

VOTE: 013 Ministry of Education and Sports

I. VOTE MISSION STATEMENT

To provide for, support, guide, coordinate, regulate, and promote delivery of quality Education and Sports to all persons in Uganda; for national integration, individual, and national development.

II. STRATEGIC OBJECTIVE

(i) Achieve equitable access to relevant and quality education and training; (ii) Ensure delivery of relevant and quality education and training; and (iii) Enhance efficiency and effectiveness of education and sports service delivery at all levels.

III. MAJOR ACHIEVEMENTS IN 2022/23

Trained over 100 headteachers on general Early Grade Reading (EGR) methodology and pedagogical leadership. Procured 6,052,100 copies of textbooks for Senior Three and Senior Four for the Lower Secondary Curriculum for both Private and overnment Secondary Schools and 53,000 practical Science Students Manuals books and 4,000 Teacher Practical Manual Guides. Established virtual laboratories in 25 secondary schools. Disbursed funds to facilitate the operations of Bunyoro University and Busoga University Taskforces. Assessed, marked and graded 53,397 (31,445 Male and 21,952 Female) candidates under the modular and full UVQF 1-3 levels in 61 occupations. Conducted decentralized admissions across six (06) regional centers for Diploma awarding Institutions. Rolled out the Teacher Effectiveness and Learners Achievement (TELA) system to the Eastern part of the country covering all Government Primary, Secondary and Certificate Awarding Institutions. Rolled out the e-inspection system to all One Hundred Seventy-Seven (177) Local Governments. Commenced the national rollout of the Education Management Information System (EMIS) in November, 2022.

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IV. MEDIUM TERM BUDGET ALLOCATIONS

Table 4.1: Overview of Vote Expenditure (Ushs Billion)

	2022/23		2023/24	MTEF Budget Projections				
	Approved Budget	Spent by End Dec	Budget Estimates	2024/25	2025/26	2026/27	2027/28	
Recurrent	Wage	124.598	15.691	48.226	50.638	55.701	61.272	67.399
	Non-Wage	245.095	78.571	139.747	193.660	282.392	339.054	403.160
Devt.	GoU	101.704	14.801	42.506	97.736	167.283	192.376	211.613
	Ext Fin.	189.922	49.002	250.367	302.089	98.265	0.000	0.000
GoU Total	471.396	109.063	230.479	342.034	505.377	592.701	682.172	
Total GoU+Ext Fin (MTEF)	661.318	158.065	480.846	644.122	603.642	592.701	682.172	
Arrears	11.000	11.000	1.685	0.000	0.000	0.000	0.000	
Total Budget	672.318	169.065	482.531	644.122	603.642	592.701	682.172	
Total Vote Budget Excluding Arrears	661.318	158.065	480.846	644.122	603.642	592.701	682.172	

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Table 4.2: Budget Allocation by Department for Recurrent and Development (Ushs Billion)

<i>Billion Uganda Shillings</i>	Draft Budget Estimates FY 2023/24	
	Recurrent	Development
Programme:03 Sustainable Petroleum Development	1.000	0.000
SubProgramme:02 Midstream	1.000	0.000
Sub SubProgramme:02 Higher Education	0.700	0.000
001 University Education and Training	0.700	0.000
Sub SubProgramme:07 Technical Vocational Education and Training	0.300	0.000
002 TVET Operations and Management Department	0.300	0.000
Programme:12 Human Capital Development	186.973	292.873
SubProgramme:01 Education,Sports and skills	145.675	292.873
Sub SubProgramme:01 Career Guidance, Counselling and Placement	0.348	0.000
001 Guidance and Counselling	0.348	0.000
Sub SubProgramme:02 Higher Education	36.049	75.671
001 University Education and Training	9.473	75.671
002 Admissions, Scholarships and Student Affairs	21.561	0.000
003 Teacher Education Training and Development	5.015	0.000
Sub SubProgramme:03 Sports and PE	3.861	0.000
001 Physical Education and Sports	3.861	0.000
Sub SubProgramme:04 Policy, Planning and Support Services	65.360	2.430
001 Finance and Administration	42.323	2.430
002 Human Resource Management Department	13.870	0.000
003 Internal Audit	0.622	0.000
004 Education Planning	7.564	0.000
005 Education Policy and Research	0.981	0.000
Sub SubProgramme:05 Basic and Secondary Education	17.295	145.838
001 Pre-Primary and Primary Education	9.168	0.000
002 Secondary Education	7.582	145.838
003 Private Schools Department	0.545	0.000
Sub SubProgramme:06 Quality and Standards	4.083	0.000
001 Directorate of Education Standards	4.083	0.000

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<i>Billion Uganda Shillings</i>	Draft Budget Estimates FY 2023/24	
	Recurrent	Development
Programme:12 Human Capital Development	186.973	292.873
SubProgramme:01 Education,Sports and skills	145.675	292.873
Sub SubProgramme:07 Technical Vocational Education and Training	17.518	68.934
001 TVET Trainers' Training Research and Innovation Department	5.947	0.000
002 TVET Operations and Management Department	8.045	68.934
003 Health Education and Training Department	3.526	0.000
Sub SubProgramme:08 Special Needs Education	1.161	0.000
001 Special Needs and Inclusive Education	1.161	0.000
SubProgramme:02 Population Health, Safety and Management	11.403	0.000
Sub SubProgramme:04 Policy, Planning and Support Services	0.107	0.000
005 Education Policy and Research	0.107	0.000
Sub SubProgramme:07 Technical Vocational Education and Training	11.296	0.000
003 Health Education and Training Department	11.296	0.000
SubProgramme:04 Labour and employment services	29.895	0.000
Sub SubProgramme:01 Career Guidance, Counselling and Placement	0.514	0.000
001 Guidance and Counselling	0.514	0.000
Sub SubProgramme:02 Higher Education	4.606	0.000
003 Teacher Education Training and Development	4.606	0.000
Sub SubProgramme:04 Policy, Planning and Support Services	0.093	0.000
001 Finance and Administration	0.062	0.000
005 Education Policy and Research	0.031	0.000
Sub SubProgramme:07 Technical Vocational Education and Training	24.682	0.000
001 TVET Trainers' Training Research and Innovation Department	1.812	0.000
002 TVET Operations and Management Department	14.691	0.000
003 Health Education and Training Department	8.179	0.000
Total for the Vote	187.973	292.873

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V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS

Table 5.1: Performance Indicators

Programme: 03 Sustainable Petroleum Development

SubProgramme: 02 Midstream

Sub SubProgramme: 02 Higher Education

Department: 001 University Education and Training

Budget Output: 000028 Policy and Regulation

PIAP Output: At least 5 Vocational Training Institutions internationally accredited

Programme Intervention: 030101 Fast-Track Skilling (e.g., apprenticeship), Training and International Accreditation of Ugandans including women, youth and PWDs for employment and service provision in the development/phase of the oil and gas sector.

