

Vote:120 National Citizenship and Immigration Control

V1: Vote Overview

I. Vote Mission Statement

To facilitate, control and regulate citizenship and immigration for the security & development of Uganda by 2025

The Performance of DCIC is based on 4 Strategic Objectives:

- i) To facilitate legal and orderly movement of people in and out of the country
- ii) To secure, preserve, protect and grant Uganda citizenship to foreign nationals in accordance with the law
- iii) To enhance enforcement and compliance to citizenship and immigration policies, laws and regulations
- iv) To create an enabling environment for provision of citizenship and migration services

II. Strategic Objective

To be a model of excellence in the provision of Citizenship and Immigration Services

III. Major Achievements in 2020/21

i. Strategic Objective 1: To Effectively and efficiently manage migration flows

a) Processed passports within 4 working days to enable Uganda citizens take advantage of opportunities abroad. Issued 56,381 citizens (27,274 females, 29,107 males) electronic passports. Ordinary passports constituted 99.2% (55,928 passports), diplomatic passports 0.6% (370 passports) and service passports 0.2% (83 passports). Expenditure of UGX 37.64bn to procure 160,000 e-passport booklets, while UGX 3.76bn in operational costs was incurred.

b) To improve efficiency and effectiveness in issuance of passports, regional Offices of Mbarara, Gulu and Mbale were handed over to Uganda Security Printing Corporation (USPC) for refurbishment and reconfiguration for decentralized e-passport biometric enrollment. Mbarara regional passport office reconstruction nearly complete at 95% and will be commissioned by Mid March 2021, while Gulu and Mbale Regional Offices will be completed by Mid May 2021.

c) 6,202 persons (4,355 males, 1,847 females) issued with Work permits of which 40.7% were between the age of 18-35 years, 47.6% were for ages between 36-53 years, 11.1% were for ages between 54-71 years and 0.4% were for ages (72 years and above).

d) A total of 1,992 dependents (1,425 females, 567 males) of work permit holders issued dependent passes comprised of 749 children, 1,062 spouses and 181 other dependants.

e) 3,370 foreign students (1,408 females and 1,962 males) were facilitated to study in the country.

f) 618,620 travellers (289,186 females, 329,434 males) were cleared across all entry/exit points of which 297,236 were travellers departing and 321,384 were travellers arriving in the country. The average time for clearing travelers was within 3 minutes. (Expenditure of UGX 4.61bn incurred)

ii. Strategic Objective 2: To enhance enforcement & compliance to citizenship and immigration policies, laws & regulations

a) A total of 399 immigration suspects investigated; and 141 suspects regularized their stay. A total of 45 immigration suspects arraigned in court and 41 suspects successfully convicted, whereas 4 cases are pending in court.

b) 15 Illegal immigrants (all male) managed in holding center pending removal from the country. Meals and medical care provided to detainees in the holding facility.

c) 133 appeals were processed entailing advisory and processing for the Hon. MIA.

d) Completed the development of the Uganda Citizenship and Immigration Control (Fees) Regulations 2021

iii. Strategic Objective 3: To secure, preserve, protect and grant Uganda citizenship to foreign nationals in accordance with the law:

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- a) Relevant clauses for amendment (in Cap 66) have been identified; Consultations are still ongoing on the proposed amendments.
- b) Ratified 98 cases of Citizenship issued by the interim Board.
- c) Processed 938 citizenship applications, of which 502 Citizenship applications were approved and/ or granted in the following categories: 4 were due to naturalization, 331 applications by registration, 157 applications for dual citizenship, 1 application for reacquisition of Uganda Citizenship and 9 applicants renounced Uganda Citizenship. It is noted that 70% of these applications are replacements for old citizenship certificates.
- d) 268 resident refugees(152 females, 116 males) were issued Conventional Travel Documents to facilitate their travel.

iv. Strategic Objective 4: To create enabling environment for provision of citizenship and migration services

- a) Produced the Annual Performance Report 2019/20, developed the retooling NCIC 2021/22 and the e-inventory Management Projects 2021/22,
produced the Program Implementation Action Plan Report component for the Directorate and produced the first quarter Statistical Report 2020/21.
- b) Promoted 20 Immigration Officers to Senior Immigration Officer (SIO) Level while 2 SIOs were promoted to Principle Immigration Officer
(PIO) level improving the ratio of female to male above middle managerial positions from 2:9 (2016/17) to 11:21(2020/21).
- c) Promoted visibility and the Image of Citizenship and Immigration services through 8 talk shows.
- d) Produced Audits in the following areas; (a) Report on stock taking exercise at start of Financial Year, (b) Produced the construction sites reports for; Waligo, Awenyolwiyo, Madi-opei, Gulu, Arua, Mirama hills, Mutukula, Kikagati, Ishasha, Wanseko, Butiaba and Ngomoromo.
- e) Sponsored 20 staff for Post Graduate Diplomas in Management studies at the Uganda Management Institute.

