

VOTE: 309 Gulu University

I. VOTE MISSION STATEMENT

To provide access to Quality Higher Education, Training, Research and Innovations for the Delivery of Appropriate Services towards Community Transformation and Sustainable Development.

II. STRATEGIC OBJECTIVE

To provide equitable, relevant and quality teaching and training.

To strengthen research, innovation, technology and knowledge transfers

To enhance community engagement, partnerships, and collaborations

To strengthen governance, management and accountability in service delivery

III. MAJOR ACHIEVEMENTS IN 2025/26

Delivery of Tertiary Education

1. Admitted 5,177 students
2. Enrolled 7,255 students and registered 6,550 students
3. Graduated 1,431, 908 male and 523 female with 44 percent emerging from STEM
4. Held the 21st graduation ceremony where 1,431 students graduated
5. Conducted semester I and II AY 2025/26 examinations

General Administration and Support Services

- 1) Held 02 full Council and 05 committee meetings
- 2) Held 04 Senate and 12 Senate committee meetings
- 3) Paid living out allowances to 828 students and recess term living out allowances to 287 students
- 4) Paid welfare allowances to 14 disabled students
- 5) Printed and distributed 4,500 IDs
- 6) Conducted 01 hostel inspection visit and held 02 hostel owners meetings
- 7) Conducted the Gulu University Budget Conference for FY 2026/27
- 8) Prepared the Gulu University Annual Performance Report for FY 2024/2025
- 9) Prepared Final accounts for FY 2024/25
- 10) Paid Salary and NSSF contribution to 613 staff
- 11) Paid 10 staff gratuity
- 12) Held the convocation Annual General Meeting (AGM)
- 13) Prepared the BFP and MPS for FY 2025/27
- 14) Advertised 21 vacant staff positions

Infrastructure Development

- 1) Completed 45.3% construction of the Business and Development Center
- 2) Completed 40% construction of the senate building
- 3) Completed 75% construction of the pioneer teaching block for Gulu University Constituent College in Moroto
- 4) Completed 43% construction of the multipurpose building for Gulu University Constituent College in Moroto

Research and Innovation

- 1) Won four (04) new research grants

VOTE: 309 Gulu University

- 2) Validated 03 new rapid point of care test kits for cassava, sweet potato and banana diseases;
- 3) Purified two (02) products for jiggers
- 4) Performed diagnostics test including electrolytes panels (17 patients), brucellosis (3 patients), rheumatoid (3 patients), urinalysis, (3 patients), HIV (3 patients), syphilis (2 patients), hepatitis (2 patients) and Covid- 19 (95 tests)
- 5) Conducted analysis of water contamination in Gulu City
- 6) Reviewed and examined 125 dissertations
- 7) Uploaded 54 articles onto the Institutional Repository
- 8) Digitized 24 library books and dissertations
- 9) Maintained 02 Business Incubation Centres at Patiko and Main Campus
- 10) Secured the ISSN for the University journals
- 11) Supported two (02) staff with field research funds

Cross Cutting Arrears

- 1) Maintained 01 tree nursery behind Multifunctional Lab
- 2) Conducted 01 green charcoal production exhibition
- 3) Conducted voluntary Counselling and Testing for 824 students
- 4) Trained 100 Peer Counselors
- 5) Distributed 06 cartons of condoms distributed
- 6) Sensitized 824 students on HIV prevention
- 7) Participated in AUUS/FEAUS games

VOTE: 309 Gulu University**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 | 45.698 | 21.158 | 48.698 | 51.133 | 53.690 | 56.374 | 59.193 |
| | Non-Wage | 30.908 | 15.502 | 38.758 | 44.571 | 53.486 | 64.183 | 77.019 |
| Devt. | GoU | 19.325 | 14.017 | 32.031 | 35.234 | 42.281 | 50.737 | 60.884 |
| | Ext Fin. | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| GoU Total | | 95.931 | 50.677 | 119.487 | 130.938 | 149.456 | 171.294 | 197.096 |
| Total GoU+Ext Fin (MTEF) | | 95.931 | 50.677 | 119.487 | 130.938 | 149.456 | 171.294 | 197.096 |
| Arrears | | 5.285 | 0.000 | 0.159 | 0.000 | 0.000 | 0.000 | 0.000 |
| Total Budget | | 101.216 | 50.677 | 119.646 | 130.938 | 149.456 | 171.294 | 197.096 |
| Total Vote Budget Excluding Arrears | | 95.931 | 50.677 | 119.487 | 130.938 | 149.456 | 171.294 | 197.096 |

