

Vote:154

 Uganda National Bureau of Standards

V1: Vote Overview

I. Vote Mission Statement

The Mission of the Bureau is "To provide standards , measurements and conformity assessment services for improved quality of life for all categories of people in the country".

II. Strategic Objective

To provide standards , measurements and conformity assessment services for improved quality of life for all.

III. Major Achievements in 2020/21

The total approved budget for the FY 2020/21 was UGX 65.045 billion. By the end of Quarter 2, UGX 30.720 Billion was received which was however short of the projected UGX 36.812 Billion for Q2. By the end of the Quarter, UGX 24.694 Billion was spent. UGX 18.242 Billion was collected through UNBS NTR revenue sources of Inspection, calibration, testing, verification, sale of standards among others.

During the period under review, UNBS achieved the following physical outputs;

1) Product/system certification

801 product certification permits and 4 system certification permits were issued (UGX 255.2 Million) during the period under review. 500 SMEs were registered to help them produce products that meet the standard requirements. 10 MSMEs were visited for onsite assistance and gap analysis and 251 MSMEs visited UNBS and provided with advisory services. As a result, 56 SME products were certified. UNBS also provided training to over 1,069 stakeholders in the implementation of standards. The applications for certification received in the period under review had 83.9% males, 16.1% females, 24.3% youth (below 35 years) and 75.7% older persons (above 35 years). Persons With Disabilities owned 0.6% of the enterprises and non-disabled persons owned 99.4%. Certification is carried out across the country with regional offices in Mbale (Eastern), Mbarara (Western) and Gulu (Northern) to cover the districts within those jurisdictions.

2) National Metrology Laboratory.

1,008 industrial equipment were calibrated (UGX 125.1 Million) during the period under review. The calibrations offered have enabled a number of Large, Medium, Small and Micro firms (in the different sectors like pharmaceuticals, oil and gas, manufacturing, construction, food and beverages e.t.c) to effectively control manufacturing processes and meet certification requirements, in supports of SME development and export promotion. Over 187 companies were served; Metrology, analysis, medical and testing laboratories meet accreditation and regulatory measurement traceability and accuracy requirements. The calibrations were spread across the various regions in the country namely: Eastern (Tororo, Mbale, Jinja and Soroti), Central (Mukono, Mpigi, Masaka and Wakiso), Northern (Arua, Lira and Gulu) and Western (Kasese, Fort-portal, Mbarara and Hoima) and this supports fair trade, interoperability, technological development and transfer.

3) Product Testing.

5,860 products were tested (UGX 339.9 Million) in the UNBS testing laboratories in the period under review. 2,970 product samples were tested in the chemistry laboratory, 107 product samples in the Electrical Laboratory, 1,880 product samples in the Microbiology laboratory and 883 product samples in the Materials Laboratory. These samples were picked during imports inspection, market outlet inspections and certification audits across the country as well as samples from independent clients.

4) Standards development.

163 Ugandan standards were developed (UGX 101.4 Million) and approved by the National standards council. Of these, 29 were for Food and Agriculture, 62 for Engineering, 64 for chemicals and consumer products, and 8 for management and services. The standards developed included standards for medical devices (sterile surgical blades, umbilical cord clamps and medical ultra sound gel), petroleum (automotive gasoline), chemicals and environment (vanishes for interior surfaces and oral care products), building and construction (pre-cast concrete paving units, fly ash used for cement and concrete, ceramic tiles, steel and steel products) and packaging and packaging products (paper plates and cups for food packaging)

5) Imports inspection.

43,701 import consignments (UGX 261.3 Million) were inspected during the period under review. 16,963 were PVOC inspections and 26,738 were national inspections. This as a result prevented substandard goods from entering the country that would have otherwise been detrimental to the health and safety of Ugandans and to environment.

6) Market surveillance.

