

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

V1: Summary of Issues in Budget Execution

Table V1.1: Overview of Vote Expenditures (UShs Billion)

	Approved Budget	Revised Budget	Released by End Q3	Spent by End Q3	% Budget Released	% Budget Spent	% Releases Spent	
Recurrent	Wage	3.242	3.242	2.431	2.047	75.0 %	63.0 %	84.2 %
	Non-Wage	10.182	10.182	7.291	5.887	72.0 %	57.8 %	80.7 %
Dev.	GoU	0.065	0.065	0.000	0.000	0.0 %	0.0 %	0.0 %
	Ext Fin.	0.000	0.000	0.000	0.000	0.0 %	0.0 %	0.0 %
GoU Total		13.488	13.488	9.722	7.934	72.1 %	58.8 %	81.6 %
Total GoU+Ext Fin (MTEF)		13.488	13.488	9.722	7.934	72.1 %	58.8 %	81.6 %
Arrears		0.011	0.011	0.011	0.000	100.0 %	0.0 %	0.0 %
Total Budget		13.499	13.499	9.733	7.934	72.1 %	58.8 %	81.5 %
A.I.A Total		0.000	0.000	0.000	0.000	0.0 %	0.0 %	0.0 %
Grand Total		13.499	13.499	9.733	7.934	72.1 %	58.8 %	81.5 %
Total Vote Budget Excluding Arrears		13.488	13.488	9.722	7.934	72.1 %	58.8 %	81.6 %

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Table V1.2: Releases and Expenditure by Programme and Sub-SubProgramme*

<i>Billion Uganda Shillings</i>	Approved Budget	Revised Budget	Released by End Q3	Spent by End Q3	% Budget Released	% Budget Spent	%Releases Spent
Programme:15 Community Mobilization And Mindset Change	0.000		0.000	0.000	0.0 %	0.0 %	0.0%
Sub SubProgramme:01 Ethics and Integrity	0.000		0.000	0.000	0.0 %	0.0 %	0.0%
Programme:16 Governance And Security	13.499	13.499	9.733	7.934	72.1 %	58.8 %	81.5%
Sub SubProgramme:01 Ethics and Integrity	13.499	13.499	9.733	7.934	72.1 %	58.8 %	81.5%
Total for the Vote	13.499	13.499	9.733	7.934	72.1 %	58.8 %	81.5 %

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Table V1.3: High Unspent Balances and Over-Expenditure in the Approved Budget (Ushs Bn)

(i) Major unspent balances		
Departments , Projects		
Programme:16 Governance And Security		
Sub SubProgramme:01 Ethics and Integrity		
Sub Programme: 05 Anti-Corruption and Accountability		
0.080	Bn Shs	Department : 002 Ethics
Reason: -Funds for certain Activities were already committed but pending payments -There was a delay in the procurement processes for some especially Consultacy		
Items		
0.037	UShs	225101 Consultancy Services
Reason:		
0.018	UShs	221003 Staff Training
Reason:		
1.204	Bn Shs	Department : 003 General Administration and Support Services
Reason: -Gratuity has not yet been paid to the Entitled Officers since its done at the end of the Financial Year. -Funds for certain activities are pending payments		
Items		
0.653	UShs	211104 Employee Gratuity
Reason:		
0.096	UShs	221011 Printing, Stationery, Photocopying and Binding
Reason:		
0.101	UShs	228002 Maintenance-Transport Equipment
Reason:		
0.025	UShs	273104 Pension
Reason:		
0.045	UShs	228003 Maintenance-Machinery & Equipment Other than Transport Equipment
Reason:		
0.033	Bn Shs	Department : 004 Information and Communication
Reason: Funds were already committed but pending payments		
Items		
0.018	UShs	227004 Fuel, Lubricants and Oils
Reason:		
0.069	Bn Shs	Department : 005 Law, Policy Formulation and Dissemination

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(i) Major unspent balances

Departments , Projects		
Programme:16 Governance And Security		
Sub SubProgramme:01 Ethics and Integrity		
Sub Programme: 05 Anti-Corruption and Accountability		
Reason: -Funds were already committed but pending payments. -Delayed procurements especially for Activities that require Consultancy services		

Items

0.054	UShs	227004 Fuel, Lubricants and Oils
Reason:		
0.008	UShs	225101 Consultancy Services
Reason:		

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V2: Performance Highlights

Table V2.1: PIAP outputs and output Indicators

Programme:16 Governance And Security			
SubProgramme:05 Anti-Corruption and Accountability			
Sub SubProgramme:01 Ethics and Integrity			
Department:001 Coordination of National Anti-Corruption Strategies (NACS)			
Budget Output: 460120 Anti Corruption Inter-Agency Forum services			
PIAP Output: 16080403 IAF Institutions coordinated			
Programme Intervention: 160804 Monitoring of Government Programs for effective service delivery			
PIAP Output Indicators	Indicator Measure	Planned 2024/25	Actuals By END Q 3
Number of IAF Institutions Coordinated	Number	22	22
PIAP Output: 16080404 Implementation of NACS in Districts monitored			
Programme Intervention: 160804 Monitoring of Government Programs for effective service delivery			
PIAP Output Indicators	Indicator Measure	Planned 2024/25	Actuals By END Q 3
No. of Districts monitored	Number	60	11
Department:002 Ethics			
Budget Output: 440011 National Ethical Education and Outreach			
PIAP Output: 16080204 Functional DIPFs			
Programme Intervention: 160802 Enhance the Public Demand for Accountability			
PIAP Output Indicators	Indicator Measure	Planned 2024/25	Actuals By END Q 3
No. of LGs trained	Number	30	
PIAP Output: 16080205 Capacity built in Integrity Promotional Programs			
Programme Intervention: 160802 Enhance the Public Demand for Accountability			
PIAP Output Indicators	Indicator Measure	Planned 2024/25	Actuals By END Q 3
Number of MDAs/LGs trained in Integrity promotional programs	Number	80	51
Number of organisations trained	Number	20	7
Department:003 General Administration and Support Services			
Budget Output: 000014 Administrative and Support Services			
PIAP Output: 16080503 Improved performance Management			
Programme Intervention: 160805 Strengthen and enforce Compliance to accountability rules and regulations			
PIAP Output Indicators	Indicator Measure	Planned 2024/25	Actuals By END Q 3
%age of achievement of all Targets	Percentage	80%	60%

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Programme:16 Governance And Security			
SubProgramme:05 Anti-Corruption and Accountability			
Sub SubProgramme:01 Ethics and Integrity			
Department:003 General Administration and Support Services			
Budget Output: 460150 Leadership Code Tribunal			
PIAP Output: 16080801 Cases in breach of the Leadership Code Adjudicated			
Programme Intervention: 160808 Strengthen the prevention, detection and elimination of corruption			
PIAP Output Indicators	Indicator Measure	Planned 2024/25	Actuals By END Q 3
No of cases adjudicated by the Leadership Code Tribunal	Number	55	37
Department:004 Information and Communication			
Budget Output: 460122 Anti Corruption Communication and public relations			
PIAP Output: 16080505 Compliance to accountability rules and regulations enforced			
Programme Intervention: 160805 Strengthen and enforce Compliance to accountability rules and regulations			
PIAP Output Indicators	Indicator Measure	Planned 2024/25	Actuals By END Q 3
Number of Analytical Laboratory equipment capacity acquired for fraud detection and questioned document examinations	Number	8	8
Department:005 Law, Policy Formulation and Dissemination			
Budget Output: 460123 Anti-corruption legal services			
PIAP Output: 16060406 Laws and policies developed/reviewed for effective governance and security			
Programme Intervention: 160604 Review, and develop appropriate policies for effective governance and security			
PIAP Output Indicators	Indicator Measure	Planned 2024/25	Actuals By END Q 3
No of policies developed/reviewed	Number	2	2
Project:1620 Retooling of Directorate of Ethics and Integrity			
Budget Output: 000003 Facilities and Equipment Management			
PIAP Output: 16080503 Improved performance Management			
Programme Intervention: 160805 Strengthen and enforce Compliance to accountability rules and regulations			
PIAP Output Indicators	Indicator Measure	Planned 2024/25	Actuals By END Q 3
%age of achievement of all Targets	Percentage	80%	0%

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Performance highlights for the Quarter

- Commemoration of St. Janani Luwum day successfully conducted and the report is available.
- DEI unveiled the Action Plan to eliminate corruption in Uganda.
- Government of Uganda, through the Directorate for Ethics and Integrity, signed a Memorandum of Understanding with the Singapore based Chandler Institute of Governance (CIG) to benchmark and strengthen public sector performance in Uganda.
- Launched the School Integrity Clubs in Ntungamo District, and engaged with Schools in Rwenzori Sub-Region.
- DEI coordinated the Inter-Agency Forum (IAF) quarterly engagement.
- Follow-up meeting on issues raised by Anti- corruption CSO partners conducted in Kigezi sub-region(KICK).
- A dissemination meeting on National Ethical Values for Cabinet members of Banyala Cultural institution was conducted in Kayunga district. It is envisaged that the training conducted will reshape the mindsets of cultural leaders to disseminate National Ethical values in addition to their cultural values among their subjects.
- The dissemination meetings of Code of Business Ethics to the private sector(business community) conducted in Hoima and Jinja cities.
- Conducted 2 engagement meetings with H/teachers, senior Men/ women teachers, Matron and house masters to build their capacity to prevent, detect and report illicit conduct such as sexual immorality, pornography and homosexuality in 25 selected secondary schools Fort-portal and Hoima Cities.
- DIPFs Follow-up and support supervision meetings were conducted in the districts of Bulambuli, Sironko, Mbale, Manafwa, Butebo, Kibuku, Budaka, Pallisa, Kakumiro, kibaale, Kikuube and Masindi.
- Prepared and submitted the ministerial policy statement to MoFPED
- Reviewed the strategic plan for 2025/26 to 2030.
- 12 cases adjudicated. Seven (7) cases were filed in Q3 FY 2024/2025. Three (3) of these cases were concluded, and the remaining 4 cases were not concluded
- LCT initiated the project development of the system for automated adjudication process.