VOTE: 309 Gulu University**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 | 87.456 | 32.031 |
| Vote Function:01 Delivery of Tertiary Education | 6.332 | 0.000 |
| 001 Directorate of Research and Graduate Studies | 1.311 | 0.000 |
| 002 Faculty of Agriculture and Environment | 0.639 | 0.000 |
| 003 Faculty of Business and Development Studies | 0.846 | 0.000 |
| 004 Faculty of Education and Humanities | 1.079 | 0.000 |
| 005 Faculty of Law | 0.208 | 0.000 |
| 006 Faculty of Medicine | 0.720 | 0.000 |
| 007 Faculty of Science | 0.369 | 0.000 |
| 008 Hoima Campus | 0.168 | 0.000 |
| 009 Institute of Peace and Strategic Studies | 0.159 | 0.000 |
| 010 Kitgum Campus | 0.252 | 0.000 |
| 011 Multifunctional Laboratories | 0.321 | 0.000 |
| 012 Kotido Campus | 0.260 | 0.000 |
| Vote Function:02 General Administration and support services | 81.124 | 32.031 |
| 001 Academic Affairs | 2.031 | 0.000 |
| 003 Directorate of Planning and Development | 1.995 | 32.031 |
| 004 Library and Information Affairs Services | 0.509 | 0.000 |
| 005 Student Affairs | 2.742 | 0.000 |
| 006 University Hospital/Clinic | 0.313 | 0.000 |
| 008 Office of the Vice Chancellor | 1.352 | 0.000 |
| 009 Quality Assurance Services | 0.150 | 0.000 |
| 010 Internal Audit | 0.331 | 0.000 |
| 011 Office of the University Secretary | 14.287 | 0.000 |
| 012 Human Resource Management | 54.939 | 0.000 |
| 013 Information and Communication Technology | 0.972 | 0.000 |
| 014 Office of the University Bursar | 1.504 | 0.000 |
| Total for the Vote | 87.456 | 32.031 |

VOTE: 309 Gulu University

V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS

Table 5.1: Performance Indicators

Programme: 12 Human Capital Development

Vote Function: 01 Delivery of Tertiary Education

Department: 001 Directorate of Research and Graduate Studies

Key Service Area: 000014 Administrative and Support Services

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 national, regional and international meetings and consultative meetings organised and attended | Number | 2023/24 | 112 | 1 |

Key Service Area: 320036 Research, Innovation and Technology Transfer

PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established

Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of Memorandums of Understanding (MoUs) between industry and educational institutions signed | Number | 2023/24 | 1 | 2 |

Department: 002 Faculty of Agriculture and Environment

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% | 10% |

VOTE: 309 Gulu University**Vote Function: 01 Delivery of Tertiary Education****Department: 002 Faculty of Agriculture and Environment****Key Service Area: 000090 Climate Change Adaptation****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% | 10% |

Key Service Area: 320008 Community Outreach services**PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established****Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of Memorandums of Understanding (MoUs) between industry and educational institutions signed | Number | 2023/24 | 1 | 2 |

Key Service Area: 320036 Research, Innovation and Technology Transfer**PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established****Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| No of STEM/STEI incubation centres established | Number | 2023/24 | 6 | 3 |

Key Service Area: 320043 Teaching and Training**PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established****Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

VOTE: 309 Gulu University**Vote Function: 01 Delivery of Tertiary Education****Department: 002 Faculty of Agriculture and Environment****Key Service Area: 320043 Teaching and Training****PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|---|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of STEM/STEI programmes accredited | Number | 2023/24 | 0 | 13 |