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of VTIs internationally accredited	Number	2019/20	1			1

Sub SubProgramme: 07 Technical Vocational Education and Training

Department: 002 TVET Operations and Management Department

Budget Output: 000014 Administrative and Support Services

PIAP Output: At least 5 Vocational Training Institutions internationally accredited

Programme Intervention: 030101 Fast-Track Skilling (e.g., apprenticeship), Training and International Accreditation of Ugandans including women, youth and PWDs for employment and service provision in the development/phase of the oil and gas sector.

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of VTIs internationally accredited	Number	2020/21	0			2

Programme: 12 Human Capital Development

SubProgramme: 01 Education,Sports and skills

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 01 Career Guidance, Counselling and Placement****Department: 001 Guidance and Counselling****Budget Output: 000030 Career Guidance****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020305 Provide the critical physical and virtual science infrastructure in all secondary schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Selection criteria of school management committees reviewed	Text	2019	0			Selection criteria reviewed

Sub SubProgramme: 02 Higher Education**Department: 001 University Education and Training****Budget Output: 000039 Policies, Regulations and Standards****PIAP Output: ICT enabled teaching undertaken****Programme Intervention: 12020101 Develop and implement a distance learning strategy**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of learning platforms designed in liaison with HEIs, telecom coies and entrepreneurs	Number	2022/23	2	2	0	5

Budget Output: 320026 Promotion of STEM/STEI**PIAP Output: Budget for STEI/STEM programmes****Programme Intervention: 12050101 Accelerate the acquisition of urgently needed skills in key growth areas.**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
% increase in budget for STEM/STEI programmes	Percentage	2022/23	49%			49%

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 02 Higher Education****Department: 002 Admissions, Scholarships and Student Affairs****Budget Output: 000039 Policies, Regulations and Standards****PIAP Output: Students admitted in STEM/STEI in HEI****Programme Intervention: 12020303 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of more scholarships and bursaries that target STEM/STEI provided	Number	2022-23	0	175	207	10500
Ratio of STEI/STEM students to Arts students	Ratio	2022-23	0	2:7	0	1:1

Budget Output: 320026 Promotion of STEM/STEI**PIAP Output: Budget for STEI/STEM programmes****Programme Intervention: 12020303 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
% increase in budget for STEM/STEI programmes	Percentage	2022-23	30%	%	0	30%

Budget Output: 320040 Student Affairs (Sports affairs, Guild affairs, chapel)**PIAP Output: Students admitted in STEM/STEI in HEI****Programme Intervention: 12020303 Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of more scholarships and bursaries that target STEM/STEI provided	Number	2022-23	6500	175	175	10500

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 02 Higher Education****Department: 002 Admissions, Scholarships and Student Affairs****Budget Output: 320040 Student Affairs (Sports affairs, Guild affairs, chapel)****PIAP Output: Students admitted in STEM/STEI in HEI**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Ratio of STEI/STEM students to Arts students	Ratio	2022-23		2:7	1:2	1:1

Department: 003 Teacher Education Training and Development**Budget Output: 000039 Policies, Regulations and Standards****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of school improvement plans developed and implemented in primary schools arising from inspection reports	Number	2019	0			0

PIAP Output: Teacher incentive scheme implemented**Programme Intervention: 12020104 Implement an integrated ICT enabled teaching**

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 02 Higher Education****Department: 003 Teacher Education Training and Development****Budget Output: 000039 Policies, Regulations and Standards****PIAP Output: Teacher incentive scheme implemented**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Teacher incentive scheme operational	Text	2021	100	Operational and functioning	Facilitated the preparation of the Regulatory Impact Assessment (RIA) for the Teacher Bill Supported the operations of the National Teacher Council for Secretariat	Draft teacher retention strategy developed as part of the incentive scheme

Budget Output: 320114 Teacher Development and Management**PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020305 Provide the critical physical and virtual science infrastructure in all secondary schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of CCTs facilitated to provide support supervision of ECCEs	Number	2021	0	150	0	20

Sub SubProgramme: 03 Sports and PE**Department: 001 Physical Education and Sports****Budget Output: 000010 Leadership and Management****PIAP Output: Framework for institutionalizing talent identification and nurturing****Programme Intervention: 12020201 Develop a framework for talent identification in Sports, Performing and creative Arts**

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 03 Sports and PE****Department: 001 Physical Education and Sports****Budget Output: 000010 Leadership and Management****PIAP Output: Framework for institutionalizing talent identification and nurturing**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Framework for institutionalizing talent identification and professionalization in place	Text		Guideline for institutionalizing talent identification and professionalization in Place	Reviewed guidelines	NO reviewed guidelines	Guideline for institutionalizing talent identification and professionalization in Place

PIAP Output: Regional Sports focused schools (sports centres of excellence) established and supported**Programme Intervention: 1202023 Establish regional sports-focused schools/sports academies to support early talent identification and development, and the training of requisite human resources for the sports sub-sector**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Regional Sports focused schools	Percentage	2019	15%	15%	0	15%

Budget Output: 320042 Talent Identification and Development**PIAP Output: Grassroot Sports and Performing Arts Competitions Organised****Programme Intervention: 1202021 Develop a framework for talent identification in Sports, Performing and creative Arts**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of Local Govt holding atleast 3 grassroots competitions	Number	2019	50	177	0	60

PIAP Output: International sports competitions participated in.**Programme Intervention: 1202022 Develop and implement professional sports club structures to promote formal sports participation**

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 03 Sports and PE****Department: 001 Physical Education and Sports****Budget Output: 320042 Talent Identification and Development****PIAP Output: International sports competitions participated in.**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of competitions partici	Number		0			5

PIAP Output: International sports competitions participated in.

Programme Intervention: 12020206 Maintain existing facilities and construct appropriate and standardized recreation and sports infrastructure at national, regional, local government and schools in line with the country's niche' sports (ie football, netball, athletics, and boxing)

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of competitions partici	Number	2019	0			3

Sub SubProgramme: 04 Policy, Planning and Support Services**Department: 001 Finance and Administration****Budget Output: 000002 Construction Management****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions**

Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of school improvement plans developed and implemented in primary schools arising from inspection reports	Number	2021	0			10

Budget Output: 000007 Procurement and Disposal Services**PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions**

Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 04 Policy, Planning and Support Services****Department: 001 Finance and Administration****Budget Output: 000007 Procurement and Disposal Services****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of school improvement plans developed and implemented in primary schools arising from inspection reports	Number	2021	0			0

Budget Output: 000008 Records Management**PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of school improvement plans developed and implemented in primary schools arising from inspection reports	Number	2021	0			0

Budget Output: 000011 Communication and Public Relations**PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020305 Provide the critical physical and virtual science infrastructure in all secondary schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
A strategy to increase parental participation in the education of their children developed	Text	2021	0			0

