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# Vote:132 Education Service Commission

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## V1: Vote Overview

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### I. Vote Mission Statement

The Mission of the Education Service Commission is: “To provide professional and competent Male and Female Education Service personnel”.

### II. Strategic Objective

- a. To recruit qualified and competent Education Service personnel.
- b. To review terms and conditions of service of Education Service personnel.
- c. To tender advice to Government in respect to development and implementation of policies in Education.
- d. To contribute to the development and implementation of cross cutting policy issues
- e. To establish and maintain a record of Public Officers in the Education Service and ESC Decisions
- f. Construction of Office Block of the Education Service Commission

### III. Major Achievements in 2020/21

- Appointment 1,533 personnel, 429 females and 1,104 males.
- Suitability cases 195 personnel, 87 females and 108 males.
- Confirmation 977 personnel, 299 females and 678 males.
- Regularization cases 14 personnel, 4 females and 10 males.
- Study Leave 8 personnel, 2 females and 6 males.
- Retirement on medical grounds 9 personnel, 2 females and 7 males.
- Retirement in public interest 1 case, 1 male.
- Resignation 1 case, 1 male.
- Disciplinary cases 6 personnel, 2 females, 4 males.
- Re-instatement in service 2 cases, 1 female and 1 male.
- Corrigenda 46 cases, 12 females and 34 males.

### IV. Medium Term Plans

- Recruit & appoint both teaching and non-teaching personnel in as per submissions received from MoES and other relevant MDAs
- Validate appointments of education service personnel to ensure proper service delivery
- Confirm & regularize appointments to ensure continuity in service
- Grant study leave and handle disciplinary cases in the service for regulatory best practices in the service.
- Monitor and guide District Service Commissions in recruitment of Education personnel in order to maintain national standards
- Continue to lobby for the Implementation the Teachers' Scheme of Service in all Institutions to enhance motivation in the service

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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	
<b>Recurrent</b>	Wage	1.949	2.816	1.030	2.869	3.013	3.013	3.013	3.013
	Non Wage	5.221	6.353	3.111	6.357	6.357	6.357	6.357	6.357
<b>Devt.</b>	GoU	0.134	0.192	0.088	0.192	0.192	0.192	0.192	0.192
	Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
<b>GoU Total</b>		<b>7.304</b>	<b>9.361</b>	<b>4.229</b>	<b>9.418</b>	<b>9.561</b>	<b>9.561</b>	<b>9.561</b>	<b>9.561</b>
<b>Total GoU+Ext Fin (MTEF)</b>		<b>7.304</b>	<b>9.361</b>	<b>4.229</b>	<b>9.418</b>	<b>9.561</b>	<b>9.561</b>	<b>9.561</b>	<b>9.561</b>
Arrears		0.000	0.018	0.003	0.000	0.000	0.000	0.000	0.000
<b>Total Budget</b>		<b>7.304</b>	<b>9.378</b>	<b>4.232</b>	<b>9.418</b>	<b>9.561</b>	<b>9.561</b>	<b>9.561</b>	<b>9.561</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>7.304</b>	<b>9.378</b>	<b>4.232</b>	<b>9.418</b>	<b>9.561</b>	<b>9.561</b>	<b>9.561</b>	<b>9.561</b>
<b>Total Vote Budget Excluding Arrears</b>		<b>7.304</b>	<b>9.361</b>	<b>4.229</b>	<b>9.418</b>	<b>9.561</b>	<b>9.561</b>	<b>9.561</b>	<b>9.561</b>

Table 5.2: Budget Allocation by Programme (UShs Billion)

<i>Billion Uganda Shillings</i>	2021/22 Draft Estimates		
	GoU	Ext. Fin	Total
Human Capital Development	9.418	0.000	9.418
<b>Grand Total :</b>	<b>9.418</b>	<b>0.000</b>	<b>9.418</b>
<b>Total excluding Arrears</b>	<b>9.418</b>	<b>0.000</b>	<b>9.418</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>9.169</b>	<b>0.000</b>	<b>0.000</b>	<b>9.169</b>	<b>9.226</b>	<b>0.000</b>	<b>9.226</b>
211 Wages and Salaries	3.260	0.000	0.000	3.260	3.313	0.000	3.313
212 Social Contributions	0.703	0.000	0.000	0.703	0.703	0.000	0.703
213 Other Employee Costs	0.776	0.000	0.000	0.776	0.780	0.000	0.780
221 General Expenses	3.298	0.000	0.000	3.298	2.897	0.000	2.897
222 Communications	0.070	0.000	0.000	0.070	0.070	0.000	0.070
223 Utility and Property Expenses	0.092	0.000	0.000	0.092	0.092	0.000	0.092
224 Supplies and Services	0.008	0.000	0.000	0.008	0.058	0.000	0.058