Key Service Area: 320111 Commercial Services**PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established****Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of Memorandums of Understanding (MoUs) between industry and educational institutions signed | Number | 2023/24 | 1 | 2 |

Department: 003 Faculty of Business and Development Studies**Key Service Area: 320008 Community Outreach services****PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established****Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of Memorandums of Understanding (MoUs) between industry and educational institutions signed | Number | 2023/24 | 1 | 2 |

Key Service Area: 320036 Research, Innovation and Technology Transfer**PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established****Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

VOTE: 309 Gulu University**Vote Function: 01 Delivery of Tertiary Education****Department: 003 Faculty of Business and Development Studies****Key Service Area: 320036 Research, Innovation and Technology Transfer****PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of Memorandums of Understanding (MoUs) between industry and educational institutions signed | Number | 2023/24 | 1 | 2 |

Key Service Area: 320043 Teaching and Training**PIAP Output: Dual training system for TVET implemented****Programme Intervention: 122216 Support vocational training institutions (schools, institutes and colleges) and industrialists/employers to deliver a dual training system for TVET**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of TVET and University programmes earmarked for phased delivery through a dual approach | Number | 2023/24 | 16 | 5 |

Department: 004 Faculty of Education and Humanities**Key Service Area: 320008 Community Outreach services****PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established****Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of Memorandums of Understanding (MoUs) between industry and educational institutions signed | Number | 2023/24 | 1 | 205 |

Key Service Area: 320010 E-Learning, and innovation services**PIAP Output: Dual training system for TVET implemented****Programme Intervention: 122216 Support vocational training institutions (schools, institutes and colleges) and industrialists/employers to deliver a dual training system for TVET**

VOTE: 309 Gulu University**Vote Function: 01 Delivery of Tertiary Education****Department: 004 Faculty of Education and Humanities****Key Service Area: 320010 E-Learning, and innovation services****PIAP Output: Dual training system for TVET implemented**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of TVET and University programmes earmarked for phased delivery through a dual approach | Number | 2023/24 | 16 | 10 |

Key Service Area: 320036 Research, Innovation and Technology Transfer**PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established****Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of Memorandums of Understanding (MoUs) between industry and educational institutions signed | Number | 2023/24 | 1 | 2 |

Key Service Area: 320043 Teaching and Training**PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established****Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|---|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of STEM/STEI programmes accredited | Number | 2023/24 | 0 | 9 |

Department: 005 Faculty of Law**Key Service Area: 320008 Community Outreach services****PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established****Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

VOTE: 309 Gulu University**Vote Function: 01 Delivery of Tertiary Education****Department: 005 Faculty of Law****Key Service Area: 320008 Community Outreach services****PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of Memorandums of Understanding (MoUs) between industry and educational institutions signed | Number | 2023/24 | 1 | 2 |

Key Service Area: 320043 Teaching and Training**PIAP Output: Dual training system for TVET implemented****Programme Intervention: 122216 Support vocational training institutions (schools, institutes and colleges) and industrialists/employers to deliver a dual training system for TVET**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of TVET and University programmes earmarked for phased delivery through a dual approach | Number | 2023/24 | 16 | 1 |

Department: 006 Faculty of Medicine**Key Service Area: 320008 Community Outreach services****PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established****Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of Memorandums of Understanding (MoUs) between industry and educational institutions signed | Number | 2023/24 | 1 | 2 |

Key Service Area: 320036 Research, Innovation and Technology Transfer**PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established****Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

VOTE: 309 Gulu University

Vote Function: 01 Delivery of Tertiary Education

Department: 006 Faculty of Medicine

Key Service Area: 320036 Research, Innovation and Technology Transfer

PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of Memorandums of Understanding (MoUs) between industry and educational institutions signed | Number | 2023/24 | 1 | 2 |

Key Service Area: 320043 Teaching and Training

PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established

Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|---|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of STEM/STEI programmes accredited | Number | 2023/24 | 0 | 7 |

