

# VOTE: 012 Ministry of Lands, Housing & Urban Development

## I. VOTE MISSION STATEMENT

To ensure sustainable land management, planned urban and rural development and decent housing for all

## II. STRATEGIC OBJECTIVE

To ensure Security of land tenure, orderly development and adequate housing for all

## III. MAJOR ACHIEVEMENTS IN 2021/22

### Lands sub Sub programme

1. Submitted Principles for Valuation Bill, 2021 to Cabinet for approval
2. Commenced the amendment of the Land Act Cap 226 to provide for emerging land issues
3. Held stakeholder meetings with key MDAs on costing the National Land Acquisition, Resettlement and Rehabilitation Policy, 2021
4. Implemented the NLIS and computerization of land records in the 22 MZOs
5. Launched the Public Portal [www.ugnlis.mlhud.go.ug](http://www.ugnlis.mlhud.go.ug) for provision of online search services starting with KCCA MZO
6. Facilitated and supervised land acquisition processes for Government infrastructure projects
7. Held Barazas and public sensitisations on land rights and other land related matters in the districts of Moroto, Adjumani, Luwero (Bukalasa), Wakiso and Kamwenge
8. Processed and issued land titles for the public taking into account gender and equity issues to enhance security of tenure
9. Trained and built capacity in land management and administration for 9 District Land Boards and technical officers in the districts of Adjumani, Moroto, Kaabong, Kotido, Abim, Kamwenge, Arua, Adjumani and Mubende
10. Surveyed and demarcated 26km of International Boarder and district boundaries of Terego Madi Okollo, Kiryandongo, Amudat, Rwamucucu (Rukiga District)
11. Maintained 412 passive stations and 15 Continuous Operating Stations in 11 districts of Masaka, Fort Portal, Kibaale, Masindi, Gulu, Moroto, Lira, Jinja, Mbale, Arua, and Kabarole
12. Handled land disputes and conflicts with threats to destruction of properties for both men, women and vulnerable persons and loss of lives
13. Cancelled 371 land titles that were issued in wetlands, forest reserves and other eco-sensitive and protected areas
14. Commenced Systematic Adjudication, Demarcation, Mapping and Recordation of land rights in refugee hosting districts of Kiryandongo, Adjumani, Arua, Yumbe, and Isingiro

### Physical Planning and Urban Development sub Sub programme

1. Submitted the Physical Planners Registration Bill 2021 to Parliament for enactment into law to regulate the physical planning profession
2. Finalised the development of the National Physical Development Plan and submitted it to Cabinet Secretariat for approval of Cabinet
3. Finalised the review of the National Physical Planning Standards and Guidelines
4. Developed regulations for development and operations of fuel stations in Uganda
5. Trained Physical Planning Committees in the Districts of Bulambuli, Katakwi, Kaberamaido, Serere, Kitagwenda, Kisoro, Kyegegwa, Kamuli, Mayuge, Agago, Moyo, Maracha, Napak, Rubirizi and Kiboga
6. Supervised preparation of Physical Development Plans of 26 Districts of Kyotera, Mityana, Kampala (Makindye-Ssabagabo), Mubende, Entebbe, Kasese, Kamuli, Mukono, Butaleja, Pallisa, Pader, Adjumani, Nebbi, Kabarole, Kasese, Sheema, Bushenyi, Buhweju, Kiruhura, Rukungiri, Rukiga, Moyo, Koboko, Apac, Busia & Kabale
7. The National Physical Planning Board continued with the execution of its mandate of overseeing physical development planning in the entire Country;
8. Continued with the development and improvement of major infrastructure and physical development planning in Cities, Municipalities and Refugee Hosting Districts under the USMID Program
9. Continued with the implementation of the Albertine Graben Regional Physical Development Plan in the districts of Hoima, Buliisa and Kikuube
10. Commenced the preparation of guidelines, standards and framework for creation and upgrading of urban centres

### Housing sub Sub programme

1. Submitted the Landlord and Tenant Bill 2021 to Parliament for enactment into law to regulate the relationship of hose landlords and tenants.
2. Carried out stakeholder consultations on the development of the Real Estate Bill, 2021
3. Carried out a social analysis study by identifying, mapping and profiling of informal human settlements in Dokolo, Ntungamo and Busia

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### Municipalities

4. Reviewed, printed and distributed Guidelines for energy efficient, green building design to mitigate impact of climate change in buildings to stakeholders including men and women
5. Conducted the review of standard procedures for building plan approval processes in 20 districts of Wakiso, Mityana, Kassanda Hoima, Mbarara, Kamwenge, Gulu, Lira, Adjumani, Abim, Lamwo, Kitgum, Sembabule, Nakaseke, Kyankwanzi, Rakai, Bushenyi, Buhweju, Kisoro, Isingiro, Jinja, Tororo, Butaleja, Budaka, Ngora, Serere, Sironko, and Bulambuli
6. Prepared a Housing proposal for institutional housing for Civil Servants in 6 selected hard to reach district of Bundibudgyo, Kanungu, Adjumani, Kaabong, Amuria and Bukwo.