Variances and Challenges

- Obsolete transport furniture and IT equipment.
- Dissenting views on the Draft Religious and Faith Organizations Policy. This has delayed the completion of the Policy
- Moral decay leading to public apathy. Society glorify the corrupt.
- Negative influences (Homosexuality, Pornography, drugs and substances abuse) by some actors
- Budget cuts of the Entity's budget of the FY 2024-2025 from 23.4bn to 10.18bn. Funds affects realization of planned outputs.

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V3: Details of Releases and Expenditure

Table V3.1: GoU Releases and Expenditure by Budget Output*

<i>Billion Uganda Shillings</i>	Approved Budget	Revised Budget	Released by End Q3	Spent by End Q3	% GoU Budget Released	% GoU Budget Spent	% GoU Releases Spent
Programme:16 Governance And Security	13.499	13.499	9.733	7.934	72.1 %	58.8 %	81.5 %
Sub SubProgramme:01 Ethics and Integrity	13.499	13.499	9.733	7.934	72.1 %	58.8 %	81.5 %
000003 Facilities and Equipment Management	0.065	0.065	0.000	0.000	0.0 %	0.0 %	
000014 Administrative and Support Services	4.523	4.523	3.257	2.611	72.0 %	57.7 %	80.2 %
440011 National Ethical Education and Outreach	1.200	1.200	0.842	0.761	70.1 %	63.4 %	90.4 %
460120 Anti Corruption Inter-Agency Forum services	0.800	0.800	0.620	0.602	77.5 %	75.2 %	97.1 %
460122 Anti Corruption Communication and public relations	0.400	0.400	0.331	0.299	82.8 %	74.6 %	90.3 %
460123 Anti-corruption legal services	1.000	1.000	0.653	0.584	65.3 %	58.4 %	89.4 %
460150 Leadership Code Tribunal	5.511	5.511	4.030	3.077	73.1 %	55.8 %	76.4 %
Total for the Vote	13.499	13.499	9.733	7.934	72.1 %	58.8 %	81.5 %

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Table V3.2: GoU Expenditure by Item 2024/25 GoU Expenditure by Item

<i>Billion Uganda Shillings</i>	Approved Budget	Revised Budget	Released by End Q3	Spent by End Q3	% GoU Budget Released	% GoU Budget Spent	% GoU Releases Spent
211101 General Staff Salaries	0.986	0.986	0.740	0.616	75.0 %	62.4 %	83.2 %
211102 Contract Staff Salaries	2.255	2.255	1.691	1.431	75.0 %	63.4 %	84.6 %
211104 Employee Gratuity	0.930	0.930	0.698	0.044	75.0 %	4.8 %	6.4 %
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	1.594	1.594	1.199	1.185	75.2 %	74.3 %	98.8 %
212102 Medical expenses (Employees)	0.026	0.026	0.018	0.010	69.3 %	37.7 %	54.4 %
221001 Advertising and Public Relations	0.128	0.128	0.126	0.126	99.1 %	99.1 %	100.0 %
221002 Workshops, Meetings and Seminars	0.550	0.550	0.392	0.369	71.2 %	67.1 %	94.3 %
221003 Staff Training	0.252	0.252	0.171	0.109	67.9 %	43.1 %	63.5 %
221007 Books, Periodicals & Newspapers	0.040	0.040	0.029	0.019	73.4 %	47.2 %	64.3 %
221008 Information and Communication Technology Supplies.	0.125	0.125	0.045	0.032	36.1 %	25.6 %	71.1 %
221009 Welfare and Entertainment	0.685	0.685	0.498	0.473	72.8 %	69.1 %	94.9 %
221011 Printing, Stationery, Photocopying and Binding	0.356	0.356	0.267	0.166	75.0 %	46.5 %	62.1 %
221012 Small Office Equipment	0.020	0.020	0.015	0.009	75.0 %	44.1 %	58.8 %
221017 Membership dues and Subscription fees.	0.015	0.015	0.011	0.011	75.0 %	75.0 %	100.0 %
222001 Information and Communication Technology Services.	0.138	0.138	0.102	0.077	73.6 %	56.0 %	76.1 %
222002 Postage and Courier	0.004	0.004	0.003	0.002	75.0 %	50.0 %	66.7 %
223003 Rent-Produced Assets-to private entities	1.339	1.339	1.004	1.000	75.0 %	74.7 %	99.6 %
223004 Guard and Security services	0.162	0.162	0.121	0.115	75.0 %	71.3 %	95.0 %
223005 Electricity	0.120	0.120	0.090	0.060	75.0 %	50.0 %	66.7 %
223006 Water	0.015	0.015	0.011	0.008	75.0 %	50.0 %	66.7 %
223007 Other Utilities- (fuel, gas, firewood, charcoal)	0.005	0.005	0.004	0.003	75.0 %	50.0 %	66.7 %
224004 Beddings, Clothing, Footwear and related Services	0.154	0.154	0.128	0.125	83.1 %	81.3 %	97.9 %
225101 Consultancy Services	0.120	0.120	0.088	0.039	72.9 %	32.9 %	45.1 %
227001 Travel inland	1.840	1.840	1.131	1.025	61.4 %	55.7 %	90.6 %
227004 Fuel, Lubricants and Oils	1.083	1.083	0.781	0.691	72.1 %	63.9 %	88.6 %
228002 Maintenance-Transport Equipment	0.320	0.320	0.220	0.119	68.7 %	37.1 %	54.1 %

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<i>Billion Uganda Shillings</i>	Approved Budget	Revised Budget	Released by End Q3	Spent by End Q3	% GoU Budget Released	% GoU Budget Spent	% GoU Releases Spent
228003 Maintenance-Machinery & Equipment Other than Transport Equipment	0.119	0.119	0.080	0.034	66.8 %	28.9 %	43.2 %
273102 Incapacity, death benefits and funeral expenses	0.052	0.052	0.018	0.018	34.7 %	34.7 %	100.0 %
273104 Pension	0.056	0.056	0.042	0.018	75.0 %	31.5 %	42.0 %
352882 Utility Arrears Budgeting	0.004	0.004	0.004	0.000	100.0 %	0.0 %	0.0 %
352899 Other Domestic Arrears Budgeting	0.006	0.006	0.006	0.000	100.0 %	0.0 %	0.0 %
Total for the Vote	13.499	13.499	9.733	7.934	72.1 %	58.8 %	81.5 %

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Table V3.3: Releases and Expenditure by Department and Project*

<i>Billion Uganda Shillings</i>	Approved Budget	Revised Budget	Released by End Q3	Spent by End Q3	% GoU Budget Released	% GoU Budget Spent	% GoU Releases Spent
Programme:15 Community Mobilization And Mindset Change	0.000		0.000	0.000	0.00 %	0.00 %	0.00 %
Sub SubProgramme:01 Ethics and Integrity	0.000	13.499	9.733	7.934	0.00 %	0.00 %	81.5 %
<i>Departments</i>							
N/A							
<i>Development Projects</i>							
N/A							
Programme:16 Governance And Security	13.499	13.499	9.733	7.934	72.11 %	58.78 %	81.51 %
Sub SubProgramme:01 Ethics and Integrity	0.000	13.499	9.733	7.934	0.00 %	0.00 %	81.5 %
<i>Departments</i>							
001 Coordination of National Anti-Corruption Strategies (NACS)	0.800	0.800	0.620	0.602	77.5 %	75.3 %	97.1 %
002 Ethics	1.200	1.200	0.842	0.761	70.2 %	63.4 %	90.4 %
003 General Administration and Support Services	10.034	10.034	7.287	5.688	72.6 %	56.7 %	78.1 %
004 Information and Communication	0.400	0.400	0.331	0.299	82.8 %	74.8 %	90.3 %
005 Law, Policy Formulation and Dissemination	1.000	1.000	0.653	0.584	65.3 %	58.4 %	89.4 %
<i>Development Projects</i>							
1620 Retooling of Directorate of Ethics and Integrity	0.065	0.065	0.000	0.000	0.0 %	0.0 %	0.0 %
Total for the Vote	13.499	13.499	9.733	7.934	72.1 %	58.8 %	81.5 %

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Table V3.4: External Financing Releases and Expenditure by Sub-SubProgramme and Project

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Quarter 3: Outputs and Expenditure in the Quarter

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
Programme:16 Governance And Security		
SubProgramme:05 Anti-Corruption and Accountability		
Sub SubProgramme:01 Ethics and Integrity		
Departments		
Department:001 Coordination of National Anti-Corruption Strategies (NACS)		
Budget Output:460120 Anti Corruption Inter-Agency Forum services		
PIAP Output: 16080505 Compliance to accountability rules and regulations enforced		
Programme Intervention: 160805 Strengthen and enforce Compliance to accountability rules and regulations		
1. Coordinate the St Janan Luwum Memorial Site development. 2. Conduct the commemoration of St. Janan luwum day	-Commemoration of St. Janani Luwum day successfully conducted and the report is available. -Three coordination meetings with the committee led by Justice Ogola for St Janan Luwum Memorial Site development were conducted in the DEI boardroom.	None
	CONCLUDED IN Q2	
PIAP Output: 16080403 IAF Institutions coordinated		
Programme Intervention: 160804 Monitoring of Government Programs for effective service delivery		
	Planned for Q4	NONE
A report on the organisation of IAF Technical working group activities produced	Two meetings were held to cost the Action plan to eliminate corruption	None
PIAP Output: 16080404 Implementation of NACS in Districts monitored		
Programme Intervention: 160804 Monitoring of Government Programs for effective service delivery		
Conduct Stakeholder engagements/meetings to review the NACS.	Deferred to Q4	2

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Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
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PIAP Output: 16080404 Implementation of NACS in Districts monitored

Programme Intervention: 160804 Monitoring of Government Programs for effective service delivery

