

Vote:146 Public Service Commission

V1: Vote Overview

I. Vote Mission Statement

To provide Government with competent human resources, for effective and efficient Public Service delivery.

II. Strategic Objective

A competent, motivated and highly performing Public Service for effective service delivery

III. Major Achievements in 2020/21

104 Members DSC, 26 Secretaries DSC, 26 CAOs and 26 PHROs in the Districts of Pallisa, Kibuuku, Mayuge, Kamuli, Luuka, Bugiri, Buyende, Mbale, Namisindwa, Sironko, Katakwi Kumi, Ngora, Budaka, Iganga, Serere, Soroti, Bududa, Bulambuli, Manafwa, Kaberamaido, Tororo, Butaleja, Mbarara, Nebbi, and Maracha were inducted.

Visited the Districts of Serere, Namutumba, Katakwi, Ngora, Budaka and Kaberamaido where complex appeals were handled.

23 Members DSC, 5 Secretaries DSC, 5 CAOs and 5 PHROs in the Districts of Namutumba, Bugiri, Namayingo, Busia and Kaliro were trained

Mentored Secretaries in the Districts of Pallisa, Kibuku, Mayuge, Kamuli, Sironko, Mbale, Katakwi, Kumi, Ngora, Soroti, Kaberamaido, Tororo, Buyende, Luuka, Bugiri, Iganga, Bududa, Maracha, Bulambuli and Namayingo.

715 cases with complete submissions on appointments, confirmations, promotions, study leave, and retirements were handled (including Appointments – 460; Confirmations – 92; Promotions – 155 and Study leave – 8)

16 complete submissions on disciplinary cases were concluded (Abandonment – 2; Reprimand – 5; noting of interdiction – 4; and lifting of interdiction – 5)

Conducted selection exams in a total of 10 entities as distributed below:

District Local Governments(5):

Arua; Butaleja; Bugiri; Dokolo; and Nebbi;

Agencies(5):

National Identification and Registration Authority (NIRA); Uganda Law Reform Commission (ULRC); National Animal Genetic Resource Centre & Data Bank (NAGRIC&DB); Office of the Auditor General (OAG); and Uganda Aids Commission (UAC)

Consultation held with the representative of HR Managers Association of Uganda and set the terms of reference for the Benchmarking on Competence based Recruitment and Selection.

Identified the following as the required Assistive devices for the Disabled applicants:

Writing and reading (braille embossers, Braille Duplicator, Braille note takers),

Specialized soft wares (screen reading and imaging; open book software, Braille Translation Software (DBT)

Other equipment: Talking scanners, colour identifiers and listening Aids.

The identification of participants and scheduling the validation exercise for Job competences profiles of Jobs under Ministry of Defence & Veteran Affairs was made.

The analysis of skills inventory arising out of competence Profiles is ongoing

Draft Proposal paper and Data collection tools for Tracer study on Promotion in the Public Service is being considered by the commission.

Draft Proposal paper and Data collection tools for Study on recruitment of staff in key positions in the District Local Governments is being considered by the commission.

- Final Accounts FY 2019/20 were prepared and submitted to MoFPED.

- Maintained, Serviced and Repaired Commission Vehicles. (20).

- PSC Government Annual Performance Report (GAPR) FY 2019/20 was prepared and submitted to Office of the Prime Minister (OPM)

- Quarter 4 - FY19/20, performance and financial reports was prepared and submitted to MoFPED.

- Annual Report FY 2019/20 was prepared and submitted to Parliament of Uganda.

- The Commission Website was maintained and updated

- Internet connectivity was maintained

- Existing hardware and software including license renewals were maintained

- Procurement Reports for the quarter were Prepared and Submitted to PPDA.

- Evaluation reports prepared and submitted to Contracts committee.

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- Procurement Plans for the quarter were Prepared and Submitted.
- Training of Contract Committee Members and User Departments was carried out.
- HIV Related activities were conducted
- Timely processing and payment of Salaries, Pensions and Gratuity for the months July, August and September 2020 was done
- staff welfare of was managed

IV. Medium Term Plans

Medium Term Plans

- i) Fully implement the E-recruitment System
- ii) Launch and operationalize the Electronic Database Management System (EDMS)
- iii) Fill the Public Service Commission staff structure
- iv) Acquire enough station wagon motor vehicles for Members of the Public Service Commission
- v) Acquire land and construct an office block for the Commission.