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225 Professional Services	0.100	0.000	0.000	0.100	0.150	0.000	0.150
227 Travel and Transport	0.557	0.000	0.000	0.557	0.783	0.000	0.783
228 Maintenance	0.305	0.000	0.000	0.305	0.380	0.000	0.380
<b>Output Class : Capital Purchases</b>	<b>0.192</b>	<b>0.000</b>	<b>0.000</b>	<b>0.192</b>	<b>0.192</b>	<b>0.000</b>	<b>0.192</b>
312 FIXED ASSETS	0.192	0.000	0.000	0.192	0.192	0.000	0.192
<b>Output Class : Arrears</b>	<b>0.018</b>	<b>0.000</b>	<b>0.000</b>	<b>0.018</b>	<b>0.000</b>	<b>0.000</b>	<b>0.000</b>
321 DOMESTIC	0.018	0.000	0.000	0.018	0.000	0.000	0.000
<b>Grand Total :</b>	<b>9.378</b>	<b>0.000</b>	<b>0.000</b>	<b>9.378</b>	<b>9.418</b>	<b>0.000</b>	<b>9.418</b>
<b>Total excluding Arrears</b>	<b>9.361</b>	<b>0.000</b>	<b>0.000</b>	<b>9.361</b>	<b>9.418</b>	<b>0.000</b>	<b>9.418</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 Education Personnel Policy and Management</b>	<b>7.304</b>	<b>9.378</b>	<b>4.232</b>	<b>9.418</b>	<b>9.561</b>	<b>9.561</b>	<b>9.561</b>	<b>9.561</b>
01 Headquarters	7.170	9.184	4.141	9.226	9.370	9.370	9.370	9.370
1271 Support to Education Service Commission	0.134	0.000	0.000	0.000	0.000	0.000	0.000	0.000
1602 Retooling of Education service Commission	0.000	0.194	0.091	0.192	0.192	0.192	0.192	0.192
<b>Total for the Vote</b>	<b>7.304</b>	<b>9.378</b>	<b>4.232</b>	<b>9.418</b>	<b>9.561</b>	<b>9.561</b>	<b>9.561</b>	<b>9.561</b>
<b>Total Excluding Arrears</b>	<b>7.304</b>	<b>9.361</b>	<b>4.229</b>	<b>9.418</b>	<b>9.561</b>	<b>9.561</b>	<b>9.561</b>	<b>9.561</b>

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

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

<b>Sub-SubProgramme :</b> 52 Education Personnel Policy and Management	
<b>Objective :</b>	<ul style="list-style-type: none"> <li>i. To ensure quality and continuous education service delivery through recruitment of qualified and competent personnel.</li> <li>ii. To enhance efficient and Effective Education Service delivery through establishing and reviewing policies on the terms and conditions of service and welfare of personnel in service</li> <li>iii. To establish and maintain national standards in the education and Sports sector through tendering advice to the central government and local government in respect of education policy formulation for Education Service Personnel</li> <li>iv. To contribute to the development of cross-cutting policy issues like HIV/AIDS the workplace policy for all, Gender parity and Human development.</li> <li>v. To keep a record of instruments of minutes and instruments of appointments, confirmation, promotion, discipline, study leave and retirement using Electronic data management system</li> <li>vi. To enhance institutional development capacity and support services to the workforce in order to achieve the Commission's Mandate</li> <li>vii. To enhance the Education Service Commission's financial performances and increase the Use of ICT services at the Commission</li> </ul>

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<b>Responsible Officer:</b> Dr. Asuman Lukwago Secretary/Education Service Commission.					
<b>Outcome:</b> Efficient and effective education service personnel					
<b>1. Improved resource utilization and accountability</b>					
Outcome Indicators	Performance Targets				
			2021/22	2022/23	2023/24
	Baseline	Base year	Target	Projection	Projection
• Proportional of technical staff vacancies filled	98%	2020	98%	100%	100%
• Proportion of Education Service Personnel due for validation that are validated	98%	2020	98%	100%	100%
• Proportion of Education Service Personnel due for regularization that are regularized	98%	2020	98%	100%	100%
• Proportion of Education Service Personnel due for discipline that are disciplined	98%	2020	98%	100%	100%
<b>Department: 01 Headquarters</b>					
<b>Budget Output: 01 Management of Education Service Personnel</b>					
Number of Education Service Personnel Confirmed			2,300	2,500	2,800
Number of Education Service Personnel Validated			3,000	3,500	3,800
Number of established Technical staff vacancies filled			2,300	2,500	2,800

## 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

- The appointment of staff depends on submissions from the Ministry of Education and Sports and other MDAs, these submissions always delays and they affects the Commission's output however the Commission has always been engaging all stakeholders involved for timely submission.
- Old fleets of the Commissions which make upcountry field activities difficult. The Commission requires 2.4 Bn to replace some of its most vital fleets
- Large numbers of applicants for a few advertised jobs makes the recruitment process longer; The Commission has started the process of developing an e-recruitment system and it requires 1.8Bn for stakeholder consultation and country wide sensitization of the system.
- The Commission's office space is limited and therefore affects the operations. The staff establishment has not been achieved due to limited space. The Commission also lacks storage facilities.