Coordinate the implementation of the NACs.	-Government of Uganda, through the Directorate for Ethics and Integrity, signed a Memorandum of Understanding with the Singapore based Chandler Institute of Governance (CIG) to benchmark and strengthen public sector performance in Uganda. -DEI also unveiled the Action Plan to eliminate corruption in Uganda. - Launched the School Integrity Clubs in Ntungamo District, and engaged with Schools in Rwenzori Sub-Region -DEI coordinated the Inter-Agency Forum (IAF) quarterly engagement	NONE
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Expenditures incurred in the Quarter to deliver outputs	UShs Thousand
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Item	Spent
221002 Workshops, Meetings and Seminars	38,978.142
227001 Travel inland	109,999.999
227004 Fuel, Lubricants and Oils	40,000.000
Total For Budget Output	188,978.141
Wage Recurrent	0.000
Non Wage Recurrent	188,978.141
Arrears	0.000
AIA	0.000
Total For Department	188,978.141
Wage Recurrent	0.000
Non Wage Recurrent	188,978.141
Arrears	0.000
AIA	0.000

Department:002 Ethics

Budget Output:440011 National Ethical Education and Outreach

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Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 16080203 District Integrity Promotion Forums (DIPFs) strengthened		
Programme Intervention: 160802 Enhance the Public Demand for Accountability		
One report on ACPPP collaboration framework produced	One report produced Follow-up meeting on issues raised by Anti- corruption CSO partners conducted in Kigezi sub-region(KICK). Its envisaged that the performance of members of anti-corruption CSOs will improve in areas of planning, budgeting, monitoring, investigation, reporting among others	
One report on engagement meetings with RFOs on rebuilding morals at family level produced	Engagement meeting with RFOs not conducted	1 report-Inadequacy of funds but to be executed in Quarter 4
PIAP Output: 16080205 Capacity built in Integrity Promotional Programs		
Programme Intervention: 160802 Enhance the Public Demand for Accountability		
One report on popularizing of the National Ethical values in public & private institutions produced	One report produced A dissemination meeting on National Ethical Values for Cabinet members of Banyala Cultural institution was conducted in Kayunga district. It is envisaged that the training conducted will reshape the mindsets of cultural leaders to disseminate national ethical values in addition to their cultural values among their subjects -The dissemination meetings of Code of Business Ethics to the private sector(business community) conducted in Hoima and Jinja cities It is envisaged that the trainings conducted will reshape the behaviors of the business community based on the Business code’s principles of promoting transparency and integrity in the business environment.	The planned target was achieved

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Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 16080205 Capacity built in Integrity Promotional Programs		
Programme Intervention: 160802 Enhance the Public Demand for Accountability		
One report on awareness creation on the dangers of pornography produced	One report produced Conducted 2 engagement meetings with H/teachers, senior Men/ women teachers, Matron and house masters to build their capacity to prevent, detect and report illicit conduct such as sexual immorality, pornography and homosexuality in 25 selected secondary schools Fort-portal and Hoima Cities. It is envisaged that the trainings conducted will reshape the Mindsets of Administrators and members of Foundation bodies to address issues of immorality in the teaching and learning environment	The planned target was achieved
One report on strengthening District Integrity promotions forum produced	One report produced DIPFs Follow-up and support supervision meetings were conducted in (22)districts of Bulambuli, Sironko, Mbale, Manafwa, Butebo, Kibuku, Budaka, Pallisa, Kakumiro, kibaale, Kikuube and Masindi. etc It is envisaged that the support supervision given by DEI staff will go a long way in mitigating the challenges leading to improved DIPFs functionality in local governments.	The planned target was achieved
Expenditures incurred in the Quarter to deliver outputs		UShs Thousand
Item		Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		102,572.751
221002 Workshops, Meetings and Seminars		158,487.875
221003 Staff Training		-40.402
225101 Consultancy Services		-1,798.423
227001 Travel inland		20,000.000
227004 Fuel, Lubricants and Oils		27,000.000
	Total For Budget Output	306,221.801
	Wage Recurrent	0.000
	Non Wage Recurrent	306,221.801
	Arrears	0.000
	AIA	0.000

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Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
	Total For Department	306,221.801
	Wage Recurrent	0.000
	Non Wage Recurrent	306,221.801
	Arrears	0.000
	AIA	0.000
Department:003 General Administration and Support Services		
Budget Output:000014 Administrative and Support Services		
PIAP Output: 16080503 Improved performance Management		
Programme Intervention: 160805 Strengthen and enforce Compliance to accountability rules and regulations		
Reports and minutes for 2 Senior and top management meetings produced.	6 senior management meetings held and one Top management meeting held	None
1. Conduct Human resource development and capacity building for DEI staff. 2. Process Salaries, Pensions, and Gratuity 3. Conduct Rewards and Sanctions meetings and implement policy. 4. Staff performance management , (appraisals) 5. HIV wellness programs	-Conducted Training in PPDA processes and Procedures -Salaries, pension and Gratuity paid -No cases submitted for consideration in the rewards and sanctions committee -Quarterly assessment of staff conducted and plans drawn -LMSCE Quarterly meetings held, condoms provided in washrooms, No wellness programs conducted	Securing service provider for wellness Services ongoing
A report on one Gender mainstreaming meeting peroduced	No meeting conducted	
1. Provide DEI support services (fixed costs) 2. Procure Utilities and Services.	All DEI support services (fixed costs) and Utilities were provided ie Rent and Electricity	None
1. Prepare and submit Quarterly performance reports 2. Prepare and submit BFP for 2025/26 to MoFPED. 3. Prepare and submit the ministerial policy statement to MoFPED 4. Review of the strategic plan for 2025/26 5. Conduct review of the NACs	-Prepared and submitted the ministerial policy statement to MoFPED -Reviewed the strategic plan for 2025/26 -Prepared and submitted Quarter two performance to MoFPED and the Half year performance to Parliament.	None
1. Prepare the annual Procurement plan. 2. Conduct evaluation of bids 3. Provide quarterly procurement reports 4. Conduct contracts committee meetings	-Quarterly Procurement reports submitted to PPDA -3 Evaluation reports produced -2 contracts committee meetings conducted	NONE
Prepare Audit responses and process payments. Prepare and submit Interim financial statements and final accounts reports to MoFPED.	-Processed all payments on time -Prepared Audit responses	None

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 16080503 Improved performance Management		
Programme Intervention: 160805 Strengthen and enforce Compliance to accountability rules and regulations		
Review of Financial Management Processes in DEI for FY2023/24. Review of Governance, Risk Management and Internal Control Process of DEI activities. Coordinate and attend Audit Committee meetings.	-Obtained and incorporated Management responses for Internal Audit’s review of Governance process and Financial Management. -First & Second Quarter Internal Audit Reports submitted to the Audit Committee for discussion. -Draft Internal Audit plan prepared for submission to Audit Committee	None
Sort and appraise inactive records and files.	Received letters and appraised records	None
Expenditures incurred in the Quarter to deliver outputs		UShs Thousand
Item	Spent	
211101 General Staff Salaries	196,913.724	
211104 Employee Gratuity	19,940.278	
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	73,677.498	
212102 Medical expenses (Employees)	7,220.000	
221001 Advertising and Public Relations	10,339.200	
221003 Staff Training	6,100.000	
221007 Books, Periodicals & Newspapers	3,000.000	
221008 Information and Communication Technology Supplies.	7,500.000	
221009 Welfare and Entertainment	115,981.605	
221011 Printing, Stationery, Photocopying and Binding	41,082.730	
222001 Information and Communication Technology Services.	9,396.400	
223003 Rent-Produced Assets-to private entities	148,592.396	
223004 Guard and Security services	28,696.207	
223005 Electricity	15,000.000	
224004 Beddings, Clothing, Footwear and related Services	12,500.000	
227001 Travel inland	110,460.000	
227004 Fuel, Lubricants and Oils	99,483.000	
228002 Maintenance-Transport Equipment	41,307.280	
228003 Maintenance-Machinery & Equipment Other than Transport Equipment	8,016.105	
273102 Incapacity, death benefits and funeral expenses	2,500.000	
273104 Pension	5,383.806	

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
	Total For Budget Output	963,090.229
	Wage Recurrent	196,913.724
	Non Wage Recurrent	766,176.505
	Arrears	0.000
	AIA	0.000
Budget Output:460150 Leadership Code Tribunal		
PIAP Output: 16080801 Cases in breach of the Leadership Code Adjudicated		
Programme Intervention: 160808 Strengthen the prevention, detection and elimination of corruption		
1. Hearing and determination of decisions on cases of breach of the Leadership Code Conduct at the Headquarters 2. Facilitation of witnesses. 3. Establish regional offices. 4. Develop an online case hearing system.	12 cases adjudicated. Seven (7) cases were filed in Q3 FY 2024/2025. Three (3) of these cases were concluded, and the remaining 4 cases were not concluded since they were filed towards the end of the Quarter. Nineteen (19) cases were carried forward from Quarter 2 FY 2024/2025. Of the nineteen (19) cases, nine (9) cases were concluded. Ten (10) of the nineteen (19)cases remained unconcluded because fresh summons were required in seven cases, and replies were still pending in the other three. -Fines levied worth UGX 22,100,000 /= -Initiated the project development of the system for automated adjudication process. Development of the system is in phases	Achieved
1. Institutional subscriptions and Membership dues 2. Develop and disseminate LCT Media engagement and risk management policy. 3. Operationalize LCT Balanced score Card	Draft Newsletter FY 23/24 was approved. Pending procurement for publication of the newsletter	None
Develop, Prepare and launch the LCT Annual Report	It was already concluded	None
Strengthen Partnerships and participation in Anti-corruption and accountability forum activities.	One (1) meeting held with the IG on the implementation of the Leadership Code Act. Meeting was held at LCT on 17 th January 2025. Minutes were prepared and action points being implemented. -Attended and participated in one (1) IAF meeting. LCT Costed Action Plan prepared and submitted.	Achieved