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 04 Policy, Planning and Support Services****Department: 001 Finance and Administration****Budget Output: 000039 Policies, Regulations and Standards****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of school improvement plans developed and implemented in primary schools arising from inspection reports	Number	2021	0	12408	6204	0

Budget Output: 120007 Support Services**PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of new secondary schools (300) constructed in sub counties	Number	2021	0	175	0	0

Budget Output: 320115 Coordination of International Education Commitments**PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
An internationally accredited certification system developed, and high quality TVET certifications delivered	Text		0	Developed and approved	none	NA

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 04 Policy, Planning and Support Services****Department: 002 Human Resource Management Department****Budget Output: 000005 Human Resource Management****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12050101 Accelerate the acquisition of urgently needed skills in key growth areas.**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24

Department: 003 Internal Audit**Budget Output: 000001 Audit and Risk Management****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of new secondary schools (300) constructed in sub counties	Number	2022		175	0	100

Department: 004 Education Planning**Budget Output: 000006 Planning and Budgeting services****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of primary schools inspected atleast once a term	Number	2019	20			20

Budget Output: 000015 Monitoring and Evaluation**PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 04 Policy, Planning and Support Services****Department: 004 Education Planning****Budget Output: 000015 Monitoring and Evaluation****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of primary schools inspected atleast once a term	Number	2019	20	12381	0	20

Budget Output: 000036 Strategies and Project Development**PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of primary schools inspected atleast once a term	Number	2019	20			20

Budget Output: 320116 Education Data and Information Management Services**PIAP Output: Revamped EMIS****Programme Intervention: 12020112 Upgrade the Education Management Information System to include functions for tracking enrolment, drop-out, retention, and uniquely identify learners, teachers, and institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Revamped and functional EMIS in place	Percentage	2019	30%	100%	85%	50%

Department: 005 Education Policy and Research**Budget Output: 000012 Legal and Advisory Services****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 04 Policy, Planning and Support Services****Department: 005 Education Policy and Research****Budget Output: 000012 Legal and Advisory Services****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
A policy to guide Curriculum development, Assessment and placement developed	Text	2022	Nil	Parliament approval and signing by H.E. the president hence becomes an Act	none	Draft Curriculum, Assessment and Placement Policy

Budget Output: 000015 Monitoring and Evaluation**PIAP Output: Basic Requirements and Minimum Standards (BRMS) met by schools and training institutions.****Programme Intervention: 12020305 Provide the critical physical and virtual science infrastructure in all secondary schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
A policy to guide Curriculum d	Status	2022	0			2023
National Assessments on Progre	Number	2022	0			2023

Budget Output: 000022 Research and Development**PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 04 Policy, Planning and Support Services****Department: 005 Education Policy and Research****Budget Output: 000022 Research and Development****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
National Assessments on Progress in Education (NAPE) in numeracy and literacy at P.3 and P.6 and S2 once in every 2 years conducted, in order to effectively track learner achievements	Text	2023-2024	0			2023-2024

PIAP Output: Basic Requirements and Minimum Standards (BRMS) met by schools and training institutions.**Programme Intervention: 12020305 Provide the critical physical and virtual science infrastructure in all secondary schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
National Assessments on Progre	Number	2020	0			3
Number of standards in place	Number	2020	0			1

Budget Output: 000039 Policies, Regulations and Standards**PIAP Output: Basic Requirements and Minimum Standards (BRMS) met by schools and training institutions.****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
A central digital repository for all education resources for all subsectors established	Text	2022	0			1

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 04 Policy, Planning and Support Services****Project: 1601 Retooling of Ministry of Education and Sports****Budget Output: 000003 Facilities and Equipment Management****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of classroom furniture procured to ensure that 100% of primary school pupils have where to sit and write by 2025	Number	2021	0	23310	0	30
No. of primary schools inspected atleast once a term	Number	2021	0			5

Sub SubProgramme: 05 Basic and Secondary Education**Department: 001 Pre-Primary and Primary Education****Budget Output: 000010 Leadership and Management****PIAP Output: EGR and EGMA Primers in schools****Programme Intervention: 12020110 Roll out Early Grade Reading (EGR) and Early Grade Maths (EGM) in all primary schools to enhance proficiency in literacy and numeracy**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
% of accessible EGRA and EGMA primers procured and distributed to achieves a pupil-to-primer ratio not exceeding 3:1	Percentage		50%	75%	0	75%
EGRA and EGMA rolled out in all schools	Text		80% of Primary Schools	All Primary Schools		100% primary schools
No. of primary school teachers trained in EGRA and EGMA methodologies taking into consideration gender parity	Number		10000	10000	60	10500
No. of schools implementing the requirement for local language medium of instruction in lower primary	Number		10000	10000	5000	15000

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 05 Basic and Secondary Education****Department: 001 Pre-Primary and Primary Education****Budget Output: 000039 Policies, Regulations and Standards****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of school improvement plans developed and implemented in primary schools arising from inspection reports	Number		6204	12408	6204	6604

Budget Output: 320026 Promotion of STEM/STEI**PIAP Output: Innovative pupil-led science projects in primary schools****Programme Intervention: 12020304 Provide early exposure of STEM/STEI to children (eg introduction of innovative science projects primary schools)**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of schools undertaking innovative pupil-led science-based projects	Number	2022	334			668

Budget Output: 320117 Delivery of Instructional Materials**PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020305 Provide the critical physical and virtual science infrastructure in all secondary schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of textbooks and other instructional materials procured to ensure that each primary school achieves a pupil-to-textbook ratio not exceeding 3:1 by 2025	Number		0	0	0	2212653

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 05 Basic and Secondary Education****Department: 001 Pre-Primary and Primary Education****Budget Output: 320118 Delivery of quality ECCE services****PIAP Output: ECD centres registered****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
% of ECD centres registered in accordance with the BRMS	Percentage	2022	25%	40%	20%	50%

Department: 002 Secondary Education**Budget Output: 000039 Policies, Regulations and Standards****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of new secondary schools (300) constructed in sub counties	Number		0	116	0	0
No. of teachers recruited to achieve pupil-to-teacher ratio not exceeding 45:1	Number	2019	0	777	5900	250

Budget Output: 120007 Support Services**PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020305 Provide the critical physical and virtual science infrastructure in all secondary schools and training institutions**

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 05 Basic and Secondary Education****Department: 002 Secondary Education****Budget Output: 120007 Support Services****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of school improvement plans developed and implemented in primary schools arising from inspection reports	Number	2019	0			300
No. of secondary schools and lower secondary school teachers retooled to enable them implement the new lower secondary curriculum (CPDS)	Number	2019	0	500	2580	150

Budget Output: 320010 E-Learning, and innovation services**PIAP Output: ICT enabled teaching undertaken****Programme Intervention: 12020101 Develop and implement a distance learning strategy**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of rural-based primary and secondary schools (30% of schools connected) to power supply	Number		0	300	0	206