Vote:154 Uganda National Bureau of Standards

2,382 Market surveillance inspections (UGX 278.7 Million) were carried out in super markets, shops and distribution outlets, hardware shops, manufacturing premises and distribution vans and trucks during the period under review. Central region (1,894), Eastern region (609), Northern region (357) and Western region (451). As a result, 406 seizures where 900 metric tons of substandard products were seized. These inspections were mainly in response to complaints and follow-up on previous inspections where nonconformities had been identified. The sub-standard products that were seized included foods and beverages, cosmetics and body care products, construction materials, Electricals, plastics and others which are consumed by the different categories of people (children, men, women, youth, elderly and Persons With Disabilities).

7) Legal metrology.

350,865 weighing equipment were verified (UGX 575.7 Million) during the period under review. These included weighbridges, electricity meters, consumer goods, fuel dispensers, pressure gauges, bulk meters, dipsticks, road tankers, Counter Machines, Weights, Spring Balances and Platform Scales. These verifications were carried out across the country, which protects all categories of consumers from exploitation, by fraudulent business people hence promoting fair trade. UNBS has its Legal Metrology offices in Kampala sub region (Central region), Jinja (Eastern region), Mbale (Eastern region), Mbarara (Western region) and Lira (Northern region).

8) Marketing and Public Relations.

In the wake of COVID 19 pandemic, UNBS adopted innovative means of engagement with key stakeholders (UGX 128.3 Million). For the period under review, The Department conducted Thirteen (13) stakeholders' engagement meetings sensitizing and creating awareness with over One thousand (1,000) UNBS stakeholders on UNBS work conducted successfully on line via Zoom with the following stakeholders:

- I) Online/e-commerce traders, Regulators and consumers that engaged 72 stakeholders.
- II) Alcohol Industry Manufacturers, Retailers and Consumers that engaged 81 stakeholders
- III) Public and Private Laboratory owners and operators that engaged 110 stakeholders
- IV) Non-Medical Facemasks Manufacturers that engaged 63 stakeholders
- V) Clearing Agents and firms in Eastern Uganda that engaged 23 stakeholders
- VI) Business Association leaders and Secretariat members that engaged 52 stakeholders
- VII) Manufacturers, Processors, regulators and consumers of Meat and Meat Products VIII) Maize Flour Millers, distributors, suppliers, and consumers. 59 stakeholders were engaged
- IX) Salons, beauty schools & beauty products manufacturers, operators and consumers. 189 stakeholders were engaged
- X) Manufacturers, Packers, Importers and Traders. 29 stakeholders were engaged
- XI) Manufacturers, Importers, Clearing Agents and Consumers of Cosmetics and related Chemical Products. 96 stakeholders were engaged
- XII) Water sector regulators, Water meter dealers and suppliers and Consumers. 76 stakeholders were engaged.
- XIII) Manufacturers, Importers, Distributors Clearing Agents and Consumers of Construction and building Products.

9) Arrears. According to the second Budget call circular, the indicative figure for gratuity was retained at UGX 7.338 Bn. This included UGX 2 Billion that Parliament had recommended for conversion of all permanent staff to contract. The retained UGX 2 Billion was then earmarked for payment of staff terminal benefits arrears that amount to UGX 6.107 Billion in a phased manner.

IV. Medium Term Plans

1. Opening of 2 additional Regional Offices to widen the scope of implementation of the Distinctive Mark regulation and bring all UNBS services closer to the people.
2. Increasing the staffing numbers to an optimal level (640 staff)
3. Decentralization of Quality Infrastructure (including Food safety laboratories) to the Regional Offices of Mbarara (Western region), Gulu (Northern region) and Mbale (Eastern region). This will enable testing of product samples to be carried out at the regional levels hence reducing on the turn around time and adequately addressing the region-specific needs .
4. Expand the scope of accreditation to Imports Inspection, market surveillance and Legal Metrology. This will boosts business expansion on foreign markets without the need to carry out additional verifications hence promoting better control and regulation. .