Department: 007 Faculty of Science

Key Service Area: 320008 Community Outreach services

PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established

Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of Memorandums of Understanding (MoUs) between industry and educational institutions signed | Number | 2023/24 | 1 | 2 |

Key Service Area: 320036 Research, Innovation and Technology Transfer

PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established

Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry

VOTE: 309 Gulu University**Vote Function: 01 Delivery of Tertiary Education****Department: 007 Faculty of Science****Key Service Area: 320036 Research, Innovation and Technology Transfer****PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of Memorandums of Understanding (MoUs) between industry and educational institutions signed | Number | 2023/24 | 1 | 3 |

Key Service Area: 320043 Teaching and Training**PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established****Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|---|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of STEM/STEI programmes accredited | Number | 2023/24 | 0 | 13 |

Department: 008 Hoima Campus**Key Service Area: 320008 Community Outreach services****PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established****Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of Memorandums of Understanding (MoUs) between industry and educational institutions signed | Number | 2023/24 | 1 | 1 |

Key Service Area: 320043 Teaching and Training**PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established****Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

VOTE: 309 Gulu University**Vote Function: 01 Delivery of Tertiary Education****Department: 008 Hoima Campus****Key Service Area: 320043 Teaching and Training****PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|---|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of STEM/STEI programmes accredited | Number | 2023/24 | 0 | 3 |

Department: 009 Institute of Peace and Strategic Studies**Key Service Area: 320008 Community Outreach services****PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established****Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of Memorandums of Understanding (MoUs) between industry and educational institutions signed | Number | 2023/24 | 1 | 2 |

Key Service Area: 320043 Teaching and Training**PIAP Output: Dual training system for TVET implemented****Programme Intervention: 122216 Support vocational training institutions (schools, institutes and colleges) and industrialists/employers to deliver a dual training system for TVET**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of TVET and University programmes earmarked for phased delivery through a dual approach | Number | 2023/24 | 16 | 4 |

Department: 010 Kitgum Campus**Key Service Area: 320043 Teaching and Training****PIAP Output: Dual training system for TVET implemented****Programme Intervention: 122216 Support vocational training institutions (schools, institutes and colleges) and industrialists/employers to deliver a dual training system for TVET**

VOTE: 309 Gulu University**Vote Function: 01 Delivery of Tertiary Education****Department: 010 Kitgum Campus****Key Service Area: 320043 Teaching and Training****PIAP Output: Dual training system for TVET implemented**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of TVET and University programmes earmarked for phased delivery through a dual approach | Number | 2023/24 | 16 | 4 |

Department: 011 Multifunctional Laboratories**Key Service Area: 320036 Research, Innovation and Technology Transfer****PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established****Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of Memorandums of Understanding (MoUs) between industry and educational institutions signed | Number | 2023/24 | 1 | 4 |

Department: 012 Kotido Campus**Key Service Area: 320008 Community Outreach services****PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established****Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of Memorandums of Understanding (MoUs) between industry and educational institutions signed | Number | 2023/24 | 1 | 1 |

Key Service Area: 320043 Teaching and Training**PIAP Output: Dual training system for TVET implemented****Programme Intervention: 122216 Support vocational training institutions (schools, institutes and colleges) and industrialists/employers to deliver a dual training system for TVET**

VOTE: 309 Gulu University**Vote Function: 01 Delivery of Tertiary Education****Department: 012 Kotido Campus****Key Service Area: 320043 Teaching and Training****PIAP Output: Dual training system for TVET implemented**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of TVET and University programmes earmarked for phased delivery through a dual approach | Number | 2023/24 | 16 | 2 |

Vote Function: 02 General Administration and support services**Department: 001 Academic Affairs****Key Service Area: 000030 Career Guidance****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 gender and equity mainstreaming interventions implemented | Percentage | 2023/24 | 70% | 10% |

Key Service Area: 320001 Academic Affairs**PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established****Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|---|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of STEM/STEI programmes accredited | Number | 2023/24 | 0 | 43 |