Budget Output: 320026 Promotion of STEM/STEI**PIAP Output: Innovative pupil-led science projects in primary schools****Programme Intervention: 12020304 Provide early exposure of STEM/STEI to children (eg introduction of innovative science projects primary schools)**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of schools undertaking innovative pupil-led science-based projects	Number	2019	0	20%		10%

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 05 Basic and Secondary Education****Department: 002 Secondary Education****Budget Output: 320042 Talent Identification and Development****PIAP Output: Framework for institutionalizing talent identification and nurturing****Programme Intervention: 12020201 Develop a framework for talent identification in Sports, Performing and creative Arts**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Framework for institutionalizing talent identification and professionalization in place	Text	2019	NA	1	0	NA

Budget Output: 320117 Delivery of Instructional Materials**PIAP Output: Science-based equipment and instruction materials in place****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Science-based equipment and instruction materials in place	Text		0	Drafting a concept note and Implementation strategy	Not yet done	0

PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions**Programme Intervention: 12020305 Provide the critical physical and virtual science infrastructure in all secondary schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of textbooks procured to ensure that each secondary school achieves a pupil-to-textbook ratio not exceeding 3:1 (Millions)	Number	2019	0	8628990	6052110	81487

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 05 Basic and Secondary Education****Department: 002 Secondary Education****Budget Output: 320117 Delivery of Instructional Materials****PIAP Output: Science-based equipment and instruction materials in place****Programme Intervention: 12050108 Provide the required physical infrastructure, instruction materials and human resources for Higher Education Institutions including Special Needs Education**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Science-based equipment and instruction materials in place	Text		0			Laboratory equipment, chemicals and reagents procured and distributed to 60 secondary schools

Department: 003 Private Schools Department**Budget Output: 000010 Leadership and Management****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
% of Pre-primary schools meeting the BRMS	Percentage		0			30%
No. of school improvement plans developed and implemented in primary schools arising from inspection reports	Number	2021	150			300
No. of secondary schools and lower secondary school teachers retooled to enable them implement the new lower secondary curriculum (CPDS)	Number	2022-23	100	100	0	1000

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 05 Basic and Secondary Education****Department: 003 Private Schools Department****Budget Output: 000010 Leadership and Management****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of teachers recruited to ensure that each secondary school achieves student-to-teacher ratio not exceeding 50:1	Number	2019	0			300
Selection criteria of school management committees reviewed	Text	2022				New Selection Criteria in place

Project: 1540 Development of Secondary Education Phase II**Budget Output: 000017 Infrastructure Development and Management****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020305 Provide the critical physical and virtual science infrastructure in all secondary schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of additional classrooms constructed to ensure that each Secondary school achieves a student-to-classroom ratio not exceeding 50:1	Number		0	1279	0	50

Budget Output: 120007 Support Services**PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020305 Provide the critical physical and virtual science infrastructure in all secondary schools and training institutions**

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 05 Basic and Secondary Education****Project: 1540 Development of Secondary Education Phase II****Budget Output: 120007 Support Services****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of additional classrooms constructed to ensure that each Secondary school achieves a student-to-classroom ratio not exceeding 50:1	Number		0			50

Budget Output: 320026 Promotion of STEM/STEI**PIAP Output: Virtual Laboratories in place****Programme Intervention: 12020305 Provide the critical physical and virtual science infrastructure in all secondary schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Virtual Laboratories in place	Percentage		0	17%	0	5%

Project: 1665 Uganda Secondary Education Expansion Project**Budget Output: 000017 Infrastructure Development and Management****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020305 Provide the critical physical and virtual science infrastructure in all secondary schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. (5500) of additional Gender & disability sensitive and climate resilient emptyable VIP Latrines constructed to ensure that each Public primary school achieves a pupil-to-toilet stance ratio not exceeding 60:1	Number		0			300

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 05 Basic and Secondary Education****Project: 1665 Uganda Secondary Education Expansion Project****Budget Output: 000017 Infrastructure Development and Management****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of additional classrooms constructed to ensure that each Secondary school achieves a student-to-classroom ratio not exceeding 50:1	Number		0	256	0	480
No. of existing public secondary schools rehabilitated and renovated to ensure they are disability friendly with a special focus on traditional schools	Number		0	61	0	61
No. of new secondary schools (300) constructed in sub counties without	Number		0	116	0	60

Budget Output: 010008 Capacity Strengthening**PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020305 Provide the critical physical and virtual science infrastructure in all secondary schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
A policy to guide Curriculum development, Assessment and placement developed	Text		0			Draft Policy in Place

PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions**Programme Intervention: 12050102 Develop digital learning materials and operationalize Digital Repository**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
A policy to guide Curriculum development, Assessment and placement developed	Text	2020	0			1

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 05 Basic and Secondary Education****Project: 1665 Uganda Secondary Education Expansion Project****Budget Output: 120007 Support Services****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020305 Provide the critical physical and virtual science infrastructure in all secondary schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
High quality examinations and certification systems developed	Text	2020	0			UNEB facilitated to equate results for Refugee Students
No. of new secondary schools (300) constructed in sub counties without	Number	2020	0	116	0	60

Budget Output: 320117 Delivery of Instructional Materials**PIAP Output: Science-based equipment and instruction materials in place****Programme Intervention: 12020305 Provide the critical physical and virtual science infrastructure in all secondary schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Science-based equipment and instruction materials in place	Text	2020	0			708 science kits provided

Sub SubProgramme: 06 Quality and Standards**Department: 001 Directorate of Education Standards****Budget Output: 320035 Quality, Standard and Accreditation****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020305 Provide the critical physical and virtual science infrastructure in all secondary schools and training institutions**

VOTE: 013 Ministry of Education and Sports

Sub SubProgramme: 06 Quality and Standards

Department: 001 Directorate of Education Standards

Budget Output: 320035 Quality, Standard and Accreditation

PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
An Inspection and Quality Assurance policy for education and sports formulated	Text	2022	0			NA
An integrated e-inspection system for all schools and education institutions established and operationalised (intergrated inspection System)	Text	2021	0			IIS system rolled out to all LGs
No. of District Inspectors of schools and Associate Assessors on Intergrated Inspection System and Head teachers, Deputy head teachers and ICT teachers (IIS) trained	Number	2022	625	790	0	675
No. of inspection and monitor TVET inputs, processes and learning outcomes atleast once a term	Number	2022	100			480
No. of schools installed with solar energy (IIS)	Number	2022	100			400
No. of visits conducted to monitor the inspection of primary schools by the LG inspectors to ensure adharence to the gudelines of inspecting each primary school atleast once a term	Number	2022	80			89
Number of BRMS inspections in ECCEs conducted	Number	2022	20			25