Vote:154

Uganda National Bureau of Standards

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	21.355	21.356	10.315	21.356	22.423	22.423	22.423	22.423
	Non Wage	25.661	32.036	12.182	32.036	32.036	32.036	32.036	32.036
Devt.	GoU	10.896	11.653	2.195	11.653	11.653	11.653	11.653	11.653
	Ext. Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total		57.911	65.045	24.692	65.045	66.113	66.113	66.113	66.113
Total GoU+Ext Fin (MTEF)		57.911	65.045	24.692	65.045	66.113	66.113	66.113	66.113
Arrears		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Total Budget		57.911	65.045	24.692	65.045	66.113	66.113	66.113	66.113
A.I.A Total		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Grand Total		57.911	65.045	24.692	65.045	66.113	66.113	66.113	66.113
Total Vote Budget Excluding Arrears		57.911	65.045	24.692	65.045	66.113	66.113	66.113	66.113

Table 5.2: Budget Allocation by Programme (UShs Billion)

<i>Billion Uganda Shillings</i>	2021/22 Draft Estimates		
	GoU	Ext. Fin	Total
Private Sector Development	65.045	0.000	65.045
Grand Total :	65.045	0.000	65.045
Total excluding Arrears	65.045	0.000	65.045

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	53.092	0.000	0.000	53.092	53.092	0.000	53.092
211 Wages and Salaries	23.706	0.000	0.000	23.706	23.956	0.000	23.956
212 Social Contributions	2.136	0.000	0.000	2.136	2.136	0.000	2.136
213 Other Employee Costs	8.855	0.000	0.000	8.855	8.889	0.000	8.889
221 General Expenses	5.269	0.000	0.000	5.269	5.714	0.000	5.714
222 Communications	0.530	0.000	0.000	0.530	0.480	0.000	0.480
223 Utility and Property Expenses	1.420	0.000	0.000	1.420	1.604	0.000	1.604
224 Supplies and Services	2.065	0.000	0.000	2.065	2.320	0.000	2.320

Vote:154

Uganda National Bureau of Standards

225 Professional Services	0.300	0.000	0.000	0.300	0.500	0.000	0.500
226 Insurances and Licenses	0.150	0.000	0.000	0.150	0.260	0.000	0.260
227 Travel and Transport	4.911	0.000	0.000	4.911	5.384	0.000	5.384
228 Maintenance	2.250	0.000	0.000	2.250	1.850	0.000	1.850
282 Miscellaneous Other Expenses	1.500	0.000	0.000	1.500	0.000	0.000	0.000
Output Class : Outputs Funded	0.300	0.000	0.000	0.300	0.300	0.000	0.300
262 To international organisations	0.300	0.000	0.000	0.300	0.300	0.000	0.300
Output Class : Capital Purchases	11.653	0.000	0.000	11.653	11.653	0.000	11.653
312 FIXED ASSETS	11.653	0.000	0.000	11.653	11.653	0.000	11.653
Grand Total :	65.045	0.000	0.000	65.045	65.045	0.000	65.045
Total excluding Arrears	65.045	0.000	0.000	65.045	65.045	0.000	65.045

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
06 Standards Development, Promotion and Enforcement	57.911	65.045	24.692	65.045	66.113	66.113	66.113	66.113
01 Headquarters	47.016	53.392	22.497	53.392	54.460	54.460	54.460	54.460
0253 Support to UNBS	10.896	0.000	0.000	0.000	0.000	0.000	0.000	0.000
1675 Retooling of Uganda National Bureau of Standards	0.000	11.653	2.195	11.653	11.653	11.653	11.653	11.653
Total for the Vote	57.911	65.045	24.692	65.045	66.113	66.113	66.113	66.113
Total Excluding Arrears	57.911	65.045	24.692	65.045	66.113	66.113	66.113	66.113

VIII. Sub-SubProgramme Performance and Medium Term Plans

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

Sub-SubProgramme : 06 Standards Development, Promotion and Enforcement							
Objective :	To provide standards, measurements and conformity assessment services for improved quality of life for all categories of people in the country.						
Responsible Officer:	Mr David Livingstone Ebiru						
Outcome:	Efficient and effective UNBS						
1. A Strong Industrial Base							
Outcome Indicators			Performance Targets				
					2021/22	2022/23	2023/24
			Baseline	Base year	Target	Projection	Projection