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
PIAP Output: 16080801 Cases in breach of the Leadership Code Adjudicated		
Programme Intervention: 160808 Strengthen the prevention, detection and elimination of corruption		
Develop Rules, Policies and Procedural Manuals	Not implemented	
1. Payment of staff contract salaries, staff contract gratuity. 2. Payment of rent (Produced assets to private entities). 3. Provide and procure administrative services and utilities for LCT	Members and staff salaries paid 4 LCT Motor vehicles and motorcycles maintained Rent not warranted by DEI due to budget shortfalls All other administrative services and utilities for LCT were provided	None
1. Capacity Building and Enhancement of staff skills through CPDS and Specialized trainings 2. Training of staff to operationalize LCT automated Registry	Not conducted	
Creation of Public Awareness and Visibility of the LCT	Not conducted	
Expenditures incurred in the Quarter to deliver outputs		
UShs Thousand		
Item	Spent	
211102 Contract Staff Salaries	490,108.000	
211104 Employee Gratuity	24,360.000	
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	130,377.464	
221003 Staff Training	27,806.943	
221008 Information and Communication Technology Supplies.	7,500.000	
221009 Welfare and Entertainment	40,083.896	
221011 Printing, Stationery, Photocopying and Binding	12,201.200	
221017 Membership dues and Subscription fees.	5,868.000	
222001 Information and Communication Technology Services.	10,226.308	
223003 Rent-Produced Assets-to private entities	184,723.756	
223004 Guard and Security services	39,394.999	
223005 Electricity	15,000.000	
224004 Beddings, Clothing, Footwear and related Services	10,778.337	
227001 Travel inland	19,636.000	
227004 Fuel, Lubricants and Oils	50,000.000	
228002 Maintenance-Transport Equipment	15,564.398	
273102 Incapacity, death benefits and funeral expenses	3,972.000	
Total For Budget Output		1,087,601.301
Wage Recurrent		490,108.000

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
	Non Wage Recurrent	597,493.301
	Arrears	0.000
	AIA	0.000
	Total For Department	2,050,691.530
	Wage Recurrent	687,021.724
	Non Wage Recurrent	1,363,669.806
	Arrears	0.000
	AIA	0.000
Department:004 Information and Communication		
Budget Output:460122 Anti Corruption Communication and public relations		
PIAP Output: 16080505 Compliance to accountability rules and regulations enforced		
Programme Intervention: 160805 Strengthen and enforce Compliance to accountability rules and regulations		
Assorted social media products produced	One Report produced. i. The Department of Information and Communication provided media Coverage of DEI programs & activities. Main focus was on; Government of Uganda, through the Directorate for Ethics and Integrity, signing a Memorandum of Understanding with the Singapore based Chandler Institute of Governance (CIG) to benchmark and strengthen public sector performance in Uganda, DEI unveiled the Action Plan to eliminate corruption in Uganda, the launch of School Integrity Clubs in Ntungamo District, Engagement with Schools in Rwenzori Sub-Region, the DEI Corporate Prayer meeting and the Inter-Agency Forum (IAF) quarterly engagement Coverage was done in mainstream media i.e. The New Vision Newspaper, The Daily Monitor Newspaper, KfM, NBS TV, NTV-Uganda, Radio Simba, CBS FM, Sanyu FM, CBS FM ii. Produced social media clips for wider dissemination i.e. Twitter (X), You-tube and Tik-Tok as well as online news.	Achieved
Assorted IEC materials developed, produced and disseminated	Differed to Quarter 4 FY 2024/2025.	1
New publications for the resource center acquired	Two (2) sets of the 7 th Edition of Principle Laws of Uganda, were acquired. (each set comprised of 14 booklets)	Achieved

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Outputs Planned in Quarter		Actual Outputs Achieved in Quarter	Reasons for Variation in performance
Expenditures incurred in the Quarter to deliver outputs		US\$ Thousand	
Item			Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)			237.452
221001 Advertising and Public Relations			1,534.645
221011 Printing, Stationery, Photocopying and Binding			41,881.703
227001 Travel inland			20,251.400
227004 Fuel, Lubricants and Oils			6,980.000
		Total For Budget Output	70,885.200
		Wage Recurrent	0.000
		Non Wage Recurrent	70,885.200
		Arrears	0.000
		AIA	0.000
		Total For Department	70,885.200
		Wage Recurrent	0.000
		Non Wage Recurrent	70,885.200
		Arrears	0.000
		AIA	0.000
Department:005 Law, Policy Formulation and Dissemination			
Budget Output:460123 Anti-corruption legal services			
PIAP Output: 16060406 Laws and policies developed/reviewed for effective governance and security			
Programme Intervention: 160604 Review, and develop appropriate policies for effective governance and security			
Conduct 3 sub regional stakeholders engagement meetings .	It was deferred to Quarter 4.	1	
i. Conduct 1 engagement meeting with the LTF and other stake holders on development of regulations of assets recovery under the ACA. ii. Conduct 2 sub region Stakeholder engagements on assessment of effectiveness of anti corruption laws.	Two meetings of the IAF Legal Task Force were held to address the challenges from the users and enforcers of the Anti-Corruption Act, regarding the recovery, management, valuation and disposal of the proceeds of corruption.	None	
i. 3 stakeholder meetings to finalize the executive summary and full country report on Uganda's UNCAC review conducted.	1 status report produced 2 meetings to review the executive summary were conducted	Achieved	
Complete the development of the RFO policy.	Pre- validation of the draft RFO Policy not conducted	Inadequacy of funds but to be executed in Quarter 4	

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
Expenditures incurred in the Quarter to deliver outputs		UShs Thousand
Item		Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		35,429.875
221009 Welfare and Entertainment		20,424.330
225101 Consultancy Services		7,577.625
227001 Travel inland		106,594.410
227004 Fuel, Lubricants and Oils		32,400.000
	Total For Budget Output	202,426.240
	Wage Recurrent	0.000
	Non Wage Recurrent	202,426.240
	Arrears	0.000
	AIA	0.000
	Total For Department	202,426.240
	Wage Recurrent	0.000
	Non Wage Recurrent	202,426.240
	Arrears	0.000
	AIA	0.000
Department:008 Leadership Code Tribunal		
Budget Output:460125 Adjudication of anti corruption cases		
N/A		

Expenditures incurred in the Quarter to deliver outputs		UShs Thousand
Item		Spent
	Total For Budget Output	0.000
	Wage Recurrent	0.000
	Non Wage Recurrent	0.000
	Arrears	0.000
	AIA	0.000
	Total For Department	0.000
	Wage Recurrent	0.000
	Non Wage Recurrent	0.000

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
	Arrears	0.000
	AIA	0.000
Development Projects		
Project:1620 Retooling of Directorate of Ethics and Integrity		
Budget Output:000003 Facilities and Equipment Management		
PIAP Output: 16080503 Improved performance Management		
Programme Intervention: 160805 Strengthen and enforce Compliance to accountability rules and regulations		
Procure ICT for DEI	Not implemented	Retooling funds were only just released in Quarter 4
Expenditures incurred in the Quarter to deliver outputs		
UShs Thousand		
Item		Spent
	Total For Budget Output	0.000
	GoU Development	0.000
	External Financing	0.000
	Arrears	0.000
	AIA	0.000
	Total For Project	0.000
	GoU Development	0.000
	External Financing	0.000
	Arrears	0.000
	AIA	0.000
	GRAND TOTAL	2,819,202.912
	Wage Recurrent	687,021.724
	Non Wage Recurrent	2,132,181.188
	GoU Development	0.000
	External Financing	0.000
	Arrears	0.000
	AIA	0.000

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Quarter 3: Cumulative Outputs and Expenditure by End of Quarter

Annual Planned Outputs		Cumulative Outputs Achieved by End of Quarter
Programme:16 Governance And Security		
SubProgramme:05 Anti-Corruption and Accountability		
Sub SubProgramme:01 Ethics and Integrity		
Departments		
Department:001 Coordination of National Anti-Corruption Strategies (NACS)		
Budget Output:460120 Anti Corruption Inter-Agency Forum services		
PIAP Output: 16080505 Compliance to accountability rules and regulations enforced		
Programme Intervention: 160805 Strengthen and enforce Compliance to accountability rules and regulations		
St Janan Luwum day commemorated.	-Commemoration of St. Janani Luwum day successfully conducted and the report is available. -Three coordination meetings with the committee led by Justice Ogola for St Janan Luwum Memorial Site development were conducted in the DEI boardroom.	
A report on coordination of the Anti-corruption campaign produced.	A report was produced The National Anti-corruption campaign/week was successfully conducted. In order to reach to a wider spectrum of the society, a Community Engagement meeting/Baraza was held in Masaka City. The aim, was to get feedback from the community in regards to service delivery gaps in their community. The Baraza involved the IAF institutions and 400 invited participants drawn from; Youth Groups, Civil Society Organizations (CSOs), Political Leaders, Religious and Faith Organizations (RFOs), and District Local Government Officials. During the Baraza, CSOs on behalf of the Community gave a detailed report on various service delivery gaps in areas of education, health, Parish Development Model (PDM), markets and access to justice	