Key Service Area: 320104 Convocation services**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 |
| Subventions facilitated | Number | 2023/24 | 1 | 1 |

VOTE: 309 Gulu University**Vote Function: 02 General Administration and support services****Department: 003 Directorate of Planning and Development****Key Service Area: 000006 Planning and Budgeting services****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 |
| Number of Budget reports produced | Number | 2023/24 | 0 | 6 |
| Number of Feasibility studies conducted | Number | 2023/24 | 0 | 1 |

Department: 004 Library and Information Affairs Services**Key Service Area: 320026 Library services****PIAP Output: Uganda's documented heritage preserved, and public library services access improved****Programme Intervention: 121315 Implement ICT integrated teaching, learning and decision making**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of International Standard Numbers -(ISBN, ISSN, ISMN) assigned to Ugandan Publications | Number | 2023/24 | 1000 | 2 |
| Number of National Library, Public, community and school librarians retooled on Library services | Number | 2023/24 | 4 | 5 |

Department: 005 Student Affairs**Key Service Area: 000013 HIV/AIDS Mainstreaming****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% | 10% |

VOTE: 309 Gulu University**Vote Function: 02 General Administration and support services****Department: 005 Student Affairs****Key Service Area: 000014 Administrative and Support Services****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 national, regional and international meetings and consultative meetings organised and attended | Number | 2023/24 | 112 | 2 |

Key Service Area: 320040 Student Affairs (Sports affairs, Guild affairs, chapel)**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 |
| Subventions facilitated | Number | 2023/24 | 1 | 1 |

Key Service Area: 320042 Talent Identification and Development**PIAP Output: Improved recreation and sports infrastructure for sports****Programme Intervention: 126121 Protect and maintain existing sports facilities and construct appropriate and standardized recreation and sports infrastructure for AFCON**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of training facilities constructed and equipped that meet International standards | Number | 2023/24 | 1 | 1 |

Department: 006 University Hospital/Clinic**Key Service Area: 320108 Medical services****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 |

VOTE: 309 Gulu University**Vote Function: 02 General Administration and support services****Department: 008 Office of the Vice Chancellor****Key Service Area: 000010 Leadership and 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 |
| Client Charter Developed, disseminated and implemented | Number | 2023/24 | 0 | 1 |

Key Service Area: 000011 Communication and Public Relations**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 |

Department: 009 Quality Assurance Services**Key Service Area: 320035 Quality, Standard and Accreditation****PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established****Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|---|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of STEM/STEI programmes accredited | Number | 2023/24 | 0 | 43 |

Department: 010 Internal Audit**Key Service Area: 000001 Audit and Risk Management****PIAP Output: Enhanced workforce planning and management****Programme Intervention: 122111 Institutionalize Manpower Planning**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|---|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of HR audits and assessments conducted | Number | 2023/24 | 0 | 1 |

VOTE: 309 Gulu University**Vote Function: 02 General Administration and support services****Department: 011 Office of the University Secretary****Key Service Area: 000007 Procurement and Disposal Services****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 | 1 |

Key Service Area: 000008 Records 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 |
| Human resource capacity building and management & records management conducted (including RAPEX) | Number | 2023/24 | 0 | 2 |

Key Service Area: 000010 Leadership and 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 |
| Client Charter Developed, disseminated and implemented | Number | 2023/24 | 0 | 1 |
| Number of Budget reports produced | Number | 2023/24 | 0 | 6 |
| Wage, salaries, pension and gratuity for HCD paid | Number | 2023/24 | 1 | 633 |

Key Service Area: 000012 Legal and advisory services**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 |

VOTE: 309 Gulu University**Vote Function: 02 General Administration and support services****Department: 011 Office of the University Secretary****Key Service Area: 000014 Administrative and Support Services****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 |

Key Service Area: 320013 Estates 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 |
| Client Charter Developed, disseminated and implemented | Number | 2023/24 | 0 | 1 |