### Plans to improve Vote Performance

- The Commission is engaging the Ministry of Education and Sports for more timely declaration of vacancies for teachers. The Commission is working closely with Chief Administrative Officers through the Human Resource Officers of Districts to identify

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the availability of wage in their respective districts and make submissions to the Ministry of Education and Sports for onward submissions to the Commission for recruitment.

- The Commission carries out validation to identify these people and forwards it relevant authorities for actions.
- The Commission is developing an e-recruitment system to reduce on the challenge of large numbers of applicants.
- The Commission has started on the process to review the Scheme of Service and continues to lobby different stakeholder for its implementation.

### 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>	Organize HIV/AIDS voluntary testing and counseling exercise for staffs and develop the HIV work place policy
<b>Issue of Concern :</b>	Staff knowing their status and helping to leave positive lives and HIV/AIDS workplace policy at place
<b>Planned Interventions :</b>	Inviting counselors to talk to staffs and encourage staff to undergo voluntary testing and Initiating the process of developing the HIV workplace policy
<b>Budget Allocation (Billion) :</b>	0.050
<b>Performance Indicators:</b>	<ul style="list-style-type: none"> <li>• HIV/AIDS workplace policy put in Place</li> <li>• Number of Workshops and Blood donation drives held</li> </ul>

Issue Type: **Gender**

<b>Objective :</b>	To Recruit qualified and competent Male and Female Education Service Personnel into the service and to minimize regional differences in acquisition of employment opportunities in Education Sector including giving considerations to people in hard to reach areas and ethnic minorities group in Uganda
<b>Issue of Concern :</b>	Gender ,Regional and Physical responsiveness in Recruitment
<b>Planned Interventions :</b>	Recruit, Confirm, validate, discipline and handle others cases submitted to the Commission with consideration taken in terms of gender, regional balances and people with special need and Minority ground in the country
<b>Budget Allocation (Billion) :</b>	2.360
<b>Performance Indicators:</b>	<ul style="list-style-type: none"> <li>• Number of Males and Female Education Service Personnel recruited per region with Identification of Special Interest groups.</li> </ul>

Issue Type: **Enviroment**

<b>Objective :</b>	To Reduce on the Use of Paper and to keep the environment safe.
<b>Issue of Concern :</b>	Reduction Power wastage and use of a lot of stationery and ensure Standard Operating Procedures are followed
<b>Planned Interventions :</b>	Use of ICT resources to communicate and share information instead of printing and Enhance use of Electronic Data Management System (EDMS) and Development of e-recruitment system Ensuring strict following of Standard Operating Procedures
<b>Budget Allocation (Billion) :</b>	0.800

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<b>Performance Indicators:</b>	<ul style="list-style-type: none"> <li>• Percentage reduction in the budget for stationary</li> <li>• E-recruitment in Place</li> <li>• Standard Operating Procedures in place at workplace</li> </ul>
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## XIII. Personnel Information

**Table 13.1 Staff Establishment Analysis**

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
PRINCIPAL H R O	U2	1	0
SENIOR H. R .O	U3	1	0
Senior Internal Auditor	U3 upper	1	0
Senior Procurement Officer	U3 upper	1	0
ACCOUNTANT	U4	1	0
HUMAN RESOUC E OFFICER	U4	2	1
SENIOR OFFICE SERUPERVIS	U5	1	0
DRIVER	U8	17	14

**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)
ACCOUNTANT	U4	1	0	1	1	940,366	11,284,392
DRIVER	U8	17	14	3	3	641,496	7,697,952
HUMAN RESOUC E OFFICER	U4	2	1	1	1	796,635	9,559,620
PRINCIPAL H R O	U2	1	0	1	1	1,291,880	15,502,560
SENIOR H. R .O	U3	1	0	1	1	990,589	11,887,068
Senior Internal Auditor	U3 upper	1	0	1	1	1,131,209	13,574,508
SENIOR OFFICE SERUPERVIS	U5	1	0	1	1	479,759	5,757,108
Senior Procurement Officer	U3 upper	1	0	1	1	1,131,209	13,574,508
<b>Total</b>		25	15	10	10	7,403,143	88,837,716