IV. Medium Term Plans

In the Medium term, the Directorate aspires to strengthen the security and credibility of Ugandan passports and other travel documents, automate all citizenship and immigration services, ensure full compliance to Uganda's migration laws and protect, preserve and secure Uganda Citizenship. In order to achieve this the Directorate plans to:

1. Continue to facilitate legal and orderly movement of people in and out of the country with emphasis on:
 - i. Equipping all the 53 border stations, 6 regional offices and 19 missions with all hardware and software (change requests for e-immigration systems), e-immigration system consumables and e-immigration roll out peripherals including network/internet subscription, support maintenance, personalization center, AFIS license.
 - ii. Upgrade and roll out the E-passport system (19 centers) & e-immigration system to all Ugandan missions abroad, stocked with blank booklets and enrollment kits, card readers.
 - iii. Enhancement of staff skills / operation of: the automated migration services, management of the Operations Command Centre.
 - iv. Enhancement of Incident management system, e-immigration system security and audits
 - v. Staffing, equipping and logistical support to the Border Surveillance Control Force
 - vi. Strategic partnership with sister security agencies in the enforcement of compliance to immigration laws
 - vii. Establishing a fully functional document laboratory at 7 major border points
 - viii. Development of border grading policy guidelines
 - ix. Outsourcing of passport delivery services to regions and missions abroad
 - x. Marketing of DCIC e-immigration process/ outreach programs
 - xi. Development and implementation of the Communication Strategy and establishment of a help desk
 - xii. Roll out automation of the foreign national's register linked to the e-migration system
2. Continue to enhance enforcement and compliance to citizenship and immigration policies, laws and regulations:
 - i. Develop and implement the post entry management and surveillance strategy; and enforcement plan for foreign nationals.
 - ii. Monthly review and analysis of foreign national's data and information (Border entry and exit data, citizenship data & work permits data), to inform enforcement actions.
 - iii. Monthly operations to inspect and monitor compliance of registered foreign nationals.
 - iv. Prosecution and removal of foreign nationals illegally staying in the country.
 - v. Investigation and documentation of risk factors that lead to illegal entry of immigrants.
 - vi. Construction of custody centre of illegal immigrants at Regional offices and border stations.

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- vii. Conduct a national survey to document the extent and nature of illegal immigrants in the country
 - viii. Monitoring returns of Foreigners employment
 - ix. Undertake a review of the legal and regulatory framework to assess effectiveness on the delivery of DCIC services
3. Continue to secure, preserve, protect and grant Uganda citizenship to foreign nationals in accordance with the law:
- i. Undertake a review of the legal and policy framework for granting Ugandan citizenship
 - ii. Development of comprehensive guidelines for verification of persons eligible for Uganda citizenship
 - iii. Review and update the citizenship register
 - iv. Rolling out the automation of the citizenship service delivery
4. Continue to create an enabling environment for provision of citizenship and migration services:
- i. Restructure the DCIC to make it responsive to emerging trends of migrations and public service demands; recruitment and deployment of a border patrol force is being explored.
 - ii. Undertake a phased incremental automation of immigration services and integration with government systems to promote accountability and efficiency.
 - iii. Improve staff welfare and advocate for better conditions of service with emphasis on promotion, better retirement package, team building activities (Sports, Social corporate responsibility, fitness camps) SACCO, duty free shops, Training programs and medical packages.
- iv. Develop & implement the Monitoring and evaluation plan for the DCIC strategic plan 2020/21 – 2024/25 and the human resource development plan.
- v. Develop the Human Resource Information Management System
- vi. Establish a secondary data Centre for all immigration services
- vii. Finalize the National Migration Policy and review of the Uganda Citizenship and Immigration Control Act (Cap 66).
- viii. Undertake assessment of DCIC compliance to East African Common Market Protocol and international conventions.
- ix. Acquire 65 acres of land, Construct 29 border stations, 8 regional offices & 20 staff accommodation blocks and Renovate 10 dilapidated border stations.