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Annual Planned Outputs		Cumulative Outputs Achieved by End of Quarter	
PIAP Output: 16080403 IAF Institutions coordinated			
Programme Intervention: 160804 Monitoring of Government Programs for effective service delivery			
2 reports on IAF joint inspections produced		One report produced The Honourable Minister of State for Ethics and Integrity received complaints from Civil Society Organizations in Greater Masaka region regarding service delivery gaps in their community. Accordingly, the Minister led a team of IAF institutions to conduct a Joint Inspection of the reported service delivery gaps in the Greater Masaka district and City in November 2024. The IAF Institutions that participated in the inspections were: The Directorate for Ethics and Integrity, Inspectorate of Government(IG), Public Procurement and Disposal of Public Assets (PPDA), Office of the Director for Public Prosecutions (ODPP), Office of the Auditor General(OAG), State House Anti-Corruption Unit (SHACU), Internal Security Organization (ISO), Criminal Investigations Directorate (CID), State House Health Monitoring Unit and Public Service Commission (PSC).The reported service delivery gaps were in the following areas among others: Education, Health, PDM, Access to Justice	
4 reports on IAF Technical working group activities produced.		Three reports produced The Inter-Agency Forum (IAF) Special Task Force of Technical Officers constituted by the Heads of Anti-Corruption Agencies, to developed the Action Plan which was submitted to cabinet. The team together with stakeholders in the fight against corruption conducted several engagements in preparation for the Anti corruption campaign in Masaka city. -Two meetings were held to cost the Action plan to eliminate corruption	
PIAP Output: 16080404 Implementation of NACS in Districts monitored			
Programme Intervention: 160804 Monitoring of Government Programs for effective service delivery			
2 reports on review of the National Anti-Corruption Strategy produced.		Not implemented	

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
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PIAP Output: 16080404 Implementation of NACS in Districts monitored

Programme Intervention: 160804 Monitoring of Government Programs for effective service delivery

4 reports on the Coordination of the implementation of the ZTCP	Three reports produced Coordinated IAF TWG meetings and the minutes of the meetings are available In Q2, DEI Coordinated the development of the cabinet paper on elimination of corruption. The Steering Committee completed development of a Strategy for the Promotion of Social Accountability, which involves sensitising and empowering integrity committees at District, Sub-County and Parish levels to monitor service delivery and to hold duty bearers accountable. -Monitored functionality of DIPFs in nine (9) districts of Mbale, Sironko, Lwengo, Kalungu, Bukomansimbi, Rwampera, Rubirizi, and Mitooma. Engaged stakeholders i.e. RDCs who raised some of their challenges eg Frequent transfers, and funding gaps -DEI agreed to work with development partners to explore additional funding In Q3, Government of Uganda, through DEI , signed a Memorandum of Understanding with the Singapore based Chandler Institute of Governance (CIG) to benchmark and strengthen public sector performance in Uganda.
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Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
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Item	Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	150,000.000
221002 Workshops, Meetings and Seminars	73,149.718
227001 Travel inland	279,999.999
227004 Fuel, Lubricants and Oils	98,813.000
Total For Budget Output	601,962.717
Wage Recurrent	0.000
Non Wage Recurrent	601,962.717
Arrears	0.000
AIA	0.000
Total For Department	601,962.717
Wage Recurrent	0.000
Non Wage Recurrent	601,962.717
Arrears	0.000

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Annual Planned Outputs		Cumulative Outputs Achieved by End of Quarter	
AIA		0.000	
Department:002 Ethics			
Budget Output:440011 National Ethical Education and Outreach			
PIAP Output: 16080203 District Integrity Promotion Forums (DIPFs) strengthened			
Programme Intervention: 160802 Enhance the Public Demand for Accountability			
4 ACPPP collaboration framework reports produced			
4 reports on RFOs engaged in their role of rebuilding morals at family level and preventing corruption produced		Two reports produced. In Q1 and Q2, DEI Conducted Engagement Meeting to Empower RFOS leaders on Mainstreaming the National Ethical Values policy of Uganda in Mbale,Rukungiri district, Rukungiri Municipality (30), Ntungamo district, Ntungamo town (14), Mbarara district, Mbarara City (18). The RFO leaders in attendance agreed to partner with the government in rebuilding the morals of the citizenry using the National Ethical Values Policy of Uganda.	
PIAP Output: 16080205 Capacity built in Integrity Promotional Programs			
Programme Intervention: 160802 Enhance the Public Demand for Accountability			
4 reports on popularizing of the National Ethical Values in public & private Institutions produced		Three reports produced. In Q1, NEVs disseminated in 4 Cultural institutions. Developed an integrated training program in partnership with National Leadership Institute and Civil Service College for promoting Ethics and Integrity in the Public Service In Q2, 2 dissemination meetings were conducted for cabinet members of Cultural institutions in Busia and Bundibugyo In Q3, A dissemination meeting on National Ethical Values for Cabinet members of Banyala Cultural institution was conducted in Kayunga district. It is envisaged that the training conducted will reshape the mindsets of cultural leaders to disseminate national ethical values in addition to their cultural values among their subjects -The dissemination meetings of Code of Business Ethics to the private sector(business community) conducted in Hoima and Jinja cities It is envisaged that the trainings conducted will reshape the behaviors of the business community based on the Business code’s principles of promoting transparency	

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
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PIAP Output: 16080205 Capacity built in Integrity Promotional Programs

Programme Intervention: 160802 Enhance the Public Demand for Accountability

4 reports on awareness creation on the dangers of pornography produced	2 reports produced on capacity building for the school leaders in the integration of national values and pornography fight. -Two (2) capacity-building conduct for the headteachers, senior women teachers, senior men teachers, matron, and school administrators in the integration of the national ethical values policy and the fight against pornography in the learning school in Busia and Bushenyi District. -The terms of reference for the situational analysis were developed, and the consultancy form was filled, in PDU -Conducted 2 engagement meetings with H/teachers, senior Men/ women teachers, Matron and house masters to build their capacity to prevent, detect and report illicit conduct such as sexual immorality, pornography and homosexuality in 25 selected secondary schools Fort-portal and Hoima Cities. It is envisaged that the trainings conducted will reshape the Mindsets of Administrators and members of Foundation bodies to address issues of immorality in the learning environment
4 reports on strengthening of 80 District Integrity Promotion Forums produced	Three reports produced -in Q1, 19 DIPFs capacity building workshops were conducted across the country. Follow- up and support supervision meetings of DIPFs conducted -In Q2, Follow-up and support supervision meetings of DIPFs were conducted in 10 districts of Nwoya, Amuru, Gulu, Apac, Kwanja Lira, Dokolo, Soroti Kumi, bukede, Ngora. -In Q3, DIPFs Follow-up and support supervision meetings were conducted in 22 districts of Bulambuli, Sironko, Mbale, Manafwa, Butebo, Kibuku, Budaka, Pallisa, Kakumiro, kibaale, Kikuube and Masindi. It is envisaged that the support supervision given by DEI staff will go a long way in mitigating the challenges leading to improved DIPFs functionality in local governments.

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	US\$ Thousand
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Item	Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	307,500.660
221002 Workshops, Meetings and Seminars	295,988.585
221003 Staff Training	24,959.598
225101 Consultancy Services	5,186.455
227001 Travel inland	60,000.000
227004 Fuel, Lubricants and Oils	67,680.000

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Annual Planned Outputs		Cumulative Outputs Achieved by End of Quarter	
		Total For Budget Output	761,315.298
		Wage Recurrent	0.000
		Non Wage Recurrent	761,315.298
		Arrears	0.000
		AIA	0.000
		Total For Department	761,315.298
		Wage Recurrent	0.000
		Non Wage Recurrent	761,315.298
		Arrears	0.000
		AIA	0.000
Department:003 General Administration and Support Services			
Budget Output:000014 Administrative and Support Services			
PIAP Output: 16080503 Improved performance Management			
Programme Intervention: 160805 Strengthen and enforce Compliance to accountability rules and regulations			
Reports and minutes for 8 Senior and top management meetings produced.		Three top management and Eight senior management meetings were conducted in the DEI boardroom	
Human resource management undertaken		-In Q1, -60% of Staff were appraised and Salaries, Pensions, and Gratuity were Processed -In Q2, Timely pay change reports were made. Changes on HCM effected before 6th of every month. Salaries, Pensions, and Gratuity were Processed -1 training session(Capacity building) on PPDA processes and procedures conducted. Training report is available -60% staff attend the wellness program -World AIDS Day was commemorated In Q3, -Conducted Training in PPDA processes and Procedures -Salaries, pension and Gratuity paid -No cases submitted for consideration in the rewards and sanctions committee -Quarterly assessment of staff conducted and plans drawn -LMSCE Quarterly meetings held, condoms provided in washrooms, No wellness programs conducted	
4 Gender mainstreaming meetings conducted.		No meeting conducted	
General administration services provided.		All DEI support services (fixed costs) and Utilities were provided ie Rent and Electricity	

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Annual Planned Outputs		Cumulative Outputs Achieved by End of Quarter	
PIAP Output: 16080503 Improved performance Management			
Programme Intervention: 160805 Strengthen and enforce Compliance to accountability rules and regulations			
Policy and Planning functions for DEI undertaken.		<ul style="list-style-type: none">-Prepared and submitted Quarter four performance report for FY2023/24 to MoFPED-Prepared the PIAPS for 2025/26 to 2029/30-Prepared and submitted the Budget Framework Paper to MoFPED-Provided support to the Audit team (External Auditors)-Prepared and submitted DEI Quarter one performance report-Prepared and submitted the ministerial policy statement to MoFPED-Reviewed the strategic plan for 2025/26-Prepared and submitted Quarter two performance to MoFPED and the Half year performance for FY 2024/25 to Parliament.	
Procurement and disposal functions undertaken		<ul style="list-style-type: none">-Processed utilities like cleaning and sanitation, guards and security etc-Procured toner and stationery such as Note books, printed Calendars-Procured hotel services for field works i.e. 2 for PCC, Ethics and also catering services for the legal department-Procured services for motor vehicle repairs-Trained DEI staff on the procurement process-Conducted six contracts committee meetings and evaluated bids-Prepared the quarter one procurement report-Quarterly Procurement reports submitted to PPDA-3 Evaluation reports produced-2 contracts committee meetings conducted	
Financial management services provided		<ul style="list-style-type: none">Prepared Audit responses and processed paymentsFiled tax returns	
Audit functions of DEI undertaken		<ul style="list-style-type: none">-Obtained and incorporated Management responses for Internal Audit’s review of Governance process and Financial Management.-First & Second Quarter Internal Audit Reports submitted to the Audit Committee for discussion.-Draft Internal Audit plan prepared for submission to Audit Committee	
Re-organizing the Registry.		<ul style="list-style-type: none">Inactive Records were appraised, sorted and the records center was reorganized	

