

VOTE: 132 Education Service Commission (ESC)

I. VOTE MISSION STATEMENT

To Provide Professional and Competent Education Service Personnel

II. STRATEGIC OBJECTIVE

1. Improve on professional development and practice in the education service.
2. Develop the skills and competences of Members and Staff of the Education Service Commission and DSC&CSC to effectively fulfil their roles in managing the Education Service.
3. Support and enhance Evidence-Based Policy and Decision Making in the Education Service
4. Promote Professionalism, Ethics, Transparency and Accountability in the Education Service
5. Strengthen institutional capacity in order to achieve the Commissions Mandate.

III. MAJOR ACHIEVEMENTS IN 2025/26

1. Provided HIV/AIDs and TB care, Treatment and support services to 03 staff living with HIV/AIDs in quarter two. This was done by paying treatment allowances and providing psychosocial support to them during the quarter.
2. Organized 02 Committee meeting during quarter one and two.
3. Finalized the process of developing the HIV/AIDs policy
4. Participated in 01 Commemoration of world HIV/Aids Day in Bushenyi District.
5. Planted 1,000 tree seedlings to two schools in Lwengo District. (Union Vision SS, Kyazanga and Kitovu SS).
6. Sensitized stakeholder about 2,000 students and more than 1,000 teachers during recruitment and tree planting activities.
7. Organized 01 meeting for the Committee in quarter two.
8. 01 Draft financial statement prepared and submitted.
9. 01 Audit Exercise organised and executed.
10. Prepared 06 financial statement for FY 2025-2026.
11. Paid Salary, allowances to 71 staff and pensions to 45 pensioners for the month of July to December 2025.
12. Organised 53 meetings (09 FCM, 03 Finance Committee, 02 Training Committee, 10 Senior Management Meeting, 01 Service Delivery Standards meeting, 03 Department Meeting F&A, 02 Appointment Committee, 04 Disciplinary Committee, 01 Policy & Regulation Committee, 01 Education Service Department, 01 HIV/AIDs Committee, 09 Strategic Plan meeting, 03 Consultative meeting with MoES, 03 Consultative meeting on tracer study, 01 General staff meeting).
13. Trained 07 staff in various institution of higher learning.
14. Prepared 02 procurement report for Q4 FY 2024-2025 and Q1 FY 2025-2026 to PPDA and MoFPED.
15. Paid gratuity to 04 member for the Commission and 02 staff who retired during quarter one and quarter two FY 2025-2026.
16. Appointed 3,085 personnel, 2,081 male and 1,004 female
17. Confirmed 956 personnel, 614 male and 198 female
18. Granted study leave to 38 personnel, 22 male, 16 female
19. Disciplined 23 personnel, 18 males, 5 female
20. Regularized appointment of 47 personnel, 29 male, 18 female
21. Retired 5 personnel, 4 male, 1 female on medical ground
22. Redesignated 1 personnel, 1 male
23. Handled suitability cases of 51 personnel, 35 male, 16 female
24. Reinstated 4 personnel, 4 male in service
25. Verified 899 personnel, 591 male, 308 female
26. 7,384 ESC minutes were scanned onto the EDMS during quarter two.
27. Prepared 02 performance report for Q4 FY 2024-2025 and Q1 FY 2025-2026.
28. Prepared 01 ESC Contributions to Education and Sports Sub-Sector Annual Performance Report to MoES.
29. Prepared 01 BFP to MoFPED.
30. Prepared 02 reports about RFP to Parliament

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30. Prepared 02 reports about ETC to Parliament.

31. Produced 02 M&E Report for Q4 FY 2024-2025 and Q1 FY 2025-2026.

32. Prepare and submitted 02 quarterly Audit Reports for Q4 FY 2024-2025 and Q1 FY 2025-2026.

33. Produced 02 Audit Management Letters for Q4 FY 2024-2025 and Q1 FY 2025-2026.

34. Produce and update 01 Research Agenda.

35. Updated 01 Inventory of policies, laws and Regulations.

36. Attended 19 sector review meetings (05 SPM, 07 Policy analysis meeting, 04 M&E Meeting, 03 Top Management meeting)

VOTE: 132 Education Service Commission (ESC)**IV. MEDIUM TERM BUDGET ALLOCATIONS****Table 4.1: Overview of Vote Expenditure (Ushs Billion)**

