

# **VOTE: 132 Education Service Commission(ESC)**

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## **I. VOTE MISSION STATEMENT**

To provide professional and competent male and female Education Service personnel

## **II. STRATEGIC OBJECTIVE**

To improve on professional development and practice in the education service

To improve on efficiency and effectiveness in Education Service delivery

To strengthen capacity for generation and use of evidence

To strengthen institutional capacity of ESC

## **III. MAJOR ACHIEVEMENTS IN 2021/22**

Appointed 1,753 personnel, 1,045 males, 708 females.

Confirmed 1,186 personnel, 809 males, 377 females.

Granted study leave to 18 personnel, 12 males, 6 females.

Regularized 48 appointments for personnel, 34 males, 14 females.

Posthumously confirmed 3 personnel, 1 male, 2 females

Recommended 617 personnel for suitability interviews, 358 males, 259 females

Retired on Medical grounds 4 personnel, 4 males

Retired in Public interest 1 personnel, 1 male

Retired to improve efficiency 1 personnel, 1 male

Posthumously regularized 2 appointments of personnel, 2 males

Redesignated 11 personnel, 8 males, 3 females.

Disciplined 10 personnel, 10 males.

Submitted 02 Quarterly Reports, Q4 FY 2020-2021 and Q1 FY 2021-2022 to MoFPED

Submitted 01 Annual performance report FY 2020-2021 to Parliament

Submitted 01 BFP FY 2022-2023 to MoFPED

Submitted 01 ESC Contribution to ESSAPR to MoES

Submitted 01 Books of Half Annual Financial statement FY 2021-2022

Paid salaries, Wages, Allowances, Gratuity for 75 staffs.

Paid pensions for 50 pensioners

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

	2022/23 Proposed Budget	MTEF Budget Projections			
		2023/24	2024/25	2025/26	2026/27
<b>Recurrent</b>					
Wage	2.884	2.884	2.884	2.884	2.884
Non-Wage	5.836	5.836	6.970	6.970	6.970
<b>Devt.</b>					
GoU	2.053	2.053	2.053	2.053	2.053
Ext Fin.	0.000	0.000	0.000	0.000	0.000
<b>GoU Total</b>	<b>10.773</b>	<b>10.773</b>	<b>11.908</b>	<b>11.908</b>	<b>11.908</b>
<b>Total GoU+Ext Fin (MTEF)</b>	<b>10.773</b>	<b>10.773</b>	<b>11.908</b>	<b>11.908</b>	<b>11.908</b>
<b>Arrears</b>	0.013	0.000	0.000	0.000	0.000
<b>Total Budget</b>	<b>10.786</b>	<b>10.773</b>	<b>11.908</b>	<b>11.908</b>	<b>11.908</b>
<b>Total Vote Budget Excluding</b>	<b>10.773</b>	<b>10.773</b>	<b>11.908</b>	<b>11.908</b>	<b>11.908</b>

**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 2022/23	
	Recurrent	Development
<b>Programme:12 HUMAN CAPITAL DEVELOPMENT</b>	<b>8.720</b>	<b>2.053</b>
<b>SubProgramme:01 Education,Sports and skills</b>	<b>8.065</b>	<b>2.053</b>
<b>Sub SubProgramme:01 General Administration and Support Services</b>	<b>6.116</b>	<b>0.000</b>
001 Headquarters	6.116	0.000
<b>Sub SubProgramme:02 Management of Education Service Personnel</b>	<b>1.950</b>	<b>2.053</b>
001 Education Services	1.950	2.053
<b>SubProgramme:04 Labour and employment services</b>	<b>0.655</b>	<b>0.000</b>
<b>Sub SubProgramme:03 Research, Policy and Management Services</b>	<b>0.655</b>	<b>0.000</b>
001 Research and Management	0.655	0.000
<b>Total for the Vote</b>	<b>8.720</b>	<b>2.053</b>

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## V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS

Table 5.1: Performance Indicators

<b>Programme: 12 HUMAN CAPITAL DEVELOPMENT</b>				
<b>SubProgramme: 01 Education,Sports and skills</b>				
<b>Sub SubProgramme: 01 General Administration and Support Services</b>				
<b>Department: 001 Headquarters</b>				
<b>Budget Output: 320031 Support to ESC Mandates and Functions</b>				
<b>PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
No. of teachers recruited to achieve pupil-to-teacher ratio not exceeding 45:1	Number	2020-2021	2300	3000
<b>Sub SubProgramme: 02 Management of Education Service Personnel</b>				
<b>Department: 001 Education Services</b>				
<b>Budget Output: 320016 Management of Education Services</b>				
<b>PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
No. of teachers recruited to achieve pupil-to-teacher ratio not exceeding 45:1	Number	2020-2021	2300	3000
<b>SubProgramme: 04 Labour and employment services</b>				
<b>Sub SubProgramme: 03 Research, Policy and Management Services</b>				
<b>Department: 001 Research and Management</b>				
<b>Budget Output: 320002 Research and Policy Management</b>				
<b>PIAP Output: Teacher incentive scheme implemented</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Teacher incentive scheme operational	Text	2020-2021	60%	80%

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### **VI. VOTE NARRATIVE**

#### **Vote Challenges**

The appointment of staff depends on submissions from the Ministry of Education and Sports and other MDAs, these submissions always delays and they affect the Commission's output however the Commission has always been engaging all stakeholders involved for timely submission. The Commission's office space is limited and therefore affects the operations. The staff establishment has not been achieved due to limited space. The Commission also lacks storage facilities.