Key Service Area: 320111 Commercial Services**PIAP Output: Strategic Alliances Between Educational Institutions, Scientists, and Industry Established****Programme Intervention: 122218 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of Memorandums of Understanding (MoUs) between industry and educational institutions signed | Number | 2023/24 | 1 | 2 |

Key Service Area: 320112 Establishment of Constituent Colleges**PIAP Output: Physical infrastructure, human resources and quality assurance improved for for Higher Education and TVET Institutions****Programme Intervention: 1222110 Provide the required physical infrastructure and equip, instruction materials, human resources and quality assurance mechanism for Higher Education and TVET Institutions including Special Needs Education (SNE)**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|---|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Gulu University Constituent College, Moroto established | Number | 2023/24 | 0 | 1 |

VOTE: 309 Gulu University**Vote Function: 02 General Administration and support services****Department: 012 Human Resource Management****Key Service Area: 000005 Human Resource 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 |
| Wage, salaries, pension and gratuity for HCD paid | Number | 2023/24 | 1 | 633 |

Department: 013 Information and Communication Technology**Key Service Area: 000019 ICT Services****PIAP Output: Employer-led TVET and Higher Education skilling and training enhanced.****Programme Intervention: 122214 Promote industry-driven and Employer led TVET and Higher Education skilling and training**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|---------------------------------------|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of innovation hubs established | Number | 2023/24 | 5 | 1 |

Department: 014 Office of the University Bursar**Key Service Area: 000004 Finance and Accounting****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 | 3 |

Project: 1797 Gulu University Infrastructure Development Project Phase II**Key Service Area: 000002 Construction Management****PIAP Output: Physical infrastructure, human resources and quality assurance improved for for Higher Education and TVET Institutions****Programme Intervention: 1222110 Provide the required physical infrastructure and equip, instruction materials, human resources and quality assurance mechanism for Higher Education and TVET Institutions including Special Needs Education (SNE)**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of Public Higher Education institutions with ICT enabled infrastructure | Number | 2023/24 | 10 | 1 |

VOTE: 309 Gulu University**Vote Function: 02 General Administration and support services****Project: 1989 Institutional Development of Gulu University****Key Service Area: 000003 Facilities and Equipment Management****PIAP Output: Physical infrastructure, human resources and quality assurance improved for for Higher Education and TVET Institutions****Programme Intervention: 1222110 Provide the required physical infrastructure and equip, instruction materials, human resources and quality assurance mechanism for Higher Education and TVET Institutions including Special Needs Education (SNE)**

| Indicator Name | Indicator Measure | Base Year | Base Level | Performance Targets |
|--|-------------------|-----------|------------|---------------------|
| | | | | 2026/27 |
| Number of Public Higher Education institutions with ICT enabled infrastructure | Number | 2023/24 | 10 | 1 |

VOTE: 309 Gulu University

VI. VOTE NARRATIVE

Vote Challenges

1. Low staffing levels i.e the approved staff establishment for Gulu University is 1,570 staff (884 Academic staff; 686 non-academic staff). Currently, the staffing position is 613 staff (276 academic; 337 non-academic), representing 39.04% of the staffing establishment.
2. Wage shortfall of UGX. 18,642,630,900 required to recruit 168 staff to gain 50% staffing for Critical STEM Programmes.
3. Inadequate development funds allocations amidst enormous infrastructure requirements of the University
4. Under release of funds compared to the cash flow projections affected execution of planned activities especially under the development component