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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		2021/22	MTEF Budget Projections				
		Approved Budget	Expenditure by End Dec		2022/23	2023/24	2024/25	2025/26	
Recurrent	Wage	4.070	4.417	2.014	5.244	5.506	5.506	5.506	5.506
	Non Wage	92.694	90.217	50.776	85.968	85.968	85.968	85.968	85.968
Devt.	GoU	5.453	9.227	3.040	9.227	9.227	9.227	9.227	9.227
	Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total	102.216	103.862	55.831	100.439	100.702	100.702	100.702	100.702	
Total GoU+Ext Fin (MTEF)	102.216	103.862	55.831	100.439	100.702	100.702	100.702	100.702	
Arrears	0.000	1.015	0.000	0.000	0.000	0.000	0.000	0.000	
Total Budget	102.216	104.877	55.831	100.439	100.702	100.702	100.702	100.702	
A.I.A Total	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
Grand Total	102.216	104.877	55.831	100.439	100.702	100.702	100.702	100.702	
Total Vote Budget Excluding Arrears	102.216	103.862	55.831	100.439	100.702	100.702	100.702	100.702	

Table 5.2: Budget Allocation by Programme (UShs Billion)

<i>Billion Uganda Shillings</i>	2021/22 Draft Estimates		
	GoU	Ext. Fin	Total
Governance and Security	100.439	0.000	100.439
Grand Total :	100.439	0.000	100.439
Total excluding Arrears	100.439	0.000	100.439

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
Output Class : Outputs Provided	94.635	0.000	0.000	94.635	91.212	0.000	91.212
211 Wages and Salaries	10.155	0.000	0.000	10.155	12.273	0.000	12.273
212 Social Contributions	0.296	0.000	0.000	0.296	0.317	0.000	0.317
213 Other Employee Costs	0.829	0.000	0.000	0.829	0.799	0.000	0.799
221 General Expenses	70.674	0.000	0.000	70.674	59.272	0.000	59.272
222 Communications	1.508	0.000	0.000	1.508	3.753	0.000	3.753
223 Utility and Property Expenses	1.766	0.000	0.000	1.766	2.099	0.000	2.099
224 Supplies and Services	0.786	0.000	0.000	0.786	2.124	0.000	2.124

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225 Professional Services	0.423	0.000	0.000	0.423	0.240	0.000	0.240
227 Travel and Transport	6.989	0.000	0.000	6.989	7.919	0.000	7.919
228 Maintenance	1.170	0.000	0.000	1.170	2.373	0.000	2.373
273 Employer social benefits	0.040	0.000	0.000	0.040	0.044	0.000	0.044
Output Class : Capital Purchases	9.227	0.000	0.000	9.227	9.227	0.000	9.227
311 NON-PRODUCED ASSETS	0.200	0.000	0.000	0.200	0.500	0.000	0.500
312 FIXED ASSETS	9.027	0.000	0.000	9.027	8.727	0.000	8.727
Output Class : Arrears	1.015	0.000	0.000	1.015	0.000	0.000	0.000
321 DOMESTIC	1.015	0.000	0.000	1.015	0.000	0.000	0.000
Grand Total :	104.877	0.000	0.000	104.877	100.439	0.000	100.439
Total excluding Arrears	103.862	0.000	0.000	103.862	100.439	0.000	100.439

VII. Budget By Sub-Subprogramme , Department And Project

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

<i>Billion Uganda shillings</i>	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
11 Citizenship and Immigration Services	90.197	91.564	50.066	84.200	87.126	87.126	87.126	87.126
02 Inspection and Legal Services	2.380	1.971	0.849	2.772	2.872	2.872	2.872	2.872
03 Citizenship and Passport Control	72.612	68.748	41.565	60.596	64.422	64.422	64.422	64.422
04 Immigration Control	9.752	10.604	4.611	11.604	10.604	10.604	10.604	10.604
1230 Support to National Citizenship and Immigration Control	5.453	0.000	0.000	0.000	0.000	0.000	0.000	0.000
1671 Retooling the National Citizenship and Immigration Control	0.000	10.240	3.040	9.227	9.227	9.227	9.227	9.227
25 General administration, planning, policy and support services	12.019	13.314	5.765	16.240	13.576	13.576	13.576	13.576
01 Office of the Director	12.019	13.314	5.765	16.240	13.576	13.576	13.576	13.576
Total for the Vote	102.216	104.877	55.831	100.439	100.702	100.702	100.702	100.702
Total Excluding Arrears	102.216	103.862	55.831	100.439	100.702	100.702	100.702	100.702