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 07 Technical Vocational Education and Training****Department: 001 TVET Trainers' Training Research and Innovation Department****Budget Output: 000010 Leadership and Management****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of industry-based practioners recruited as TVET instructors to ensure that each TVET institution achieves 100% staffing levels	Number	2019	0	30	0	1

Budget Output: 000014 Administrative and Support Services**PIAP Output: ICT enabled teaching undertaken****Programme Intervention: 12020104 Implement an integrated ICT enabled teaching**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
55% of all teachers, tutors, instructors and lecturers trained in ICT skills	Percentage	2019	0	50%	10%	30%

Budget Output: 000070 Assessment and Profiling**PIAP Output: Basic Requirements and Minimum Standards (BRMS) met by schools and training institutions.****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
An internationally accredited certification system developed, and high quality TVET certifications delivered	Number	2019	0			4

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 07 Technical Vocational Education and Training****Department: 001 TVET Trainers' Training Research and Innovation Department****Budget Output: 000070 Assessment and Profiling****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020305 Provide the critical physical and virtual science infrastructure in all secondary schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
High quality examinations and certification systems developed	Text	2021	0			2500 students assessed by DIT

Budget Output: 010008 Capacity Strengthening**PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020305 Provide the critical physical and virtual science infrastructure in all secondary schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of industry-based practioners recruited as TVET instructors to ensure that each TVET institution achieves 100% staffing levels	Number	2019	0			0

Department: 002 TVET Operations and Management Department**Budget Output: 000014 Administrative and Support Services****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 07 Technical Vocational Education and Training****Department: 002 TVET Operations and Management Department****Budget Output: 000014 Administrative and Support Services****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
An internationally accredited certification system developed, and high quality TVET certifications delivered	Text	2021/22	N/A	Mechanism for development of accredited certification developed and delivered	This output is misplaced and duplicated.	Administrative support provided for 17 TVET-OM staff.

Budget Output: 120007 Support Services**PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020305 Provide the critical physical and virtual science infrastructure in all secondary schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of inspection and monitor TVET inputs, processes and learning outcomes atleast once a term	Number	2021/22	0			4

Department: 003 Health Education and Training Department**Budget Output: 000070 Assessment and Profiling****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12050101 Accelerate the acquisition of urgently needed skills in key growth areas.**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
High quality examinations and certification systems developed	Percentage	2021	0			0%

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 07 Technical Vocational Education and Training****Department: 003 Health Education and Training Department****Budget Output: 000070 Assessment and Profiling****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of existing TVET institutions equipped with appropriate infrastructure, Equipment and materials	Number	2022				3

Project: 1432 OFID Funded Vocational Project Phase II**Budget Output: 000017 Infrastructure Development and Management****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020305 Provide the critical physical and virtual science infrastructure in all secondary schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of existing TVET institutions equipped with appropriate infrastructure, Equipment and materials	Number	2019	0			8
No. of lecture theatres/ teaching facilities constructed in TVET institutions to conform to NCHE standards	Number	2019	0			17

Budget Output: 120007 Support Services**PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 07 Technical Vocational Education and Training****Project: 1432 OFID Funded Vocational Project Phase II****Budget Output: 120007 Support Services****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of existing TVET institutions equipped with appropriate infrastructure, Equipment and materials	Number	2022 2023	0			17

PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions**Programme Intervention: 12020305 Provide the critical physical and virtual science infrastructure in all secondary schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of lecture theatres/ teaching facilities constructed in TVET institutions to conform to NCHE standards	Number	2019				17

Sub SubProgramme: 08 Special Needs Education**Department: 001 Special Needs and Inclusive Education****Budget Output: 000010 Leadership and Management****PIAP Output: Targeted continuous professional development programme in place****Programme Intervention: 12050104 Implement an incentive structure for the recruitment, training, and retention of the best brains into the teaching profession across the entire education system**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of primary schools benefiting from professional support on-site('000s)	Number	2019	0	500	0	50
No. of secondary schools benefiting from professional support on-site ('000s)	Number	2019	0	222	0	0

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 08 Special Needs Education****Department: 001 Special Needs and Inclusive Education****Budget Output: 010008 Capacity Strengthening****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020305 Provide the critical physical and virtual science infrastructure in all secondary schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of primary schools inspected atleast once a term	Number	2019	0			80
No. of secondary schools and lower secondary school teachers retooled to enable them implement the new lower secondary curriculum (CPDS)	Number	2019				60

Budget Output: 320117 Delivery of Instructional Materials**PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of textbooks and other instructional materials procured to ensure that each primary school achieves a pupil-to-textbook ratio not exceeding 3:1 by 2025	Number	2019	0	595	0	350

SubProgramme: 02 Population Health, Safety and Management**Sub SubProgramme: 04 Policy, Planning and Support Services****Department: 005 Education Policy and Research****Budget Output: 000039 Policies, Regulations and Standards****PIAP Output: Service Delivery Standards disseminated and implemented.****Programme Intervention: 12030105 Improve the functionality of the health system to deliver quality and affordable preventive, promotive, curative and palliative health care services focusing on:**

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 04 Policy, Planning and Support Services****Department: 005 Education Policy and Research****Budget Output: 000039 Policies, Regulations and Standards****PIAP Output: Service Delivery Standards disseminated and implemented.**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Service standards and service delivery standards for health reviewed and disseminated	Percentage		0			1%

Sub SubProgramme: 07 Technical Vocational Education and Training**Department: 003 Health Education and Training Department****Budget Output: 000010 Leadership and Management****PIAP Output: Integrated Authority to improve quality assurance and regulatory control systems and accreditation across public and private providers established.****Programme Intervention: 12030105 Improve the functionality of the health system to deliver quality and affordable preventive, promotive, curative and palliative health care services focusing on:**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of HTIs accredited and supervised	Number	2022		50	0	193

PIAP Output: Governance and management structures reformed and functional**Programme Intervention: 12030105 Improve the functionality of the health system to deliver quality and affordable preventive, promotive, curative and palliative health care services focusing on:**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Approved strategic plan in place	Number	2022				20

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 07 Technical Vocational Education and Training****Department: 003 Health Education and Training Department****Budget Output: 000039 Policies, Regulations and Standards****PIAP Output: Integrated Authority to improve quality assurance and regulatory control systems and accreditation across public and private providers established.****Programme Intervention: 12030105 Improve the functionality of the health system to deliver quality and affordable preventive, promotive, curative and palliative health care services focusing on:**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
% of HTIs accredited	Percentage	2022	193	80%	0	2%
No. of HTIs accredited and supervised	Number	2022	193			39

PIAP Output: Governance and management structures reformed and functional**Programme Intervention: 12030105 Improve the functionality of the health system to deliver quality and affordable preventive, promotive, curative and palliative health care services focusing on:**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Approved strategic plan in place	Number	2022				20