Vote:154 Uganda National Bureau of Standards

• Annual External Auditor General rating.	100	2019	100	100	100
• Level of strategic plan delivered	82%	2019	40%	60%	80%
Outcome:	Fair trade and consumer protection				
1. A Strong Industrial Base					
Outcome Indicators	Performance Targets				
			2021/22	2022/23	2023/24
	Baseline	Base year	Target	Projection	Projection
• Level of prevalence of substandard imported and locally produced products on the Ugandan Market	54%	2018	38%	35%	30%
• Number of Ugandan certified products accessing Regional International Markets	2776	2019	4,000	4,500	6,000
Department: 01 Headquarters					
Budget Output: 01 Administration					
No. of staff administered			447	480	500
Budget Output: 02 Development of Standards					
No. of standards developed			600	700	800
Budget Output: 03 Quality Assurance of goods & Lab Testing					
No. of Product Certification permits issued			4,000	6,000	8,000
No. of product samples tested			22,000	25,000	30,000
Number of profiled imported consignments inspected			190,000	200,000	230,000
Number of market inspections conducted			8,000	9,000	10,000
Budget Output: 04 Calibration and verification of equipment					
No. of measurement equipment calibrated			5,000	6,000	7,000
No. of measurement instruments verified			1,546,000	1,600,000	1,700,000

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
Vote 154 Uganda National Bureau of Standards		
<i>Sub-SubProgramme : 06 06 Standards Development, Promotion and Enforcement</i>		
Development Project : 1675 Retooling of Uganda National Bureau of Standards		
Budget Output: 06 06 72 Government Buildings and Administrative Infrastructure		
Payment of Food safety Laboratory construction arrears. Payment of retention money for construction of food safety laboratories (money paid after liability period)	Payment of Retainer to contractor completed	Payment of retention fees to contractor of the Food safety laboratories
Total Output Cost(Ushs Thousand)	1,850,000	652,915

Vote:154

Uganda National Bureau of Standards

Gou Dev't:	1,850,000	1,850,000	652,915
Ext Fin:	0	0	0
A.I.A:	0	0	0
Budget Output: 06 06 75 Purchase of Motor Vehicles and Other Transport Equipment			
Purchase of 20 Field vehicles	Field vehicles not yet purchased		Procurement of; 1) 14-seater Van 2) 6 Pickups - Displacement -Not exceeding 2500cc 3) 2 Pickups- Displacement -between 2600cc but not exceeding 3200cc
Total Output Cost(Ushs Thousand)	4,000,000	0	2,000,000
Gou Dev't:	4,000,000	0	2,000,000
Ext Fin:	0	0	0
A.I.A:	0	0	0
Budget Output: 06 06 76 Purchase of Office and ICT Equipment, including Software			
Purchase of; 150 VOIP (voice over internet protocol) Phones installation 150 Laptops/PCs 6 Rugged Laptops for Energy Meters 60 Monitors 60 Docking Stations 5 Rugged handheld terminals with Thermal printers Assorted ICT equipment	ICT equipment not yet delivered		Procurement of; 1) 150 Laptops/PCs 2) 26 Rugged Laptops 3) 7 Specialised Laptops 4) 4 -48 Port POE Network Switches 5) 4 -24 Port POE Network Switches 6) 10 Rugged Tablets 7) 49 Desktop Monitors 8) 1 MAC Laptop 9) Assorted ICT equipment
Total Output Cost(Ushs Thousand)	1,800,000	0	4,000,000
Gou Dev't:	1,800,000	0	4,000,000
Ext Fin:	0	0	0
A.I.A:	0	0	0
Budget Output: 06 06 77 Purchase of Specialised Machinery & Equipment			
Purchase of: Mobile volume proving unit. Aflatoxin Rapid Test Kit (Perkin Elmer brand). Bench top Moisture analyzer's. X-Ray Fluorescence device. Clamp meter. Vehicle Exhaust Gas Analyzer. VHF and UHF Communication System. Assorted laboratory equipment.	The following were purchased; 1. Ultrasonic bath 2. Culture Media and related supplements 3. Petri dishes 4. Absolute Ethanol 5. Cleaning aides 6. Other consumables 7. Proficiency Testing Samples 8. Crucibles , Silica 9. Gas Chromatography equipment with FID, Electron Capture Detector (Micro ECD), and Pulsed Flame Photometric Detector (PFPD) ; Supplied with ; a) Combined Nitrogen gas and Zero Air b) Generator c) Hydrogen gas generator d) UPS with power extension batteries e) A Liquid Auto injector as part of the equipment 10. Liquid fuel verification stickers (in pairs) under framework contract 11. Verification seals for flowmeters and fuel dispensers under framework contract		Procurement of; 1) Ion Chromatograph mass spectrometer (ICMS) 2) Karl Fischer Equipment 3) XRF, Bench top X-ray Florescence Spectrophotometer for elemental analysis 4) Automated PH,CONDUCTIVITY AND TURBIDITY METER 5) Assorted Specialized equipment
Total Output Cost(Ushs Thousand)	3,000,000	225,594	4,000,000