#### **Plans to improve Vote Performance**

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

### **VII. Off Budget Support**

#### **Table 7.1: Off Budget Support by Project and Department**

N / A

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### VIII. VOTE CROSS CUTTING POLICY AND OTHER BUDGETARY ISSUES

Table 8.1: Cross- Cutting Policy Issues

#### i) Gender and Equity

<b>OBJECTIVE</b>	To Recruit qualified and competent Male and Female Education Service Personnel into the service and to minimize regional differences in acquisition of employment opportunities in Education Sector including giving considerations to people in hard to reach areas and ethnic minorities group in Uganda
<b>Issue of Concern</b>	The imbalance of Gender ,Regional and Physical responsiveness in Recruitment and other Commission activities
<b>Planned Interventions</b>	Recruit, Confirm, validate, discipline and handle others cases submitted to the Commission with consideration of gender, regional balances and people with special need and Minority ground in the country. Provide facilities for special need candidates
<b>Budget Allocation (Billion)</b>	1.950
<b>Performance Indicators</b>	Number of Males and Female Education Service Personnel recruited, confirmed, validated, disciplined per region with specification of disability status No. of special needs facilities provided

#### ii) HIV/AIDS

<b>OBJECTIVE</b>	To Organize HIV/AIDS voluntary testing and counseling exercise for staffs and develop the HIV work place policy
<b>Issue of Concern</b>	The ability of all staff to know their HIV/AIDSs status and offering financial help for staff living with HIV?AIDs The lack of HIV/AIDSs workplace policy.
<b>Planned Interventions</b>	Invite counselors to talk to staffs and encourage staff to undergo voluntary testing Initiate the process of developing the HIV workplace policy Conduct stakeholder awareness campaigns to increase awareness on HIV/AIDSs
<b>Budget Allocation (Billion)</b>	0.350
<b>Performance Indicators</b>	No. of staffs living with HIV/AIDSs being supported by the Commission No. of workshops and counselling events organized by the Commission HIV/AIDSs workplace policy developed and fully implemented

#### iii) Environment

<b>OBJECTIVE</b>	To Reduce on the Use of Paper and ensure environmental conservation.
<b>Issue of Concern</b>	The high cost of stationary Staff and stakeholders who do not appreciate the value of environmental conservation
<b>Planned Interventions</b>	Use of ICT to communicate and share information instead of paper work Enhance use of Electronic Data Management System (EDMS) Develop and roll-out of e-recruitment system
<b>Budget Allocation (Billion)</b>	1.200
<b>Performance Indicators</b>	Percentage reduction on the Budget of Stationary E-recruitment system in Place and functional Number of time EDMS is updated

#### iv) Covid

<b>OBJECTIVE</b>	To mitigate the spread of CoVID-19 at workplace
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<b>Issue of Concern</b>	The rapid spread of CoVID-19 among staff at the Commission The creation of safe working place for both staff and clients of the Commission
<b>Planned Interventions</b>	Provide face mask and other hand washing facilities to staff and stakeholders at workplace Ensure that the staff and clients follow the SOPs set by MoH while at work at all times Conduct awareness campaigns on CoVID-19
<b>Budget Allocation (Billion)</b>	0.250
<b>Performance Indicators</b>	No of Staffs vaccinated against CoVID-19 No. of face mask provided to staff No. of hand washing facilities and sanitizers installed at ESC

**VOTE: 132 Education Service Commission(ESC)****IX. PERSONNEL INFORMATION****Table 9.1: Staff Establishment Analysis**

<b>Title</b>	<b>Salary Scale</b>	<b>Number of Approved Positions</b>	<b>Number of filled Positions</b>
ACCOUNTANT	U4	1	0
DRIVER	U8	17	13
OFFICE TYPIST	U7	3	2
PRINCIPAL H R O	U2	4	3
Senior Internal Auditor	U3 upper	1	0
Senior Procurement Officer	U3 upper	1	0
STENO SECRETARY	U5	3	2



**VOTE: 132 Education Service Commission(ESC)****Table 9.2: 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 FY2022/23	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
ACCOUNTANT	U4	1	0	1	1	940,366	11,284,392
DRIVER	U8	17	13	4	4	213,832	10,263,936
OFFICE TYPIST	U7	3	2	1	1	377,781	4,533,372
PRINCIPAL H R O	U2	4	3	1	1	1,291,880	15,502,560
Senior Internal Auditor	U3 upper	1	0	1	1	1,131,209	13,574,508
Senior Procurement Officer	U3 upper	1	0	1	1	1,131,209	13,574,508
STENO SECRETARY	U5	3	2	1	1	479,759	5,757,108
<b>Total</b>					<b>10</b>	<b>5,566,036</b>	<b>74,490,384</b>