SubProgramme: 04 Labour and employment services**Sub SubProgramme: 01 Career Guidance, Counselling and Placement****Department: 001 Guidance and Counselling****Budget Output: 000030 Career Guidance****PIAP Output: New All-Through-Schools with primary and secondary sections established in one place****Programme Intervention: 12050104 Implement an incentive structure for the recruitment, training, and retention of the best brains into the teaching profession across the entire education system**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
200 All-Through-Schools established in sub counties without a secondary school	Percentage	2019	0	10%	0	5%

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 02 Higher Education****Department: 003 Teacher Education Training and Development****Budget Output: 000014 Administrative and Support Services****PIAP Output: Enhanced daily outreach capitation grant****Programme Intervention: 12050104 Implement an incentive structure for the recruitment, training, and retention of the best brains into the teaching profession across the entire education system**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Increase in daily outreach capitation grant (UGX)	Percentage	2019	0	21%	0	0%

Budget Output: 320114 Teacher Development and Management**PIAP Output: National Institute of Teacher Education and Professional Development established****Programme Intervention: 12050104 Implement an incentive structure for the recruitment, training, and retention of the best brains into the teaching profession across the entire education system**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
National Institute of Teacher Education and Professional Development established	Percentage	2019	0	50%	90%	100%

Sub SubProgramme: 04 Policy, Planning and Support Services**Department: 001 Finance and Administration****Budget Output: 000011 Communication and Public Relations****PIAP Output: Digital repository developed for all education resource materials****Programme Intervention: 12050102 Develop digital learning materials and operationalize Digital Repository**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Established education resources repository	Text	2021	0	d	none	NA

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 04 Policy, Planning and Support Services****Department: 005 Education Policy and Research****Budget Output: 000039 Policies, Regulations and Standards****PIAP Output: Apprenticeship, Internship, and volunteer placement policy****Programme Intervention: 12050103 Establish a functional labour market**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Approved work-based learning policy	Status	2022	0	Draft strategy in place	no	NA

Sub SubProgramme: 07 Technical Vocational Education and Training**Department: 001 TVET Trainers' Training Research and Innovation Department****Budget Output: 000070 Assessment and Profiling****PIAP Output: Modularized TVET programmes****Programme Intervention: 12050110 Roll out the modularised TVET curricula for all formal TVET programmes as to attain a flexible demand driven TVET system in Uganda**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
% of TVET training programs modularised and used in training	Percentage	2022				20%
Proportion of TVET institutions implementing demand driven modular curriculum.	Proportion	2019	0			50

Department: 002 TVET Operations and Management Department**Budget Output: 000014 Administrative and Support Services****PIAP Output: Increased TVET enrolment ('000s)****Programme Intervention: 12050107 Provide incentives to increase enrolment in skills-scarce TVET programmes to reverse the currently inverted skills triangle**

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 07 Technical Vocational Education and Training****Department: 002 TVET Operations and Management Department****Budget Output: 000014 Administrative and Support Services****PIAP Output: Increased TVET enrolment ('000s)**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
TVET Enrolment ('000)	Percentage	2021-22	15780	70%	100%	130%

PIAP Output: Modularized TVET programmes**Programme Intervention: 12050110 Roll out the modularised TVET curricula for all formal TVET programmes as to attain a flexible demand driven TVET system in Uganda**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Proportion of TVET institutions implementing demand driven modular curriculum.	Proportion	2021-22	0	20 TVET Government	0	60%

Budget Output: 000039 Policies, Regulations and Standards**PIAP Output: Scarce-skills TVET scholarships.****Programme Intervention: 12050107 Provide incentives to increase enrolment in skills-scarce TVET programmes to reverse the currently inverted skills triangle**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No of TVET students enrolled on skill-scarce TVET programme who are on state scholarships	Number	2021-22	0	30%	0	66

PIAP Output: TVET students admitted in accordance with the NHRDP**Programme Intervention: 12050107 Provide incentives to increase enrolment in skills-scarce TVET programmes to reverse the currently inverted skills triangle**

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 07 Technical Vocational Education and Training****Department: 002 TVET Operations and Management Department****Budget Output: 000039 Policies, Regulations and Standards****PIAP Output: TVET students admitted in accordance with the NHRDP**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
% of TVET students admitted in accordance with NHRDP	Percentage	2021-22	0	50%	25%	25%

PIAP Output: Modularized TVET programmes**Programme Intervention: 12050110 Roll out the modularised TVET curricula for all formal TVET programmes as to attain a flexible demand driven TVET system in Uganda**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Proportion of TVET institutions implementing demand driven modular curriculum.	Proportion	2021-22	0	193 TVET Institutions	0	173 TVET institutions monitored and support supervised

Budget Output: 010008 Capacity Strengthening**PIAP Output: Internationally accredited TVET training providers****Programme Intervention: 12050104 Implement an incentive structure for the recruitment, training, and retention of the best brains into the teaching profession across the entire education system**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of internationally accredited TVET training providers	Number	2021-22	0	70%	0	30

VOTE: 013 Ministry of Education and Sports**Sub SubProgramme: 07 Technical Vocational Education and Training****Department: 002 TVET Operations and Management Department****Budget Output: 320120 Promotion of Workbased Learning****PIAP Output: Signed MoUs between Employer-Training institution****Programme Intervention: 12050109 Refocus and support Vocational Training Institutions (schools, institutes and colleges) to deliver a dual training system for TVET (i.e. 80 percent training in industry and 20 percent learning in the institution) and Universities (ie 40 percent training in industry and 60 percent training in institution).**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No of MoUs signed between employers and training institutions	Number	2021-22	10	90%	06	10

Budget Output: 320121 Curriculum Development**PIAP Output: Modularized TVET programmes****Programme Intervention: 12050110 Roll out the modularised TVET curricula for all formal TVET programmes as to attain a flexible demand driven TVET system in Uganda**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
% of TVET training programs modularised and used in training	Percentage	2021-22	40%	30%	0	70%

Department: 003 Health Education and Training Department**Budget Output: 000014 Administrative and Support Services****PIAP Output: TVET students admitted in accordance with the NHRDP****Programme Intervention: 12050107 Provide incentives to increase enrolment in skills-scarce TVET programmes to reverse the currently inverted skills triangle**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
% of TVET students admitted in accordance with NHRDP	Percentage	2022		20%	0%	80%

VOTE: 013 Ministry of Education and Sports

Sub SubProgramme: 07 Technical Vocational Education and Training

Department: 003 Health Education and Training Department

Budget Output: 000014 Administrative and Support Services

PIAP Output: Modularized TVET programmes

Programme Intervention: 12050110 Roll out the modularised TVET curricula for all formal TVET programmes as to attain a flexible demand driven TVET system in Uganda

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
% of TVET training programs modularised and used in training	Percentage	2022		40%	0%	50%
Proportion of TVET institutions implementing demand driven modular curriculum.	Proportion	2022		30%	0%	193

VOTE: 013 Ministry of Education and Sports

VI. VOTE NARRATIVE

Vote Challenges

The strict requirement for Land titles prior to construction under government projects, adversely affected the planned construction of secondary schools across the country since most of the donated land wasn't titled.