Vote:154 Uganda National Bureau of Standards

Gou Dev't:	3,000,000	225,594	4,000,000
Ext Fin:	0	0	0
A.I.A:	0	0	0
Budget Output: 06 06 78 Purchase of Office and Residential Furniture and Fittings			
Assorted Furniture and fittings Procured (Workstations, boardroom chairs & tables, laboratory furniture, office tables). Furnishing Laboratories Replacement of old furniture	The following items were purchased; 1) 1 Committee Room 44 Sqm (6.5X 6.1) at Sample Reception Building 2) 1 Committee Room Ground Floor at the Labs 52 Sqms space (8.2X 6.3): 10 Seater (Hardwood with power outlet) 3) 1 Committee Room Ground Floor at the Labs 52 Sqms space (8.2X 6.3):10 Seater (Hard wood with power outlets) 4) 5 Trolleys for Electrical Laboratory 5) 2 Kitchen wooden serving Trolleys 6) 7 Specialized work top Energy Meters 7) 2 Laboratory Island Bench 8) 7 Trolley for Sample reception 9) 7 Lockable office cabinets 10) 5 Chemical storage rack 11) 2 Movable racks for energy Meter used to move meter from the store to the Testing room and for offloading truck. 12) 14 Wooden Pallets for filing Cabin Standards due to rust. 13) 10 14 Units (Single), Adjustable shelves after 25mm, Open type with 7 Shelf levels. 14) 10 18 Units (Double), Adjustable shelves 15) 10 Anti-vibration tables for analytical balances 16) 70 Stainless Steel Laboratory adjustable Stools 17) 25 Stainless steel trolleys		Procurement of; 1) 15 Filling Cabins 2) 10 Sample storage Cabinet 3) 20 Laboratory stools 4) 10 Stainless steel trollies 5) 15 Executive Office Tables 6) 20 Coat hangers 7) 15 Equipment tables 8) 15 L shape Work tables 9) Assorted Furniture items
Total Output Cost(Ushs Thousand)	1,002,915	119,697	1,000,000
Gou Dev't:	1,002,915	119,697	1,000,000
Ext Fin:	0	0	0
A.I.A:	0	0	0

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

- Limited staff numbers with reference to existing demands in regards to implementing the Distinctive Mark regulation. This challenge can be solved through improvement of the wage bill for UNBS to enable recruitment of additional staff.
- Delayed release of funds and disbursement of funds less than the budget (budget shortfalls) which interferes with planned execution of the mandate. This can be solved through timely release of all funds budgeted for UNBS.
- Shortage of field vehicles to run UNBS field activities. The available fleet is also ageing that leads to constant breakdown. This can be solved through purchase of more field vehicles to enable field staff traverse the country to carry out audits and inspections.
- High prevalence of substandard goods on the market. This can be solved through empowering the field surveillance teams to fully enforce the standards. This can be achieved through additional staff, equipment, storage facilities and field vehicles to support their activities. Strengthening collaborations between local government authorities and increased media presence to sensitize the general public and create awareness.
- Limited coverage of UNBS decentralized services. Scaling up decentralization of all UNBS services to regional offices and equipping them to adequately handle all the districts within their jurisdiction.