VIII. Sub-SubProgramme Performance and Medium Term Plans

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

Sub-SubProgramme : 11 Citizenship and Immigration Services	
Objective :	The overall objective is: "To facilitate, control and regulate citizenship and immigration services for security and development of Uganda". The outcome has 3 strategic objectives;
	1. To enhance enforcement and compliance to citizenship and immigration policies, laws and regulations.

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2. To facilitate legal and orderly movement of people in and out of the country.

3. To secure, preserve, protect and grant Uganda citizenship to foreign nationals in accordance with the law.

Responsible Officer: Director, National Citizenship and Immigration Control

Outcome: Enhanced access to Citizenship and Immigration services

1. Infrastructure and access to JLOS services enhanced

Outcome Indicators	Performance Targets				
			2021/22	2022/23	2023/24
	Baseline	Base year	Target	Projection	Projection
• Average time taken to issue passports(Days)	14	2017	4	3	3
• Level of compliance to immigration laws	Poor	2017	Good	Good	Good
• proportion of investor work permits issued out of applications received	90%	2017	97%	97%	98%

Department: 02 Inspection and Legal Services

Budget Output: 03 Legal advisory, enforcement, compliance and removal of illegal immigrants.

% of cases won against those registered against suspected illegal immigrants			97	97	98
Number of illegal immigrants removed			480	500	500

Department: 03 Citizenship and Passport Control

Budget Output: 01 Citizens facilitated to travel in and out of the country.

% of passports issued out of applications received			98%	98%	99%
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Department: 04 Immigration Control

Budget Output: 02 Facilitated entry, stay and exit of foreigners

Number of days taken to issue a Work Permit			7	7	7
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Budget Output: 05 Border Control.

% of immigration service delivery points which meet set standards			65%	65%	65%
Average time taken in clearing travelers at the borders (Minutes)			3	3	3

Sub-SubProgramme : 25 General administration, planning, policy and support services

Objective :

1. To coordinate and monitor implementation of citizenship and immigration programmes and projects.
2. To create an enabling environment for provision of citizenship and immigration services.
3. To initiate, in consultation with the National Citizenship and Immigration Control Board, appropriate policies for improved delivery of immigration services.

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Responsible Officer:	Director, National Citizenship and Immigration Control				
Outcome:	Efficient and effective Directorate of Citizenship and Immigration Control				
1. Infrastructure and access to JLOS services enhanced					
Outcome Indicators	Performance Targets				
			2021/22	2022/23	2023/24
	Baseline	Base year	Target	Projection	Projection
• Level of Compliance of DCIC planning and Budgeting instruments to NDPII	60%	2017	75%	75%	80%
• Level of compliance of the DCIC to Gender and Equity budgeting.	57%	2017	70%	75%	75%
N/A					

IX. Major Capital Investments And Changes In Resource Allocation

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

FY 2020/21		FY 2021/22
Appr. Budget and Planned Outputs	Expenditures and Achievements by end Dec	Proposed Budget and Planned Outputs
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<i>Sub-SubProgramme : 12 11 Citizenship and Immigration Services</i>		
Development Project : 1671 Retooling the National Citizenship and Immigration Control		
Budget Output: 12 11 71 Acquisition of Land by Government		
4 Acres of land procured for construction of Busanza and Bugango Border Posts	Government valuer has been secured to value and ascertain the ownership of the land.	Land in Busunga and Hoima border points procured
Total Output Cost(Ushs Thousand)	200,000	500,000
Gou Dev't:	200,000	500,000
Ext Fin:	0	0
A.I.A:	0	0
Budget Output: 12 11 72 Government Buildings and Administrative Infrastructure		
4 Prefabricated Unipots for staff Accomodation at Ngomoromo, Madi Opei, Awinolwiyo and Waligo procured	Procurement of 4 fabricated unipots and 3 washrooms at Ngomoromo, Waligo and Madi opei at bid evaluation	3 fabricated containerised office space at Busunga, Kamion and Opotpot renovated
3 Washrooms (latrines) constructed at Ngomoromo, Madi Opei and Awenolwiyo	Completed remodeling of the Entry and exit counters at Entebbe Airport (to provide protection to staff against CoVID-19 Pandemic)	Bugango and Busanza office and accomodation blocks and Public Toilets renovated
		Land at Kamwezi, Afogi, Amudat, Kikagati, Bugango, Mirama hills staff quarters fenced
		Landscaping, generator house and perimeter wall fence of Arua Regional Office renovated
		Public toilets at Sabagaro & Cyanika renovated
		Staff accomodation, landscaping and perimeter wall fence at Gulu Regional Office renovated
Total Output Cost(Ushs Thousand)	215,000	3,755,000
Gou Dev't:	215,000	3,755,000
Ext Fin:	0	0
A.I.A:	0	0
Budget Output: 12 11 75 Purchase of Motor Vehicles and Other Transport Equipment		