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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	3.496	3.274	1.730	3.274	3.437	3.437	3.437	3.437
	Non Wage	5.459	6.025	2.493	6.037	6.037	6.037	6.037	6.037
Devt.	GoU	0.082	0.184	0.098	1.184	1.184	1.184	1.184	1.184
	Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total		9.037	9.483	4.322	10.495	10.659	10.659	10.659	10.659
Total GoU+Ext Fin (MTEF)		9.037	9.483	4.322	10.495	10.659	10.659	10.659	10.659
Arrears		0.501	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Total Budget		9.538	9.483	4.322	10.495	10.659	10.659	10.659	10.659
A.I.A Total		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Grand Total		9.538	9.483	4.322	10.495	10.659	10.659	10.659	10.659
Total Vote Budget Excluding Arrears		9.037	9.483	4.322	10.495	10.659	10.659	10.659	10.659

Table 5.2: Budget Allocation by Programme (UShs Billion)

<i>Billion Uganda Shillings</i>	2021/22 Draft Estimates		
	GoU	Ext. Fin	Total
Public Sector Transformation	10.495	0.000	10.495
Grand Total :	10.495	0.000	10.495
Total excluding Arrears	10.495	0.000	10.495

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	9.288	0.000	0.000	9.288	9.301	0.000	9.301
211 Wages and Salaries	3.584	0.000	0.000	3.584	3.584	0.000	3.584
212 Social Contributions	0.236	0.000	0.000	0.236	0.237	0.000	0.237
213 Other Employee Costs	1.043	0.000	0.000	1.043	1.055	0.000	1.055
221 General Expenses	2.155	0.000	0.000	2.155	2.205	0.000	2.205
222 Communications	0.080	0.000	0.000	0.080	0.080	0.000	0.080
223 Utility and Property Expenses	0.237	0.000	0.000	0.237	0.237	0.000	0.237
224 Supplies and Services	0.060	0.000	0.000	0.060	0.060	0.000	0.060

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225 Professional Services	0.010	0.000	0.000	0.010	0.010	0.000	0.010
227 Travel and Transport	1.278	0.000	0.000	1.278	1.228	0.000	1.228
228 Maintenance	0.604	0.000	0.000	0.604	0.604	0.000	0.604
Output Class : Outputs Funded	0.010	0.000	0.000	0.010	0.010	0.000	0.010
262 To international organisations	0.010	0.000	0.000	0.010	0.010	0.000	0.010
Output Class : Capital Purchases	0.184	0.000	0.000	0.184	1.184	0.000	1.184
312 FIXED ASSETS	0.184	0.000	0.000	0.184	1.184	0.000	1.184
Grand Total :	9.483	0.000	0.000	9.483	10.495	0.000	10.495
Total excluding Arrears	9.483	0.000	0.000	9.483	10.495	0.000	10.495

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
52 Public Service Selection and Recruitment	9.538	9.483	4.322	10.495	10.659	10.659	10.659	10.659
01 Headquarters (Finance and Administration)	7.352	6.804	3.047	6.817	6.980	6.980	6.980	6.980
02 Selection Systems Department (SSD)	0.497	0.617	0.254	0.617	0.617	0.617	0.617	0.617
03 Guidance and Monitoring	1.562	1.826	0.908	1.826	1.826	1.826	1.826	1.826
0388 Public Service Commission	0.082	0.000	0.000	0.000	0.000	0.000	0.000	0.000
04 Internal Audit Department	0.045	0.051	0.015	0.051	0.051	0.051	0.051	0.051
1674 Retooling of Public Service Commission	0.000	0.184	0.098	1.184	1.184	1.184	1.184	1.184
Total for the Vote	9.538	9.483	4.322	10.495	10.659	10.659	10.659	10.659
Total Excluding Arrears	9.037	9.483	4.322	10.495	10.659	10.659	10.659	10.659

VIII. Sub-SubProgramme Performance and Medium Term Plans

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

Sub-SubProgramme : 52 Public Service Selection and Recruitment					
Objective :	To provide government with competent human resources for effective and efficient public service delivery.				
Responsible Officer:	Dr. John Geoffrey Mbabazi.				
Outcome:	An efficient and transparent public service recruitment process				
1. Improved institutional and human resource management at central and local government level					
Outcome Indicators				Performance Targets	
				2021/22	2022/23