Plans to improve Vote Performance

Ministry will explore the possibility of adding a land acquisition and titling component in the upcoming projects.

VII. Off Budget Support and NTR Projections

Table 7.1: Off Budget Support by Project and Department

N/A

VOTE: 013 Ministry of Education and Sports**Table 7.2: NTR Collections (Uganda Shillings Billions)**

Revenue Code	Revenue Name	FY2022/23	Projection FY2023/24
114526	Other licenses	0.000	0.000
142159	Sale of bid documents-From Government Units	0.000	0.000
Total		0.000	0.000

VOTE: 013 Ministry of Education and Sports

VIII. VOTE CROSS CUTTING POLICY AND OTHER BUDGETARY ISSUES

Table 8.1: Cross- Cutting Policy Issues

i) Gender and Equity

OBJECTIVE	Reduced incidences of violence against children in schools in order to contribute to improved completion and retention rate
Issue of Concern	High levels of violence against children in schools and low re-enrollment of girls after the COVID 19 lockdown
Planned Interventions	Review the National strategy on elimination of VACis and the gender in education strategic plan Engage stakeholders on the importance of safe and positive learning environment Disseminate the guidelines on the prevention, management of teenage pregnancy.
Budget Allocation (Billion)	0.031
Performance Indicators	Improved re-enrollment, retention and completion among adolescent girls and boys. National strategy on elimination of VACis and the gender in education strategic plan in place Increased support of stakeholders for safe and positive learning environment
OBJECTIVE	Strengthen the coordination role of Gender in Education stakeholders and approaches to mainstream Gender in the Sub-programme
Issue of Concern	Limited capacity among Departments and Education stakeholders for complying with the provisions of the PFM Act on gender and equity responsiveness. Insufficient utilization/ implementation of Gender in Education policies , strategies and guidelines.
Planned Interventions	Build the capacity of MoES staff on gender and equity-responsive planning and budgeting Build the capacity of teachers on gender-responsive pedagogy
Budget Allocation (Billion)	0.031
Performance Indicators	50 MoES staff trained on gender and equity-responsive planning and budgeting 150 teachers trained in gender-responsive pedagogy
OBJECTIVE	To promote sanitation and menstrual health initiatives in schools
Issue of Concern	Poor menstrual health management in schools
Planned Interventions	Disseminate and support implementation of Menstrual Health Management Strategic Plan. Training of teachers and students on menstrual health management Orient district technical staff, school senior women and men teachers on their role and responsibilities
Budget Allocation (Billion)	0.031
Performance Indicators	Number of teachers and learners trained on menstrual health management Number of senior women and senior men teachers trained on adolescent development and supporting adolescents in schools. Menstrual Health Management Strategic Plan finalized.

VOTE: 013 Ministry of Education and Sports

ii) HIV/AIDS

OBJECTIVE	Promote social dialogue on all aspects related to school health example HIV/AIDS, teenage pregnancy, intellectual and mental disabilities
Issue of Concern	Prevalence of stigmatization of learners and other persons affected by health challenges such as HIV/AIDS, teenage pregnancy, intellectual and mental disabilities
Planned Interventions	Train teachers on provision of preventive health measures Conduct dialogue on school health and sexual reproductive health
Budget Allocation (Billion)	0.010
Performance Indicators	No .teachers trained on health preventive measures No. school health dialogues conducted
OBJECTIVE	Strengthen school-based Health Systems in the Education Sports and Skills Sub-programme
Issue of Concern	Lack of a framework to streamline the various school health interventions in schools/institutions
Planned Interventions	Conduct a National Launch and dissemination of the National School Health Policy Procure a consultant to develop Policy Implementation Standards and Guidelines Strengthen a multi-stakeholder coordination platform that brings together all school
Budget Allocation (Billion)	0.016
Performance Indicators	Launch and dissemination of the National School Health Policy Policy Implementation Standards, Guidelines and Procedures in place
OBJECTIVE	Strengthen the active involvement and participation of schools, parents, family and community members in the delivery of School Health interventions
Issue of Concern	Prevalence of communicable and non-communicable diseases and others health related challenges in the education institutions e.g. HIV/AIDS, malaria, covid-19
Planned Interventions	Conduct orientation workshops on school health among schools, parents and community Dissemination of the National School Health Policy Conduct follow-up and mentorship programmes with the senior woman, man teachers and school nurses on school health
Budget Allocation (Billion)	0.030
Performance Indicators	No. of orientation workshops of parents, community members in the delivery of School Health interventions No. follow-up and mentorship programmes with the senior woman, man teachers and school nurses on school health

iii) Environment

OBJECTIVE	Improved environment management in schools/institutions for climate change adaptation and mitigation
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VOTE: 013 Ministry of Education and Sports

Issue of Concern	Limited capacity for environmental management and climate change adaptation and mitigation in schools/institutions
Planned Interventions	Raise awareness among school managers and learners on proper environment management practices Planting fruit and shade trees to improve on nutrition and learning environment and climate change mitigation
Budget Allocation (Billion)	0.010
Performance Indicators	Number of trees planted in schools to provide shade to mitigate climate change
OBJECTIVE	Promotion of e-waste management at the Ministry and education institutions
Issue of Concern	Improper handling of e-waste
Planned Interventions	Develop and implement institutional e-waste policy guidelines and implementation plans. Create awareness on handling e-waste policy and implementation plan among Ministry staff and school/institution managers.
Budget Allocation (Billion)	0.030
Performance Indicators	e-waste policy guidelines developed. Number of MoES staff sensitized on e-waste management. Number of school/institution managers sensitized on e-waste management.

iv) Covid

OBJECTIVE	To minimize the Impact of Covid-19, Ebola and other public health emergencies on learning outcomes
Issue of Concern	Decline in learning outcomes
Planned Interventions	<ul style="list-style-type: none"> • Develop, print & disseminate IEC materials on Infection Prevention & Control. • Train schools on providing psychosocial support to learners to reduce stigma & fear • Conduct taskforce meetings & a rapid assessment of the impact of Covid-19 on education.
Budget Allocation (Billion)	0.200
Performance Indicators	-Number of taskforce coordination meetings held. -Report on impact of Covid-19 on education access and quality in place. -Percentage of schools with to IEC materials on Infection Prevention and Control.
OBJECTIVE	To minimize the spread of Covid-19 in schools and ensure efficient Infection Prevention and Control (IPC) in all public health emergencies
Issue of Concern	Safety of learners and staff
Planned Interventions	<ul style="list-style-type: none"> • Monitor the implementation of SOPs in schools and education institutions. • Sensitize school management, parents & learners on preventive measures • Train school managers, staff & student leaders in Infection Prevention & other public health emergencies
Budget Allocation (Billion)	0.800
Performance Indicators	-Percentage of schools and education institutions implementing SOPs. -Number of sensitization meetings on COVID-19 held.