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3 Motor Vehicles procured to support border surveillance in the coming General Elections	Completed bid evaluation for procurement of 2 motor vehicles	1 staff van procured 20 motorcycles procured 3 double cabin pick ups procured
Total Output Cost(Ushs Thousand)	900,000	0
Gou Dev't:	900,000	0
Ext Fin:	0	0
A.I.A:	0	0
Budget Output: 12 11 76 Purchase of Office and ICT Equipment, including Software		
1 Command Center/Situation Room established at Hqtrs Contractual obligation on e-visa upgrade made Change request on e-immigration system undertaken AFIS License for 10 million records procured 10 computers procured 10 Card Readers Servers(memory cap)	Completed payment of contractual obligation for the upgrade of e-visa system to a full Border Management System	40 All In One workstations procured System enhancement and interfaces with Passports, URSB and NIRA, APIS done
Total Output Cost(Ushs Thousand)	7,578,657	2,868,086
Gou Dev't:	7,578,657	2,868,086
Ext Fin:	0	0
A.I.A:	0	0

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

CHALLENGES

a) Unfunded and Underfunded Directorate's activities for FY 2021/22:

- i. The Directorate of Citizenship and Immigration Control plans to recruit 76 Staff comprised of 2 Assistant Commissioners, 6 Principal Immigration Officers, 18 Senior Immigration Officers and 50 Immigration Officers. A wage requirement of UGX 0.785bn is required, which is entirely unfunded.
- ii. Whereas the Pension requirement for retired staff amounts to UGX 0.355bn, what is provided is UGX 0.316bn, leaving a shortfall of UGX 0.039bn unfunded. Similarly, Gratuity requirement is UGX 0.804bn(including arrears) and yet UGX 0.305bn has been provided, leaving a shortfall of UGX 0.499bn unfunded.
- iii. The Directorate of Citizenship and Immigration Control plans to upgrade the e-immigration system to improve its capability and expand the functions. UGX 5.1bn is required, which is unfunded.
- iv. Conducting countrywide surveillance, inspections, prosecution and removal of illegal immigrants would require UGX 6.003bn per year. However, UGX 2.771bn has been provided, leaving a shortfall of UGX 3.232bn unfunded.
- v. The Directorate plans to procure land in Entebbe to construct accommodation for its staff at the International Airport. The cost of land is UGX 0.6bn, but is entirely unfunded.
- vi. To strengthen border patrol and surveillance, the Directorate plans to acquire a Speed Boat to navigate the waterbodies along the Ntoroko Cluster. UGX 0.300bn is required, but is entirely unfunded
- vii. To complement our efforts of automation of our systems, physical files have to be digitized, electronically archived and retrieved for expedited decision making. A phased approach to digitization has been adopted. In the FY 2021/22, 80,000 files are planned for digitization at a cost of UGX 1.2bn, which remains unfunded.

b) Other Operational Challenges

Porous Borders:

Uganda's borderline remain porous with many illegal entry/exit points on both land and waterbodies. A total of 336 illegal routes have been identified through which people irregularly enter the country. This has overstretched the operations of clusters and borders in attempting to control illegal entry into the country.

Unresolved /un-demarcated Borderline:

The land demarcation issues especially along South Sudan and DRC borderline remain an obstacle to infrastructure development e.g. construction of permanent buildings can not be done at some borders e.g. Opot Pot, Ngomoromo, Madi Opei, Aweno-olwiyo,

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Waligo. It also causes tensions and insecurity along the borders.