Plans to improve Vote Performance

- The continuous automation of UNBS core processes will improve service delivery by reducing the turnaround time of service provision, and increase accountability.
- Decentralization of UNBS services to other regions. This will enable the different categories of people to access UNBS services

Vote:154 Uganda National Bureau of Standards

without necessarily coming to the Head office hence reducing the cost of doing business.

3. Continuous collaboration with other MDAs will increase productivity and enhance shared responsibility towards improving service delivery by government institutions to all citizens. .

4. Alignment of strategies and annual work plans to NDP 111 objectives and programs to enable consistency in Planning and Budgeting.

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 :	HIV/AIDS prevention among staff
Issue of Concern :	HIV/AIDS prevention among staff
Planned Interventions :	Medical camp to provide HIV testing and counselling services to all staff. HIV/AIDS awareness including in OSH training
Budget Allocation (Billion) :	0.200
Performance Indicators:	No of staff trained in OSH

Issue Type: **Gender**

Objective :	Mainstreaming gender and equity in planning and budgeting
Issue of Concern :	Mainstreaming gender and equity in planning and budgeting
Planned Interventions :	Gender and equity interventions incorporated in departmental work plans Carry out product certification in all the regions of the country
Budget Allocation (Billion) :	0.200
Performance Indicators:	Gender and equity incorporated in workplans and budgets

Issue Type: **Environment**

Objective :	Implementation of environmental management system
Issue of Concern :	Implementation of environmental management system
Planned Interventions :	1. Onsite and offsite training of MSMEs in Good Manufacturing Practices and Good Hygiene Practices (GMP/GHP). 2. Developing environment responsive standards. 3. Certification companies in environmental management system.
Budget Allocation (Billion) :	0.200
Performance Indicators:	1. Number of MSMEs trained in GMP/GHP Practices. 2. Number of environment responsive standards developed. 3. Number of companies implementing the environmental management system

XIII. Personnel Information

Vote:154

 Uganda National Bureau of Standards

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Principal Standards officer	UNBS 4	60	35
Standards officer	UNBS 6	350	249
Executive Director	UNBS1	1	0
Deputy Executive Director Compliance	UNBS2	1	1
Deputy Executive Director Management and Financial services	UNBS2	1	1
Deputy Executive Director Standards	UNBS2	1	1
Legal counsel	UNBS3	1	1
Manager Audit	UNBS3	1	1
Manager Certification	UNBS3	1	1
Manager Finance and Administration	UNBS3	1	1
Manager Human resources	UNBS3	1	1
Manager ICT	UNBS3	1	1
Manager Imports Inspection	UNBS3	1	1
Manager Legal Metrology	UNBS3	1	1
Manager National Metrology Laboratory	UNBS3	1	1
Manager Standards	UNBS3	1	1
Manager Surveillance	UNBS3	1	1
Manager Testing	UNBS3	1	1
Senior Standards Officer	UNBS5	136	64
Assistant Inspector	UNBS7	22	12
Office Assistant	UNBS7	9	9
Technician	UNBS8	46	41

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)
Executive Director	UNBS1	1	0	1	1	25,000,000	300,000,000
Senior Standards Officer	UNBS5	136	64	72	1	5,000,000	60,000,000
Standards officer	UNBS 6	350	249	101	3	10,500,000	126,000,000
Technician	UNBS8	46	41	5	2	2,200,000	26,400,000
Total		533	354	179	7	42,700,000	512,400,000