VOTE: 013 Ministry of Education and Sports

IX. PERSONNEL INFORMATION

Table 9.1: Staff Establishment Analysis

Title	Salary Scale	Number of Approved Positions	Number of filled Positions
ACADEMIC REGISTRAR	U3	2	0
Accountant	U4L	6	4
Assistant Commissioner - Scholarship Awards and Intern. Relationships	U1E	1	0
Assistant Commissioner - TVET Operating Procedures and Standards	U1E	1	0
Assistant Inventory Management Officer	U5 UP	3	0
ASSISTANT LECTURER	U5	1	0
ASSISTANT LIBRARIAN	U6	20	1
Assistant Records Officer	U4	1	0
CATERING OFFICER	U5	18	5
Commissioner	U1 SE	1	0
Commissioner Science	U1SE	2	0
COMMISSIONER SECONDARY EDUCATION (GOVT)	U1E	1	0
COOK	U8	51	14
DEPUTY PRINCIPAL	U2	1	1
Driver	U8	7	0
Education Officer	U4	1	0
Electrical Engineer	U4	1	0
ENROLLED NURSE	U7	6	1
LABORATORY TECHNICIAN	U5	4	2
Lecturer	U4 SC	521	250
Office Attendant	U8 UP	7	2
Office Attendant	U8	3	0
Personal Secretary	U4 LWR	3	0
Pool Stenographer	U6 UP	4	0
PRINCIPAL	U1SE	3	0
Principal Economist	U2 UP	2	1

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Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Principal Educaiton Off	U2L	1	0
Principal Education Officer	U2L	4	3
Principal Education Officer	U2	3	1
Principal Education Officer - Basic Education & Secondary	U2	3	2
Principal Lecturer	U2 UP	22	0
Principal Records Officer	U2L	1	0
Principal Records Officer	U2	1	0
Records Assistant	U8	2	0
SECURITY OFFICER	U5	46	8
Senior Accounts Asst.	U8L	8	3
SENIOR COPY TYPIST	U7	1	0
Senior Education Officer	U3	5	2
Senior Inspector	U3	48	33
Senior Internal Auditor	U3	2	1
Senior Lecturer	U3 SC	179	71
Stenographer Secretary	U6	4	0
STORES ASSISTANT - UGANDA COOPERATIVE COLLEGE TORORO	U7	1	0
TECHNICIAN	U5	1	0
WAITER	U8L	27	9
WAITER/WAITRESS	U8	4	0
WARDEN	U6	1	0

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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 FY2023/24	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
ACADEMIC REGISTRAR	U3	2	0	2	2	1,893,201	22,718,412
Accountant	U4L	6	4	2	2	601,341	14,432,184
Assistant Commissioner - Scholarship Awards and Intern. Relationships	U1E	1	0	1	1	1,657,677	19,892,124
Assistant Commissioner - TVET Operating Procedures and Standards	U1E	1	0	1	1	1,657,677	19,892,124
Assistant Inventory Management Officer	U5 UP	3	0	3	3	546,392	19,670,112
ASSISTANT LECTURER	U5	1	0	1	1	566,494	6,797,928
ASSISTANT LIBRARIAN	U6	20	1	19	10	424,253	50,910,360
Assistant Records Officer	U4	1	0	1	1	517,303	6,207,636
CATERING OFFICER	U5	18	5	13	9	479,759	51,813,972
Commissioner	U1 SE	1	0	1	1	1,859,451	22,313,412
Commissioner Science	U1SE	2	0	2	2	2,370,401	56,889,624
COMMISSIONER SECONDARY EDUCATION (GOVT)	U1E	1	0	1	1	1,690,780	20,289,360
COOK	U8	51	14	37	18	209,859	45,329,544
DEPUTY PRINCIPAL	U2	1	1	0	1	2,900,000	34,800,000
Driver	U8	7	0	7	5	1,049,295	12,591,540
Education Officer	U4	1	0	1	1	700,306	8,403,672
Electrical Engineer	U4	1	0	1	1	2,200,000	26,400,000
ENROLLED NURSE	U7	6	1	5	5	613,158	36,789,480
LABORATORY TECHNICIAN	U5	4	2	2	2	1,200,000	28,800,000
Lecturer	U4 SC	521	250	271	35	1,089,533	457,603,860
Office Attendant	U8 UP	7	2	5	5	209,859	12,591,540
Office Attendant	U8	3	0	3	3	629,577	7,554,924
Personal Secretary	U4 LWR	3	0	3	3	672,792	24,220,512

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Post Title	Salary Scale	No. Of Approved Posts	No. Of Filled Posts	No. Of Vacant Posts	No. Of Posts Cleared for Filling FY2023/24	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Pool Stenographer	U6 UP	4	0	4	4	1,302,819	20,845,104
PRINCIPAL	U1SE	3	0	3	3	2,900,000	104,400,000
Principal Economist	U2 UP	2	1	1	1	1,282,315	15,387,780
Principal Educaiton Off	U2L	1	0	1	1	1,201,688	14,420,256
Principal Education Officer	U2L	4	3	1	1	1,201,688	14,420,256
Principal Education Officer	U2	3	1	2	1	1,235,852	14,830,224
Principal Education Officer - Basic Education & Secondary	U2	3	2	1	1	1,247,467	14,969,604
Principal Lecturer	U2 UP	22	0	22	9	0	0
Principal Records Officer	U2L	1	0	1	1	1,201,688	14,420,256
Principal Records Officer	U2	1	0	1	1	1,247,467	14,969,604
Records Assistant	U8	2	0	2	2	316,393	7,593,432
SECURITY OFFICER	U5	46	8	38	25	472,079	141,623,700
Senior Accounts Asst.	U8L	8	3	5	4	419,718	10,073,232
SENIOR COPY TYPIST	U7	1	0	1	1	347,302	4,167,624
Senior Education Officer	U3	5	2	3	3	943,991	33,983,676
Senior Inspector	U3	48	33	15	4	902,612	43,325,376
Senior Internal Auditor	U3	2	1	1	1	1,046,396	12,556,752
Senior Lecturer	U3 SC	179	71	108	24	1,204,288	346,834,944
Stenographer Secretary	U6	4	0	4	1	416,617	4,999,404
STORES ASSISTANT - UGANDA COOPERATIVE COLLEGE TORORO	U7	1	0	1	1	289,361	3,472,332
TECHNICIAN	U5	1	0	1	1	1,200,000	14,400,000
WAITER	U8L	27	9	18	15	191,180	34,412,400
WAITER/WAITRESS	U8	4	0	4	2	191,180	4,588,320
WARDEN	U6	1	0	1	1	436,677	5,240,124
Total					221	46,937,886	1,902,846,720