Poor Staff Welfare:

The uniqueness of immigration service requires staff to work in very hard to reach areas on a 24-hour, 16-hour and 12-hour basis, hence the need to improve the condition of work through provision of adequate allowances for meals, housing and transport among other benefits. DCIC services are people centered and in the advent of the Corona Virus pandemic, immigration staff continue to deliver services amidst inadequate personal protective equipment.

Inadequate Infrastructure

Limited Office space and Poor staff accommodation at regions and borders. Of the 53 gazette border posts, only 6 borders have staff accommodation. 4 additional staff accommodation units are expected after completion of Kikagati, Mutukula, Mirama Hills and Malaba; none of the regional offices have provision for staff accommodation.

Inadequate staffing:

Vacant positions exist due to attrition, retirement and promotions. As already highlighted above, the wage provision is inadequate to fill the approved structure.

Lack of an all round border connectivity

The coverage of ICT platforms is still limited. Of the 53 gazetted border posts only 17 borders have electronic systems for documenting travellers (personalization machines i.e. computers, cameras, fingerprint verifiers). The non capture of incoming foreigners/travellers biometric details in borders without systems remains a threat to national security.

Plans to improve Vote Performance

Closely work with sister security agencies (UPF and UPDF) to strengthen border management.

Gazette and open borders on reciprocal basis.

Recruit more Immigration Officers

Restructure to create and operationalise the Border Patrol Force

Coordinate with Ministry of Lands and Ministry of Foreign Affairs to find a lasting solution to the border line delineation issues.

Lobby Stakeholders and work closely with Ministry of Finance Planning and Economic Development for increased funding to the Directorate

Implementation of the full border automation strategy

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

Objective :	To reduce discrimination and Stigma among people living with HIV/AIDS in DCIC
Issue of Concern :	Separation of Families and Fear of Stigmatization Occurrence of COVID-19 has restricted/affected service delivery Lack enough Personal Protective Equipment
Planned Interventions :	continuous awareness on HIV/AIDS Provision of counseling and testing services Provision of medical services to staff living with HIV/AIDS Provision of CoVID 19 PPEs to staff and sanitizers to the general public
Budget Allocation (Billion) :	1.300

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Performance Indicators:	Number of sensitization campaigns held Number of staff counseled/tested Number of staff living with HIV/AIDS provided with medical care
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Issue Type: Gender

Objective :	Improve access to immigration services while detecting victims of Trafficking in Persons Promote gender equity and equality at DCIC and a zero tolerance to discrimination
Issue of Concern :	inadequate moving ramps at offices no rooms for breastfeeding mothers unequal distribution of immigration services across the country incidences of trafficking in persons
Planned Interventions :	reconfigure offices to provide ramps for special interest groups counseling of victims of SGBV Intercept victims of trafficking in persons
Budget Allocation (Billion) :	0.370
Performance Indicators:	Number of offices with moving ramps number of victims of SGBV counseled number of victims of trafficking intercepted

Issue Type: Environment

Objective :	Promote sound environment management for sustainable development and livelihoods Limit deforestation
Issue of Concern :	inadequate system for proper disposal of waste Use of generators that pollute the environment with noise and hazardous fumes.
Planned Interventions :	Automate services to avoid the use of paper Promote use of clean energy (Solar) Separate staff toilets from public washrooms
Budget Allocation (Billion) :	0.845
Performance Indicators:	%age of immigration services that are automated

XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
ASSISTANT COMMISSIONER- IMMIGRATION	U1E(L)	6	4
PRINCIPAL IMMIGRATION OFFICER	U2L	20	14
SENIOR IMMIGRATION OFFICER	U3 LOWER	41	23
IMMIGRATION OFFICER	U4L	312	262

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)
ASSISTANT COMMISSIONER- IMMIGRATION	U1E(L)	6	4	2	2	4,857,424	58,289,088

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IMMIGRATION OFFICER	U4L	312	262	50	50	35,015,300	420,183,600
PRINCIPAL IMMIGRATION OFFICER	U2L	20	14	6	6	7,751,280	93,015,360
SENIOR IMMIGRATION OFFICER	U3 LOWER	41	23	18	18	17,830,602	213,967,224
Total		379	303	76	76	65,454,606	785,455,272