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	US\$ Thousand
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Item	Spent
211101 General Staff Salaries	615,666.178
211104 Employee Gratuity	19,940.278

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Annual Planned Outputs		Cumulative Outputs Achieved by End of Quarter
Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs		UShs Thousand
Item		Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		273,672.529
212102 Medical expenses (Employees)		9,769.972
221001 Advertising and Public Relations		28,866.000
221003 Staff Training		22,100.000
221007 Books, Periodicals & Newspapers		11,373.800
221008 Information and Communication Technology Supplies.		7,500.000
221009 Welfare and Entertainment		270,650.210
221011 Printing, Stationery, Photocopying and Binding		47,025.443
222001 Information and Communication Technology Services.		17,382.810
223003 Rent-Produced Assets-to private entities		446,107.207
223004 Guard and Security services		69,172.841
223005 Electricity		15,000.000
224004 Beddings, Clothing, Footwear and related Services		87,500.000
227001 Travel inland		243,533.077
227004 Fuel, Lubricants and Oils		279,314.633
228002 Maintenance-Transport Equipment		86,891.380
228003 Maintenance-Machinery & Equipment Other than Transport		34,381.205
273102 Incapacity, death benefits and funeral expenses		7,500.000
273104 Pension		17,775.862
	Total For Budget Output	2,611,123.425
	Wage Recurrent	615,666.178
	Non Wage Recurrent	1,995,457.247
	Arrears	0.000
	AIA	0.000
Budget Output:460150 Leadership Code Tribunal		

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
PIAP Output: 16080801 Cases in breach of the Leadership Code Adjudicated	
Programme Intervention: 160808 Strengthen the prevention, detection and elimination of corruption	
Cases of the breach of the Leadership Code of Conduct Adjudicated	<p>-In Q1, 10 cases adjudicated. Fifteen (15) cases were filed in Q1 FY 2024/2025 and none of these cases was concluded, since they were filed towards the end of the Quarter. Thirteen (13) cases were carried forward from FY2023/2024. Of the thirteen (13) cases, (10) cases were mediated and concluded in Q1. 3 of the 13 cases above weren't concluded since they did not have affidavits of service of the application. Fines levied worth UGX 8,800,000 /=</p> <p>-In Q2, a total of 15 cases were filed by the Inspectorate of Government at the LCT. Of the 15 cases, 5 cases were handled and concluded through mediation; with fines levied worth UGX. 7,600,000/= Also, 15 cases were carried forward from the Q1 of the FY 2024/25 to Q2 of FY 2024/25. Of these 15 cases, 8 cases were handled and concluded through mediation; with fines levied worth UGX. 13,600,000/=.</p> <p>-In Q3, 12 cases adjudicated. Seven (7) cases were filed in Q3 FY 2024/2025. Three (3) of these cases were concluded</p> <p>-Fines levied worth UGX 22,100,00</p>
Cases of breach of the Leadership Code of Conduct Adjudicated (Continuation)	<p>-First draft of risk management policy developed</p> <p>-Tribunal engaged in strategic partnerships and outreach initiatives relating to commemoration of International Anti-Corruption day 2024,strengthening both its institutional capabilities and public awareness of its role.</p> <p>-Further, the LCT prepared and submitted its Annual Report for the FY 2023/24 In, accordance with Section 38 of the Leadership Code Act, Cap 33 to the Hon. Minister of State for Ethics and Integrity. Also, the LCT developed an LCT Newsletter, 2024 (Issue III); and procured Information Education and Communication materials to enhance LCT visibility</p> <p>-Draft Newsletter FY 23/24 was approved. Pending procurement for publication of the newsletter</p>
1 LCT Annual report produced.	LCT Annual report for FY 2023/24 produced preparation of the report for FY2024/25 is ongoing

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
PIAP Output: 16080801 Cases in breach of the Leadership Code Adjudicated	
Programme Intervention: 160808 Strengthen the prevention, detection and elimination of corruption	
Partnerships and Networking Strengthened and Enhanced.	-Participated in National, Regional and International Anti-corruption activities. One (1) Session of Technical Working Groups held under the UN Convention Against Corruption expert meeting. Sessions of Technical Working Groups under the UN Convention Against Corruption expert meeting attended by the Registrar. Report submitted. -The Tribunal engaged in strategic partnerships and outreach initiatives relating to commemoration of International Anti-Corruption day 2024, strengthening both its institutional capabilities and public awareness of its role. -One (1) meeting held with the IG on the implementation of the Leadership Code Act. Meeting was held at LCT on 17 th January 2025. Minutes were prepared and action points being implemented. --Attended and participated in one (1) IAF meeting. LCT Costed Action Plan prepared and submitted.
LCT Specific Policies, Rules and Procedural Manuals Developed and Implemented	Not implemented
Provision of Administrative and Support Services	Paid staff contract salaries and contract staff gratuity -Electricity and electrical expenses paid -Cleaning and sanitation services paid -Guard and security services paid - LCT Motor vehicles and motorcycles maintained -ICT Equipment maintained and repaired
Capacity Building and Enhancement of staff skills provided	The LCT held capacity building trainings for its Members and staff based on specific training needs. These included a development training for LCT Members on Corporate Governance by the Institute of Chartered Secretaries and Administrators (ICSA-Uganda); and a training for both LCT Members and staff on Leadership Empowerment by the Global Leadership Summit
Public awareness and visibility of LCT and publicity enhanced	Communication and Branding Strategy implemented (One (1) Newsletter FY 23/24 developed. LCT conducted outreach initiatives relating to commemoration of International Anti-Corruption day 2024, strengthening both its institutional capabilities and public awareness of its role.

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Annual Planned Outputs		Cumulative Outputs Achieved by End of Quarter
Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs		UShs Thousand
Item	Spent	
211102 Contract Staff Salaries	1,431,007.423	
211104 Employee Gratuity	24,360.000	
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	210,247.160	
221001 Advertising and Public Relations	56,000.000	
221003 Staff Training	61,482.543	
221007 Books, Periodicals & Newspapers	7,500.000	
221008 Information and Communication Technology Supplies.	24,500.000	
221009 Welfare and Entertainment	142,243.588	
221011 Printing, Stationery, Photocopying and Binding	52,308.700	
221012 Small Office Equipment	8,821.551	
221017 Membership dues and Subscription fees.	11,250.500	
222001 Information and Communication Technology Services.	59,908.910	
222002 Postage and Courier	2,000.000	
223003 Rent-Produced Assets-to private entities	554,171.249	
223004 Guard and Security services	46,394.999	
223005 Electricity	45,000.000	
223006 Water	7,500.000	
223007 Other Utilities- (fuel, gas, firewood, charcoal)	2,500.000	
224004 Beddings, Clothing, Footwear and related Services	37,777.457	
225101 Consultancy Services	5,000.000	
227001 Travel inland	94,564.769	
227004 Fuel, Lubricants and Oils	150,000.000	
228002 Maintenance-Transport Equipment	31,899.734	
273102 Incapacity, death benefits and funeral expenses	10,402.000	
Total For Budget Output		3,076,840.583
Wage Recurrent		1,431,007.423
Non Wage Recurrent		1,645,833.160
Arrears		0.000
AIA		0.000
Total For Department		5,687,964.008

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter	
	Wage Recurrent	2,046,673.601
	Non Wage Recurrent	3,641,290.407
	Arrears	0.000
	AIA	0.000

Department:004 Information and Communication

Budget Output:460122 Anti Corruption Communication and public relations

PIAP Output: 16080505 Compliance to accountability rules and regulations enforced

Programme Intervention: 160805 Strengthen and enforce Compliance to accountability rules and regulations

4 reports on documentation, media coverage, and publicity of government programs on rebuilding ethics and integrity produced	Three reports produced In Q1, Provided Media Coverage of all DEI Programs and Activities on strengthening capacity for regional DIPFS to enhance service delivery as well as empowerment of RFOS in mainstreaming National Ethical Values among families, youth and children. Produced social media clips and mini documentaries for wider dissemination In Q2, A robust media and publicity program was conducted to enhance the visibility of the Anti-Corruption Institutions and as well get more views from the wider community on issues of service delivery In Masaka through a Baraza.. The citizens reported various challenges they are facing in regard to service deliver in their communities. All these issues were documented and continued to be followed by the Anti-Corruption Agencies In Q3, Information and Communication provided media Coverage of DEI programs and activities. Main focus was on; signing a Memorandum of Understanding with the Singapore based Chandler Institute of Governance (CIG)
4 reports on development, production, and dissemination of assorted IEC materials on government efforts against corruption and moral decadence produced	Two reports produced In Q1, Designed and published a newspaper supplement on the 62 nd Independence Day Anniversary under the theme; “A Recommitment to Secure and Fortify Our Destiny” DEI used the opportunity to urge Ugandans to uphold the National Ethical Values which are the bedrock of Uganda’s growth and development. -In Q2, Assorted IEC materials were developed and disseminated in Masaka City during the Anti corruption campaign and the community engagement/ Baraza held on 23rd November.
2 reports on provision of Resource Center management services produced	2 reports produced Bought the 7th edition of principles of laws of Uganda (Red volumes). A set of 14 booklets were purchased In Q3, Two (2) sets of the 7 th Edition of Principle Laws of Uganda, were acquired. (each set comprised of 14 booklets)

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Annual Planned Outputs		Cumulative Outputs Achieved by End of Quarter	
Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs		UShs Thousand	
Item			Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)			83,200.000
221001 Advertising and Public Relations			41,600.000
221011 Printing, Stationery, Photocopying and Binding			66,205.263
227001 Travel inland			78,822.400
227004 Fuel, Lubricants and Oils			28,713.880
Total For Budget Output			298,541.543
Wage Recurrent			0.000
Non Wage Recurrent			298,541.543
Arrears			0.000
AIA			0.000
Total For Department			298,541.543
Wage Recurrent			0.000
Non Wage Recurrent			298,541.543
Arrears			0.000
AIA			0.000
Department:005 Law, Policy Formulation and Dissemination			
Budget Output:460123 Anti-corruption legal services			
PIAP Output: 16060406 Laws and policies developed/reviewed for effective governance and security			
Programme Intervention: 160604 Review, and develop appropriate policies for effective governance and security			
4 status reports on dissemination of Policies and Anti-Corruption Laws produced		3 status reports were produced. In Q1, Stakeholder Engagements on implementation of the Zero Tolerance to Corruption Policy and dissemination of Anti-Corruption Laws was conducted in Mbale, Sironko, Budadiri, and Bududa Districts of Bugisu Sub- region, and Tororo, Busia, Pallisa and Butebo Districts of Bukedi Sub□region. This was conducted as a joint activity with Ethics Department, which was re-establishing District Integrity Promotion Forums (DIPFs) in the same Districts. -In Q2, Dissemination was conducted in Teso and Lango Sub-Regions.	

