vind up and recieverships | | | 90 | 95 | 100 |
| No. of Insolvency Practition | oners Registered | | | 55 | 65 | 75 |
| No. of Liabilities settled | | | | 58 | 87 | 99 |
| Sub-SubProgramme : | 25 General administration, planning, policy and | d support serv | vices | | | |
| Objective : | Enhance communication and awareness about | URSB service | es | | | |
| | Strengthen Research and Advisory function. | | | | | |
| Responsible Officer: | Mercy K Kainobwisho | | | | | |
| Outcome: | Efficient and Effective delivery of URSB Servi | ices | | | | |
| 1. Commercial justice | and the environment for competitiveness stren | ngthened | | | | |
| | | | Perfo | ormance Ta | rgets | |
| | Outcome Indicators | | | 2021/22 | 2022/23 | 2023/24 |
| | | | | | | |

Baseline

85%

Base year

2020

Target

92%

| Percentage change in Non-Tax Revenues | 44.6% | 2020 | 17.9% | 20% | 25% |
|---|-------|------|-------|-----|-----|
| Department: 05 Finance and Administration | | | | | |
| Budget Output: 01 Policy, Consultation, Planning and Monitoring Service | s | | | | |
| No. of M&E Reports | | | 4 | 4 | 4 |
| Department: 06 Regional Offices | | _ | | | |
| Budget Output: 01 Policy, Consultation, Planning and Monitoring Service | S | | | | |
| No. of M&E Reports | | | 2 | 3 | 4 |

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

URSB experienced budget cuts on consumptive expenditure totaling UGX 5.04 from non wage expenses, the allocated amount will hamper smooth operations amd greatly affect service delivery. The bureau has to meet contractual obligations affected by such budget cuts to facilitate salaries for temporary staff employed to enhance non tax revenue collections. The inadequate capital a development budget poses a challenges in purchase of required capital equipment. Lack of sufficient funding for capital development allocations will disrupt plans to re-locate to new building which will soon be completed on May 28th 2021. The bureau seeks to increase funding allocation of UGX 3.5bn to facilitate one stop center at Uganda Business facilitation center a hub that will house three Agencies UIA URSB and CMA to improve doing of business for both foreign and local business. As URSB prepares to relocate to new building, it requires funding for furnishing, ICT infrastructure and estate management. Most of the required equipment will be of capital nature which cannot other wise be offset from the recurrent budget. The Bureau plans to expand its services across the Country through setting up of more regional offices. Currently, there is functional presence in Mbarara, Arua, Gulu and Mbale, and Kampala city branches in Posta, Nakivubo and UIA. We however intend to roll out to the rest of the Country in a phased manner resources permitting, three (3) new regional offices have been earmarked for the first phase this financial Year through partnerships with Posta Uganda. This will require UGX.2.00bn to facilitate the roll pout plan. Other challenges include; inadequate funds to implement Human resource structure approved in 2018, incomplete automation of all registries to achieve all online all digital and limited presence in all districts to provide business registration at more than 34 service centers across the country.

Plans to improve Vote Performance

The bureau has adopted innovative ways of improving service delivery standards by use of automation, online registration systems that have improved turn around time. The securities interest in moveable property registry is functional and has created a platform improved access to affordable credit. Platform is currently used by secured lenders and secured borrowers with financial institutions offering loans to women and youth. The implementing all online all digital will improve turn around time and promote efficiency in collection of Non tax revenue. The Bureau has aligned to 7 programs and contributes to specific sub programs in private sector, governance and security, Innovation and technology to contribute to the overall objectives in NDP III. The Bureau will continue to engage with MoFPED and development partners to increase budget funding of the critical unfunded items for FY 2021/22.

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

| Vote:119 Ug | anda Registration Services Bureau |
|-------------------------------------|--|
| Table 12.1: Cross- Cutting Po | olicy Issues |
| Issue Type: | HIV/AIDS |
| Objective : | To ensure a consistent and equitable approach to the prevention of HIV/AIDS among employees and their families and the management of the consequences of HIV/AIDS at URSB |
| Issue of Concern: | HIV/ AIDS Mainstreaming |
| Planned Interventions : | Promote Behavior Change Communication interventions Promote HIV prevention interventions Promote condom education, distribution and correct/consistent use. |
| Budget Allocation (Billion): | 0.560 |
| Performance Indicators: | Condoms distributed Proportion of Staff sensitized No. of platforms organized for HIV testing and treatment |
| Issue Type: | Gender |
| Objective : | To create an environment where opportunities and responsibilities are shared equitably between men and women |
| Issue of Concern : | Ensure gender sensitivity and responsiveness in the delivery of registration services |
| Planned Interventions: | Build capacity of staff in gender analysis, planning and budgeting; Monitor and evaluate bureau programs for their impact on gender equality; Disaggregate data and information by sex and gender where applicable |
| Budget Allocation (Billion): | 0.890 |
| Performance Indicators: | Gender equality promoted Proportion of gender disaggregated data No. of Staff trained |
| Issue Type: | Enviroment |
| Objective : | To effectively minimize the impact of our business processes on the natural environment and the community at large |
| Issue of Concern: | Environmental Management |
| Planned Interventions : | Formulation of an environmental management policy . |
| Budget Allocation (Billion): | 0.400 |
| Performance Indicators: | Whether Environmental policy is formulated |

XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

| Title | Salary Scale | Number Of Approved Positions | Number Of Filled Positions |
|--|--------------|------------------------------|----------------------------|
| Deputy Registrar General - Registries | RB 2 | 1 | 0 |
| Director, Intellectual Property | RB 2 | 1 | 0 |
| Manager Planning | RB 3 | 2 | 1 |
| Manager, Business Registration | RB 3 | 1 | 0 |
| Senior Planner | RB 4 | 1 | 0 |
| Registrar Business | RB 5 | 6 | 4 |

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) |
|--|------------------|-----------------------------|-----------------------|-----------------|---|------------------------------------|---------------------------------|
| Deputy Registrar General - Registries | RB 2 | 1 | 0 | 1 | 1 | 11,064,000 | 132,768,000 |
| Director, Intellectual Property | RB 2 | 1 | 0 | 1 | 1 | 8,848,000 | 106,176,000 |
| Manager Planning | RB 3 | 2 | 1 | 1 | 1 | 6,728,000 | 80,736,000 |
| Manager, Business Registration | RB 3 | 1 | 0 | 1 | 1 | 6,728,000 | 80,736,000 |
| Registrar Business | RB 5 | 6 | 4 | 2 | 2 | 8,512,000 | 102,144,000 |
| Senior Planner | RB 4 | 1 | 0 | 1 | 1 | 5,240,000 | 62,880,000 |
| Total | | 12 | 5 | 7 | 7 | 47,120,000 | 565,440,000 |

Table 14.1 NTR Forecast