	2025/26		2026/27	MTEF Budget Projections				
	Approved Budget	Spent by End Dec	Budget Estimates	2027/28	2028/29	2029/30	2030/31	
Recurrent	Wage	3.153	1.562	3.980	4.179	4.388	4.608	4.838
	Non-Wage	7.754	7.007	14.387	16.545	19.854	23.824	28.589
Devt.	GoU	1.584	0.000	1.584	1.742	2.090	2.509	3.010
	Ext Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total	12.490	8.569	19.951	22.466	26.333	30.941	36.438	
Total GoU+Ext Fin (MTEF)	12.490	8.569	19.951	22.466	26.333	30.941	36.438	
Arrears	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
Total Budget	12.490	8.569	19.951	22.466	26.333	30.941	36.438	
Total Vote Budget Excluding Arrears	12.490	8.569	19.951	22.466	26.333	30.941	36.438	

VOTE: 132 Education Service Commission (ESC)**Table 4.2: Budget Allocation by Department for Recurrent and Development (Ushs Billion)**

<i>Billion Uganda Shillings</i>	Draft Budget Estimates FY 2026/27	
	Recurrent	Development
Programme:12 Human Capital Development	18.367	1.584
Vote Function:01 General Administration and Support Services	9.134	0.000
001 Headquarters	9.134	0.000
Vote Function:02 Management of Education Service Personnel	8.309	1.584
001 Education Services	8.309	1.584
Vote Function:03 Research, Policy and Management Services	0.924	0.000
001 Research and Management	0.924	0.000
Total for the Vote	18.367	1.584

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V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS

Table 5.1: Performance Indicators

Programme: 12 Human Capital Development

Vote Function: 01 General Administration and Support Services

Department: 001 Headquarters

Key Service Area: 000013 HIV/AIDS Mainstreaming

PIAP Output: Access to HIV/AIDS prevention, control and treatment services improved

Programme Intervention: 123112 Reduce the burden of communicable diseases with focus on high burden diseases (Malaria, HIV/AIDS, TB, Neglected Tropical diseases, Hepatitis), epidemic prone diseases across all age groups emphasizing Primary Health Care Approach

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Proportion of the domestic resource (fund) contribution to the overall HIV/AIDS annual budget	Percentage	2023/24	13%	1.3%

PIAP Output: crosscutting issues mainstreamed

Programme Intervention: 129114 Integrate crosscutting issues in the programme

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Proportion of HIV/AIDS mainstreaming interventions undertaken	Percentage	2023/24	70%	80%

Key Service Area: 000089 Climate Change Mitigation

PIAP Output: crosscutting issues mainstreamed

Programme Intervention: 129114 Integrate crosscutting issues in the programme

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Proportion of environment protection interventions undertaken	Percentage	2023/24	70%	80%

Key Service Area: 000090 Climate Change Adaptation

PIAP Output: crosscutting issues mainstreamed

Programme Intervention: 129114 Integrate crosscutting issues in the programme

VOTE: 132 Education Service Commission (ESC)**Vote Function: 01 General Administration and Support Services****Department: 001 Headquarters****Key Service Area: 000090 Climate Change Adaptation****PIAP Output: crosscutting issues mainstreamed**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Proportion of environment protection interventions undertaken	Percentage	2023/24	70%	80%

Key Service Area: 320031 Support to ESC Mandates and Functions**PIAP Output: Improved Institutional capacity for HCD****Programme Intervention: 129112 Capacitate institutions to deliver Human Capital Development Programme**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Client Charter Developed, disseminated and implemented	Number	2023/24	0	1
Wage, salaries, pension and gratuity for HCD paid	Number	2023/24	1	74

Vote Function: 02 Management of Education Service Personnel**Department: 001 Education Services****Key Service Area: 320016 Management of Education Services****PIAP Output: Lagging Public primary schools constructed, renovated, equipped with required infrastructure and staffed****Programme Intervention: 121311 Equip all lagging schools to meet BRMS**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of teachers recruited (Science and Arts)	Number	2023/24	148000	3000

Project: 1978 Institutional Development of Education Service Commission**Key Service Area: 000003 Facilities and Equipment Management****PIAP Output: Lagging Public secondary schools constructed, renovated, equipped with required infrastructure and staffed****Programme Intervention: 121311 Equip all lagging schools to meet BRMS**