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
PIAP Output: 16060406 Laws and policies developed/reviewed for effective governance and security	
Programme Intervention: 160604 Review, and develop appropriate policies for effective governance and security	
5 reports on stakeholder consultations on development of regulations on assets recovery under the Anti Corruption Act and assessment of effectiveness of anti corruption laws produced	Three status reports produced In Q1, The Legal Task Force meeting was conducted, and a draft of the Anti Corruption (Confiscation and Recovery Orders) Rules 2024 was developed. The next stage is to subject the draft Rules to Stakeholder consultations, including Law Enforcement Officers, Bailiffs, Political leaders, CSOs, Academia and the Private Sector -The draft Anti-Corruption (Confiscation and Recovery Orders) Rules, 2024 were developed and discussed in Quarter 2 -In Q3, Two meetings of the IAF Legal Task Force were held to address the challenges from the users and enforcers of the Anti-Corruption Act, regarding the recovery, management, valuation and disposal of the proceeds of corruption.
4 status reports on review of Uganda's implementation of its obligations under the United Nations Convention Against Corruption (UNCAC) produced.	3 status reports produced. In Q1, The Resumed 1 5th Open-ended Intergovernmental Working Group on the Prevention of Corruption was held by United Nations Office on Drugs and Crime (UNODC) from 28 th August to 6 th September 2024 in Vienna, Austria. PS/DEI headed the Uganda delegation, which included Officers from IG, MoJCA, OAG, LCT and the Principal Legal Officer from DEI. -In Q2, PS/DEI led a delegation to attend the First Resumed 15 th Session of the Implementation Review Group at the UN Offices in Vienna, Austria. The delegation included Officials from MoJCA, IG, OAG, Leadership Code Tribunal and the Principal Legal Officer, DEI -In Q3, 2 meetings to review the executive summary were conducted

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
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PIAP Output: 16060406 Laws and policies developed/reviewed for effective governance and security

Programme Intervention: 160604 Review, and develop appropriate policies for effective governance and security

Development of the RFO policy completed.	<p>In Q1, All views submitted by various stakeholders were discussed and incorporated. The updated document is now in place.</p> <p>-A review meeting was to be held in Q2 to have a more polished document that can be taken to the National Validation. The sensitivity of this matter required more patience and scrutiny of various documents.</p> <p>-In Q2, DEI held consultative meetings with the Joint Initiative for Strategic Religious Action (JISRA), the Born Again Faith Uganda (BAFU) Busoga sub-region and the leadership of Watoto Ministries on the Draft RFO Policy.</p> <p>The emerging issues were incorporated into the draft policy. There is increased acceptability from stakeholders and thus can proceed to the completion of the policy development. The sensitivity and emotiveness surrounding the RFO policy development required caution and more consultation. This required more time and resources</p>
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Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	UShs Thousand
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Item	Spent
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	160,656.387
221009 Welfare and Entertainment	59,999.530
225101 Consultancy Services	29,285.175
227001 Travel inland	267,594.410
227004 Fuel, Lubricants and Oils	66,945.000
Total For Budget Output	584,480.502
Wage Recurrent	0.000
Non Wage Recurrent	584,480.502
Arrears	0.000
AIA	0.000
Total For Department	584,480.502
Wage Recurrent	0.000
Non Wage Recurrent	584,480.502
Arrears	0.000
AIA	0.000

Department:008 Leadership Code Tribunal

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
Budget Output:460125 Adjudication of anti corruption cases	
N/A	

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs

UShs Thousand

Item	Spent
223004 Guard and Security services	-188.228
Total For Budget Output	-188.228
Wage Recurrent	0.000
Non Wage Recurrent	-188.228
Arrears	0.000
AIA	0.000
Total For Department	-188.228
Wage Recurrent	0.000
Non Wage Recurrent	-188.228
Arrears	0.000
AIA	0.000

Development Projects

Project:1620 Retooling of Directorate of Ethics and Integrity	
Budget Output:000003 Facilities and Equipment Management	
PIAP Output: 16080503 Improved performance Management	
Programme Intervention: 160805 Strengthen and enforce Compliance to accountability rules and regulations	
ICT procured	Not implemented

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs

UShs Thousand

Item	Spent
Total For Budget Output	0.000
GoU Development	0.000
External Financing	0.000
Arrears	0.000
AIA	0.000
Total For Project	0.000

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Annual Planned Outputs		Cumulative Outputs Achieved by End of Quarter	
	GoU Development		0.000
	External Financing		0.000
	Arrears		0.000
	<i>AIA</i>		0.000
	GRAND TOTAL		7,934,075.840
	Wage Recurrent		2,046,673.601
	Non Wage Recurrent		5,887,402.239
	GoU Development		0.000
	External Financing		0.000
	Arrears		0.000
	<i>AIA</i>		0.000

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Quarter 4: Revised Workplan

Annual Plans		Quarter's Plan		Revised Plans	
Programme:16 Governance And Security					
SubProgramme:05					
Sub SubProgramme:01 Ethics and Integrity					
Departments					
Department:001 Coordination of National Anti-Corruption Strategies (NACS)					
Budget Output:460120 Anti Corruption Inter-Agency Forum services					
PIAP Output: 16080505 Compliance to accountability rules and regulations enforced					
Programme Intervention: 160805 Strengthen and enforce Compliance to accountability rules and regulations					
St Janan Luwum day commemorated.		NA			
A report on coordination of the Anti-corruption campaign produced.		NA			
PIAP Output: 16080403 IAF Institutions coordinated					
Programme Intervention: 160804 Monitoring of Government Programs for effective service delivery					
2 reports on IAF joint inspections produced		A report on Organization of IAF field activities and joint inspections produced.		A report on Organization of IAF field activities and joint inspections produced.	
4 reports on IAF Technical working group activities produced.		A report on the organisation of IAF Technical working group activities produced		A report on the organisation of IAF Technical working group activities produced	
PIAP Output: 16080404 Implementation of NACS in Districts monitored					
Programme Intervention: 160804 Monitoring of Government Programs for effective service delivery					
2 reports on review of the National Anti-Corruption Strategy produced.		Conduct Stakeholder engagements/meetings to review the NACS.		Conduct Stakeholder engagements/meetings to review the NACS.	
4 reports on the Coordination of the implementation of the ZTCP		Coordinate the implementation of the NACs.		Coordinate the implementation of the NACs.	
Department:002 Ethics					
Budget Output:440011 National Ethical Education and Outreach					
PIAP Output: 16080203 District Integrity Promotion Forums (DIPFs) strengthened					
Programme Intervention: 160802 Enhance the Public Demand for Accountability					
4 ACPPP collaboration framework reports produced		One report on ACPPP Collaboration framework produced		One report on ACPPP Collaboration framework produced	
4 reports on RFOs engaged in their role of rebuilding morals at family level and preventing corruption produced		One report on engagement meetings with RFOs on rebuilding morals at family level produced		One report on engagement meetings with RFOs on rebuilding morals at family level produced	

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Annual Plans	Quarter's Plan	Revised Plans
Budget Output:440011 National Ethical Education and Outreach		
PIAP Output: 16080205 Capacity built in Integrity Promotional Programs		
Programme Intervention: 160802 Enhance the Public Demand for Accountability		
4 reports on popularizing of the National Ethical Values in public & private Institutions produced	One report on popularizing of the national ethical values in public & private institution produced	One report on popularizing of the national ethical values in public & private institution produced
4 reports on awareness creation on the dangers of pornography produced	NA	
4 reports on strengthening of 80 District Integrity Promotion Forums produced	One report on strengthening District Integrity promotions forum produced	One report on strengthening District Integrity promotions forum produced
Department:003 General Administration and Support Services		
Budget Output:000014 Administrative and Support Services		
PIAP Output: 16080503 Improved performance Management		
Programme Intervention: 160805 Strengthen and enforce Compliance to accountability rules and regulations		
Reports and minutes for 8 Senior and top management meetings produced.	Reports and minutes for 2 Senior and top management meetings produced.	Reports and minutes for 2 Senior and top management meetings produced.
Human resource management undertaken	1. Conduct Human resource development and capacity building for DEI staff. 2. Process Salaries, Pensions, and Gratuity 3. Conduct Rewards and Sanctions meetings and implement policy. 4. Staff performance management , (appraisals) 5. HIV wellness programs	1. Conduct Human resource development and capacity building for DEI staff. 2. Process Salaries, Pensions, and Gratuity 3. Conduct Rewards and Sanctions meetings and implement policy. 4. Staff performance management , (appraisals) 5. HIV wellness programs
4 Gender mainstreaming meetings conducted.	A report on one Gender mainstreaming meeting peroduced	A report on one Gender mainstreaming meeting peroduced
General administration services provided.	1. Provide DEI support services (fixed costs) 2. Procure Utilities and Services.	1. Provide DEI support services (fixed costs) 2. Procure Utilities and Services.
Policy and Planning functions for DEI undertaken.	1. Prepare and submit Quarterly performance reports 2. Prepare and submit BFP for 2025/26 to MoFPED. 3. Prepare and submit the ministerial policy statement to MoFPED 4. Review of the strategic plan for 2025/26 5. Conduct review of the NACs	1. Prepare and submit Quarterly performance reports 2. Prepare and submit BFP for 2025/26 to MoFPED. 3. Prepare and submit the ministerial policy statement to MoFPED 4. Review of the strategic plan for 2025/26 5. Conduct review of the NACs
Procurement and disposal functions undertaken	1. Prepare the annual Procurement plan. 2. Conduct evaluation of bids 3. Provide quarterly procurement reports 4. Conduct contracts committee meetings	1. Prepare the annual Procurement plan. 2. Conduct evaluation of bids 3. Provide quarterly procurement reports 4. Conduct contracts committee meetings