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	Baseline	Base year	Target	Projection	Projection
• Percentage of staff recruited against the declared posts	90%	2019	92%	95%	98%
Department: 01 Headquarters (Finance and Administration)					
Budget Output: 04 Administrative Support Services					
No of Internal Audit Reports produced			4		
Level of Services Rendered			100%		
Budget Output: 19 Human Resource Management Services					
Staffing Levels			95%		
No of Trainings conducted			4		
Department: 02 Selection Systems Department (SSD)					
Budget Output: 02 Selection Systems Development					
Number of Competence tests developed and administered by posts			60		
Department: 03 Guidance and Monitoring					
Budget Output: 05 DSC Capacity Building					
Number of DSC Members Inducted.			250		
Number of DSC Secretaries Mentored			90		
Budget Output: 06 Recruitment Services					
Number of advisory notes prepared for and tendered to HE the President			120		
Number of personnel appointed by gender and region, age and PWDs			4,100		
Number of disciplinary cases handled at Central Government			100		

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 : 13 52 Public Service Selection and Recruitment</i>			
Development Project : 1674 Retooling of Public Service Commission			
Budget Output: 13 52 75 Purchase of Motor Vehicles and Other Transport Equipment			
		Replenishing of Commission Vehicle fleet	
Total Output Cost(Ushs Thousand)	0	0	1,000,000
Gou Dev't:	0	0	1,000,000
Ext Fin:	0	0	0
A.I.A:	0	0	0

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X. Vote Challenges and Plans To Improve Performance

Vote Challenges

- i. Restrictions on number of staff at work
- ii. Budget cuts as a result of the COVID-19 pandemic Outbreak and lockdown
- iii. Inadequate transport equipment
- iv. The increasing health risk arising out of the COVID-19 pandemic, and others in the future
- v. Multiple requests from same entity in the same Financial Year. Some DSCs request for PSC support to administer selections Examinations more than once within the same financial year. This limits the overall number of DSCs that can benefit from the PSC support.
- vi. irregular short listing of applicants. In Some DSCs, candidates presented for examinations are over qualified for the positions for which they are shortlisted. For instance, applicants with degrees are short listed for the lower post of Parish Chief or/and Community Development Officer. This presents unfair competition among the applicants for the lower position.
- vii. inadequate space or venues for conducting exams. In some of the DSCs, there are limited facilities where selection tests can be handled. This compromises the time taken in handling the exercise.
- viii. Few staff in the SSD. The Selection Systems Department continues to have few officers against increased demand for its services due to increased number of DSCs and other Agencies of Government Few staff in the SSD. The Selection Systems Department continues to have few officers against increased demand for its services due to increased number of DSCs and other Agencies of Government
- ix. Developing of Job competence profiles is too demanding on clients' time. The process is laborious and demands more time (outside the office environment) from the officers to complete the process.

Plans to improve Vote Performance

- i. The Commission should be enabled to procure facilities to support working online by staff and Members
- ii. The funds should be reinstated to the budget
- iii. MoFPED should provide funds to procure new vehicles and maintain aging fleet.
- iv. MoFPED needs to increase the medical budget to facilitate testing, sanitization, and improved general good health of the Members and staff to withstand these health challenges.
- v. PSC to issues guidelines to the DSCs on how to request for selections tests. The DSCs shall be advised to prepare comprehensive submissions covering all the district competence tests needs.
- vi. Strength the short listing of applicants by DSCs through amending the wording of the Job Descriptions and Persons specification for the different jobs by deleting the word "minimum" from the requirement.
- vii. Advise DSCs to properly plan for use of facilities in nearby government institutions e.g., schools
- viii. The PSC has revised the structure of SSD to accommodate more staff.
- ix. Provide for extended period for developing of job competence profiles. There is need for provision of adequate resources to this deliverable, PSC will seek budget enhancement to address this need

XI Off Budget Support

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Table 11.1 Off-Budget Support by Department and Project

N/A

XII. Vote Cross Cutting Policy And Other Budgetary Issues

Table 12.1: Cross- Cutting Policy Issues

XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

N/A

Table 13.2 Staff Recruitment Plan

N/A

Table 14.1 NTR Forecast