Plans to improve Vote Performance

1. Construction of an additional floor to the existing Faculty of Agriculture Building to increase lecture space to enhance the teaching and learning environment.
2. Reviewing all programmes to align them to the Competence Based Education standards as guided by NCHE
3. Supporting the business arm of the University, Gulu University Holdings Ltd to implement its identified business ventures
4. Operationalization of the Gulu University endowment fund to mobilize resources from all the good friends of the University for its future development
5. Completion of the degazettement and gazettement process to enable the University secure a land title for the Gulu Central Forest Reserve
6. Construction of an inception building for Kitgum Campus and a pioneer block for Gulu University Constituent College, Moroto to enhance the teaching and learning environment and pave way for student admission respectively
7. Supporting the department of Open, Distance, Electronic and Lifelong Learning to enhance eLearning
8. Increasing internet bandwidth from 300Mbps to 330Mbps and enhance the infrastructure to support the ODELL department
9. Recruiting and promoting staff to fill vacant positions of teaching and administrative staff
10. Building the capacity of majorly academic staff by increasing the stock of PhDs to 50 percent of academic staff thus increasing research capacity and publication
11. Conclusion of the restructuring of Faculties and Institute to ensure efficient and effective service delivery

VII. Off Budget Support and NTR Projections

Table 7.1: Off Budget Support by Project and Department

N/A

VOTE: 309 Gulu University**Table 7.2: NTR Projections(Uganda Shillings Billions)**

| Revenue Code | Revenue Name | FY2025/26 | Projection FY2026/27 |
|--------------|--|---------------|-------------------------|
| 141501 | Rent & Rates - Non-Produced Assets – from private entities | 0.005 | 0.005 |
| 142159 | Sale of bid documents-From Government Units | 0.040 | 0.040 |
| 142212 | Educational/Instruction related levies | 20.044 | 23.256 |
| 144149 | Miscellaneous receipts/income | 0.010 | 0.010 |
| Total | | 20.098 | 23.311 |

VOTE: 309 Gulu University

VIII. PERSONNEL INFORMATION

Table 8.1: Staff Establishment Analysis

| Title | Salary Scale | Number of Approved Positions | Number of filled Positions |
|--|--------------|------------------------------|----------------------------|
| Accountant | PU6.2NTNSC | 19 | 14 |
| Assistant Academic Registrar | PU6.2NTNSC | 7 | 4 |
| Assistant Accountant | PU7NTNSC | 13 | 4 |
| Assistant ICT Officer | PU7NTSC | 4 | 2 |
| Assistant Lab Technician | PU12NTSC | 3 | 1 |
| Assistant Lecturer - Non-Science | PU6.2TNSC | 51 | 21 |
| Assistant Lecturer - Science | PU6.2TSC | 47 | 24 |
| Assistant Procurement Officer | PU7NTNSC | 1 | 0 |
| Associate Professor | PU4 | 21 | 2 |
| Deputy Chief- Planning and Development | PU4NTNSC | 1 | 0 |
| Deputy University Librarian | PU4 | 1 | 0 |
| Driver | PU15NTNSC | 35 | 16 |
| ICT Officer- Systems Administration | PU6.2NTSC | 4 | 2 |
| Laboratory Assistant | PU13NTSC | 2 | 0 |
| Lecturer - Non-Science | PU6.1TNSC | 97 | 37 |
| Lecturer - Science | PU6.1TSC | 111 | 64 |
| Principal Accountant | PU5NTNSC | 5 | 4 |
| Principal Assistant Academic Registrar | PU5NTNSC | 3 | 1 |
| Security Guard | PU15NTNSC | 31 | 21 |
| Senior Accountant | PU6.1NTNSC | 5 | 4 |
| Senior Assistant Academic Registrar | PU6.1NTNSC | 3 | 1 |
| Senior Assistant Secretary | PU6.1NTNSC | 1 | 0 |
| Senior Human Resource Officer | PU6.1NTNSC | 1 | 0 |
| Senior Lecturer - Non-Science | PU5NTNSC | 41 | 5 |
| Senior Lecturer - Science | PU5TSC | 25 | 7 |
| Senior Librarian | PU5TSC | 1 | 0 |
| Teaching Assistant - Science | PU7TSC | 72 | 6 |

VOTE: 309 Gulu University

| Title | Salary Scale | Number of Approved Positions | Number of filled Positions |
|------------|--------------|------------------------------|----------------------------|
| Technician | PU7NTSC | 11 | 0 |