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Annual Plans	Quarter's Plan	Revised Plans
Budget Output:000014 Administrative and Support Services		
PIAP Output: 16080503 Improved performance Management		
Programme Intervention: 160805 Strengthen and enforce Compliance to accountability rules and regulations		
Financial management services provided	Prepare Audit responses and process payments. Prepare and submit Interim financial statements and final accounts reports to MoFPED.	Prepare Audit responses and process payments. Prepare and submit Interim financial statements and final accounts reports to MoFPED.
Audit functions of DEI undertaken	Review of Financial Management Processes in DEI for FY2023/24. Review of Governance, Risk Management and Internal Control Process of DEI activities. Coordinate and attend Audit Committee meetings.	Review of Financial Management Processes in DEI for FY2023/24. Review of Governance, Risk Management and Internal Control Process of DEI activities. Coordinate and attend Audit Committee meetings.
Re-organizing the Registry.	Sort and appraise inactive records and files.	Sort and appraise inactive records and files.
Budget Output:460150 Leadership Code Tribunal		
PIAP Output: 16080801 Cases in breach of the Leadership Code Adjudicated		
Programme Intervention: 160808 Strengthen the prevention, detection and elimination of corruption		
Cases of the breach of the Leadership Code of Conduct Adjudicated	1. Hearing and determination of decisions on cases of breach of the Leadership Code Conduct at the Headquarters 2. Facilitation of witnesses. 3. Establish regional offices. 4. Develop an online case hearing system.	1. Hearing and determination of decisions on cases of breach of the Leadership Code Conduct at the Headquarters 2. Facilitation of witnesses. 3. Establish regional offices. 4. Develop an online case hearing system.
Cases of breach of the Leadership Code of Conduct Adjudicated (Continuation)	1. Institutional subscriptions and Membership dues 2. Develop and disseminate LCT Media engagement and risk management policy. 3. Operationalize LCT Balanced score Card	1. Institutional subscriptions and Membership dues 2. Develop and disseminate LCT Media engagement and risk management policy. 3. Operationalize LCT Balanced score Card
1 LCT Annual report produced.	Develop, Prepare and launch the LCT Annual Report	Develop, Prepare and launch the LCT Annual Report
Partnerships and Networking Strengthened and Enhanced.	Strengthen Partnerships and participation in Anti-corruption and accountability forum activities.	Strengthen Partnerships and participation in Anti-corruption and accountability forum activities.
LCT Specific Policies, Rules and Procedural Manuals Developed and Implemented	Develop Rules, Policies and Procedural Manuals	Develop Rules, Policies and Procedural Manuals
Provision of Administrative and Support Services	1. Payment of staff contract salaries, staff contract gratuity. 2. Payment of rent (Produced assets to private entities). 3. Provide and procure administrative services and utilities for LCT	1. Payment of staff contract salaries, staff contract gratuity. 2. Payment of rent (Produced assets to private entities). 3. Provide and procure administrative services and utilities for LCT

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Quarter 3

Annual Plans		Quarter's Plan		Revised Plans	
Budget Output:460150 Leadership Code Tribunal					
PIAP Output: 16080801 Cases in breach of the Leadership Code Adjudicated					
Programme Intervention: 160808 Strengthen the prevention, detection and elimination of corruption					
Capacity Building and Enhancement of staff skills provided		1. Capacity Building and Enhancement of staff skills through CPDS and Specialized trainings 2. Training of staff to operationalize LCT automated Registry		1. Capacity Building and Enhancement of staff skills through CPDS and Specialized trainings 2. Training of staff to operationalize LCT automated Registry	
Public awareness and visibility of LCT and publicity enhanced		Creation of Public Awareness and Visibility of the LCT		Creation of Public Awareness and Visibility of the LCT	
Department:004 Information and Communication					
Budget Output:460122 Anti Corruption Communication and public relations					
PIAP Output: 16080505 Compliance to accountability rules and regulations enforced					
Programme Intervention: 160805 Strengthen and enforce Compliance to accountability rules and regulations					
4 reports on documentation, media coverage, and publicity of government programs on rebuilding ethics and integrity produced		Assorted social media products produced		Assorted social media products produced	
4 reports on development, production, and dissemination of assorted IEC materials on government efforts against corruption and moral decadence produced		Assorted IEC materials developed, produced and disseminated		Assorted IEC materials developed, produced and disseminated	
2 reports on provision of Resource Center management services produced		NA			
Department:005 Law, Policy Formulation and Dissemination					
Budget Output:460123 Anti-corruption legal services					
PIAP Output: 16060406 Laws and policies developed/reviewed for effective governance and security					
Programme Intervention: 160604 Review, and develop appropriate policies for effective governance and security					
4 status reports on dissemination of Policies and Anti-Corruption Laws produced		Conduct 3 sub regional stakeholders engagement meetings .		Conduct 3 sub regional stakeholders engagement meetings .	
5 reports on stakeholder consultations on development of regulations on assets recovery under the Anti Corruption Act and assessment of effectiveness of anti corruption laws produced		i. Conduct 1 engagement meeting with the LTF and other stake holders on development of regulations of assets recovery under the ACA. ii. Conduct 2 sub region Stakeholder engagements on assessment of effectiveness of anti corruption laws.		i. Conduct 1 engagement meeting with the LTF and other stake holders on development of regulations of assets recovery under the ACA. ii. Conduct 2 sub region Stakeholder engagements on assessment of effectiveness of anti corruption laws.	

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Quarter 3

Annual Plans		Quarter's Plan		Revised Plans	
Budget Output:460123 Anti-corruption legal services					
PIAP Output: 16060406 Laws and policies developed/reviewed for effective governance and security					
Programme Intervention: 160604 Review, and develop appropriate policies for effective governance and security					
4 status reports on review of Uganda's implementation of its obligations under the United Nations Convention Against Corruption (UNCAC) produced.		i. 2 stakeholder meetings to finalize the executive summary and full country report on Uganda's UNCAC review conducted. ii. 1 peer review session of UNCAC attended		i. 2 stakeholder meetings to finalize the executive summary and full country report on Uganda's UNCAC review conducted. ii. 1 peer review session of UNCAC attended	
Development of the RFO policy completed.		Complete the development of the RFO policy.		Complete the development of the RFO policy.	
Develoment Projects					
Project:1620 Retooling of Directorate of Ethics and Integrity					
Budget Output:000003 Facilities and Equipment Management					
PIAP Output: 16080503 Improved performance Management					
Programme Intervention: 160805 Strengthen and enforce Compliance to accountability rules and regulations					
ICT procured		Procure furniture for DEI		Procure furniture for DEI	
Budget Output:000014 Administrative and Support Services					
PIAP Output: 16080503 Improved performance Management					
Programme Intervention: 160805 Strengthen and enforce Compliance to accountability rules and regulations					
Funiture for DEI Procured		NA			

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Quarter 3

V4: NTR Collections, Off Budget Expenditure and Vote Cross Cutting Issues

Table 4.1: NTR Collections (Billions)

VOTE: 112 Directorate of Ethics and Integrity (DEI)

Quarter 3

Table 4.2: Off-Budget Expenditure By Department and Project

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Table 4.3: Vote Crosscutting Issues

i) Gender and Equity

Objective:	Promote male and female involvement in rebuilding Ethics and Integrity.
Issue of Concern:	Limited participation of women and youth in accountability programs
Planned Interventions:	Create program based benefits that will attract the women, PWDs and the youth (upward and downward accountability).
Budget Allocation (Billion):	0.001
Performance Indicators:	Number of women participating in accountability related activities.
Actual Expenditure By End Q3	0.001
Performance as of End of Q3	There is Gender balance in deployment of officers for field visits
Reasons for Variations	None

ii) HIV/AIDS

Objective:	Develop HIV/AIDS Work place Policy and give support to staff affected.
Issue of Concern:	HIV/AIDS epidemic has robbed the country taking lives of citizens and affected the economy by spending a lot of money on treatment (Drugs). There is need to raise awareness among DEI Staff and in the community as we implement our mandate.
Planned Interventions:	1. Provide free voluntary HIV counseling and testing to all staff. 2. Develop an HIV workplace policy. 3. Organize meetings and invite HIV/AIDs experts to guide staff and management of DEI on how to prevent the spread of the virus.
Budget Allocation (Billion):	0.001
Performance Indicators:	Level of implementation of DEI HIV workplace policy
Actual Expenditure By End Q3	0.001
Performance as of End of Q3	-World AIDS Day was commemorated, -LMSCE Quarterly meetings held, condoms provided in washrooms,
Reasons for Variations	None

iii) Environment

iv) Covid

Objective:	Equip staff with materials and knowledge for prevention and management of COVID 19 Pandemic.
Issue of Concern:	Staff laxity to follow SOPs
Planned Interventions:	Sensitise staff and stakeholders on COVID prevention measures.
Budget Allocation (Billion):	0.030

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Performance Indicators:	Number of staff equipped with knowledge.
Actual Expenditure By End Q3	0.03
Performance as of End of Q3	Sanitizer, masks etc have been provided to Staff. - Constant sensitization has taken place in the staff meetings with emphasis on health
Reasons for Variations	None