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Vote Function: 02 Management of Education Service Personnel

Project: 1978 Institutional Development of Education Service Commission

Key Service Area: 000003 Facilities and Equipment Management

PIAP Output: Lagging Public secondary schools constructed, renovated, equipped with required infrastructure and staffed

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of existing government owned or government aided secondary schools rehabilitated, renovated, and expanded	Number	2023/24	166	10

Vote Function: 03 Research, Policy and Management Services

Department: 001 Research and Management

Key Service Area: 320002 Research and Policy Management

PIAP Output: Improved Institutional capacity for HCD

Programme Intervention: 129112 Capacitate institutions to deliver Human Capital Development Programme

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of Budget reports produced	Number	2023/24	0	6

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VI. VOTE NARRATIVE

Vote Challenges

1. The appointment of staff depends on submissions from the Ministry of Education and Sports and other MDAs, these submissions sometimes delays and they affect the Commission's output however the Commission has always been engaging all stakeholders involved for timely submission.
2. The Commission's office space is limited and therefore affects the operations.
3. The Commission lacks storage facilities

Plans to improve Vote Performance

1. The Commission is working with Ministry of Education and Sports and other MDAs for more timely declaration of vacancies for Education Personnel.
2. The Commission is also working closely with Chief Administrative Officers through the Human Resource Officers of Districts to identify the availability of wage in their respective districts and make submissions to the Ministry of Education and Sports for onward submissions to the Commission for recruitment.
3. The Commission carries out validation/verification of appointments before any personnel have access payroll.

VII. Off Budget Support and NTR Projections

Table 7.1: Off Budget Support by Project and Department

N/A

VOTE: 132 Education Service Commission (ESC)**Table 7.2: NTR Projections(Uganda Shillings Billions)**

Revenue Code	Revenue Name	FY2025/26	Projection FY2026/27
142159	Sale of bid documents-From Government Units	0.015	0.003
Total		0.015	0.003

VOTE: 132 Education Service Commission (ESC)**VIII. PERSONNEL INFORMATION****Table 8.1: Staff Establishment Analysis**

Title	Salary Scale	Number of Approved Positions	Number of filled Positions
ASSISTANT COMM EDC SERV.	U1	1	0
Assistant Secretary	U4 lower	1	0
DRIVER	U8	17	13
INTERNAL AUDITOR	U4	2	1
OFFICE ATTENDANT	U8	2	1
OFFICE TYPIST	U7	3	1
PERSONAL SECRETARY	U4	1	0
Principal Personal Secretary	U2	2	1
PROCUREMENT OFFICER	U4	1	0
SENIOR ACCOUNTS ASSISTANT	U5	2	1
Senior Internal Auditor	U3 upper	1	0
STENO SECRETARY	U5	2	1

VOTE: 132 Education Service Commission (ESC)**Table 8.2: Staff Recruitment Plan**

Post Title	Salary Scale	No. Of Approved Posts	No. Of Filled Posts	No. Of Vacant Posts	No. Of Posts Cleared for Filling FY2026/27	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
ASSISTANT COMM EDC SERV.	U1	1	0	1	1	1,690,781	20,289,372
Assistant Secretary	U4 lower	1	0	1	1	798,535	9,582,420
DRIVER	U8	17	13	4	4	213,832	10,263,936
INTERNAL AUDITOR	U4	2	1	1	1	940,366	11,284,392
OFFICE ATTENDANT	U8	2	1	1	1	237,069	2,844,828
OFFICE TYPIST	U7	3	1	2	2	377,781	9,066,744
PERSONAL SECRETARY	U4	1	0	1	1	798,667	9,584,004
Principal Personal Secretary	U2	2	1	1	1	1,291,880	15,502,560
PROCUREMENT OFFICER	U4	1	0	1	1	940,366	11,284,392
SENIOR ACCOUNTS ASSISTANT	U5	2	1	1	1	598,822	7,185,864
Senior Internal Auditor	U3 upper	1	0	1	1	1,131,209	13,574,508
STENO SECRETARY	U5	2	1	1	1	479,759	5,757,108
Total					16	9,499,067	126,220,128