VOTE: 309 Gulu University**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) |
|--|--------------|-----------------------|---------------------|---------------------|--|------------------------------|---------------------------|
| Accountant | PU6.2NTNSC | 19 | 14 | 5 | 2 | 5,581,170 | 133,948,080 |
| Assistant Academic Registrar | PU6.2NTNSC | 7 | 4 | 3 | 1 | 5,581,170 | 66,974,040 |
| Assistant Accountant | PU7NTNSC | 13 | 4 | 9 | 2 | 4,395,647 | 105,495,528 |
| Assistant ICT Officer | PU7NTSC | 4 | 2 | 2 | 1 | 5,718,179 | 68,618,148 |
| Assistant Lab Technician | PU12NTSC | 3 | 1 | 2 | 1 | 2,096,071 | 25,152,852 |
| Assistant Lecturer - Non-Science | PU6.2TNSC | 51 | 21 | 30 | 6 | 11,949,286 | 430,174,296 |
| Assistant Lecturer - Science | PU6.2TSC | 47 | 24 | 23 | 3 | 13,374,646 | 240,743,628 |
| Assistant Procurement Officer | PU7NTNSC | 1 | 0 | 1 | 1 | 4,395,647 | 52,747,764 |
| Associate Professor | PU4 | 21 | 2 | 19 | 1 | 14,800,000 | 177,600,000 |
| Deputy Chief- Planning and Development | PU4NTNSC | 1 | 0 | 1 | 1 | 8,491,050 | 101,892,600 |
| Deputy University Librarian | PU4 | 1 | 0 | 1 | 1 | 14,800,000 | 177,600,000 |
| Driver | PU15NTNSC | 35 | 16 | 19 | 1 | 1,209,474 | 14,513,688 |
| ICT Officer- Systems Administration | PU6.2NTSC | 4 | 2 | 2 | 1 | 6,687,323 | 80,247,876 |
| Laboratory Assistant | PU13NTSC | 2 | 0 | 2 | 1 | 1,830,547 | 21,966,564 |
| Lecturer - Non-Science | PU6.1TNSC | 97 | 37 | 60 | 6 | 22,827,897 | 547,869,528 |
| Lecturer - Science | PU6.1TSC | 111 | 64 | 47 | 9 | 16,348,286 | 882,807,444 |
| Principal Accountant | PU5NTNSC | 5 | 4 | 1 | 1 | 7,750,371 | 93,004,452 |
| Principal Assistant Academic Registrar | PU5NTNSC | 3 | 1 | 2 | 1 | 7,750,371 | 93,004,452 |
| Security Guard | PU15NTNSC | 31 | 21 | 10 | 4 | 1,209,474 | 58,054,752 |
| Senior Accountant | PU6.1NTNSC | 5 | 4 | 1 | 1 | 7,108,173 | 85,298,076 |
| Senior Assistant Academic Registrar | PU6.1NTNSC | 3 | 1 | 2 | 1 | 7,108,173 | 85,298,076 |
| Senior Assistant Secretary | PU6.1NTNSC | 1 | 0 | 1 | 1 | 7,108,173 | 85,298,076 |
| Senior Human Resource Officer | PU6.1NTNSC | 1 | 0 | 1 | 1 | 7,108,173 | 85,298,076 |
| Senior Lecturer - Non-Science | PU5NTNSC | 41 | 5 | 36 | 1 | 8,296,772 | 99,561,264 |

VOTE: 309 Gulu University

| 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) |
|------------------------------|--------------|-----------------------|---------------------|---------------------|--|------------------------------|---------------------------|
| Senior Lecturer - Science | PU5TSC | 25 | 7 | 18 | 1 | 9,004,203 | 108,050,436 |
| Senior Librarian | PU5TSC | 1 | 0 | 1 | 1 | 9,004,203 | 108,050,436 |
| Teaching Assistant - Science | PU7TSC | 72 | 6 | 66 | 9 | 17,154,537 | 617,563,332 |
| Technician | PU7NTSC | 11 | 0 | 11 | 2 | 11,436,358 | 137,236,296 |
| Total | | | | | 62 | 240,125,374 | 4,784,069,760 |