### General Achievements

1. The Report on the Commission of Inquiry into Land Matters (Justice Bamugemereire Commission Report) was submitted to Cabinet for consideration
2. Carried out public hearings, sensitizations and awareness creation on land rights, physical planning & urban development, and housing issues affecting the public including men, women and the vulnerable persons

**VOTE: 012 Ministry of Lands, Housing & Urban Development****IV. MEDIUM TERM BUDGET ALLOCATIONS****Table 4.1: Overview of Vote Expenditure (Ushs Billion)**

	2022/23 Proposed Budget	MTEF Budget Projections			
		2023/24	2024/25	2025/26	2026/27
<b>Recurrent</b>					
Wage	10.422	7.911	7.911	7.911	7.911
Non-Wage	33.473	33.608	33.608	33.608	33.608
<b>Devt.</b>					
GoU	14.578	14.578	14.578	14.578	14.578
Ext Fin.	180.216	122.452	0.000	0.000	0.000
<b>GoU Total</b>	<b>58.473</b>	<b>56.097</b>	<b>56.097</b>	<b>56.097</b>	<b>56.097</b>
<b>Total GoU+Ext Fin (MTEF)</b>	<b>238.689</b>	<b>178.549</b>	<b>56.097</b>	<b>56.097</b>	<b>56.097</b>
<b>Arrears</b>	33.339	0.000	0.000	0.000	0.000
<b>Total Budget</b>	<b>272.028</b>	<b>178.549</b>	<b>56.097</b>	<b>56.097</b>	<b>56.097</b>
<b>Total Vote Budget Excluding</b>	<b>238.689</b>	<b>178.549</b>	<b>56.097</b>	<b>56.097</b>	<b>56.097</b>

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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 2022/23	
	Recurrent	Development
<b>Programme:06 NATURAL RESOURCES, ENVIRONMENT, CLIMATE CHANGE, LAND AND WATER</b>	<b>18.799</b>	<b>104.860</b>
<b>SubProgramme:02 Land Management</b>	<b>18.799</b>	<b>104.860</b>
<b>Sub SubProgramme:02 Land, Administration and Management</b>	<b>18.799</b>	<b>104.860</b>
001 Land Administration	0.779	0.000
002 Land Sector Reform Coordination Unit	12.981	93.270
003 Land Registration	0.466	0.000
004 Surveys and Mapping	2.816	0.000
005 Valuation	1.757	11.590
<b>Programme:10 SUSTAINABLE URBANISATION AND HOUSING</b>	<b>25.095</b>	<b>89.934</b>
<b>SubProgramme:01 Physical Planning and Urbanization;</b>	<b>5.922</b>	<b>88.534</b>
<b>Sub SubProgramme:03 Physical Planning and Urban Development</b>	<b>5.922</b>	<b>88.534</b>
001 Land use Regulation and Compliance	0.540	0.000
002 Physical Planning	4.870	37.374
003 Urban Development	0.512	51.160
<b>SubProgramme:02 Housing Development</b>	<b>1.140</b>	<b>0.000</b>
<b>Sub SubProgramme:01 Housing</b>	<b>1.140</b>	<b>0.000</b>
001 Housing Development and Estates Management	0.662	0.000
002 Human Settlements	0.477	0.000
<b>SubProgramme:03 Institutional Coordination</b>	<b>18.034</b>	<b>1.400</b>
<b>Sub SubProgramme:04 Policy, Planning and Support Services</b>	<b>18.034</b>	<b>1.400</b>
001 Finance and administration	17.224	0.000
003 Planning and Quality Assurance	0.811	1.400
<b>Total for the Vote</b>	<b>43.894</b>	<b>194.794</b>

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### V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS

Table 5.1: Performance Indicators

<b>Programme: 06 NATURAL RESOURCES, ENVIRONMENT, CLIMATE CHANGE, LAND AND WATER</b>				
<b>SubProgramme: 02 Land Management</b>				
<b>Sub SubProgramme: 02 Land, Administration and Management</b>				
<b>Department: 001 Land Administration</b>				
<b>Budget Output: 000012 Legal and Advisory Services</b>				
<b>PIAP Output: Land Laws, Policies, Regulations, standards and guidelines formulated and reviewed</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Land Acquisition and Resettlement Act adopted	Yes/No	2019	No	Yes
Land Act reviewed (%)	Percentage	2019	25%	50%
No. of Land regulations reviewed	Number	2019	1	1
Number of bills finalized and adopted	Number	2019	0	2
<b>Budget Output: 140004 Land Management</b>				
<b>PIAP Output: Capacity of Land Management Institutions (state and non-state actors) strengthened</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
DLBs and ALCs trained in land management	Text	2019	75	110
<b>Department: 002 Land Sector Reform Coordination Unit</b>				
<b>Budget Output: 140035 Land Information Management</b>				
<b>PIAP Output: Data Processing Centre established</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Percentage establishment of the data processing centre	Percentage	2019	0%	50%
<b>PIAP Output: Land Information System automated and integrated with other systems</b>				

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<b>Sub SubProgramme: 02 Land, Administration and Management</b>				
<b>Department: 002 Land Sector Reform Coordination Unit</b>				
<b>Budget Output: 140035 Land Information Management</b>				
<b>Indicator Name</b>	<b>Indicator Measure</b>	<b>Base Year</b>	<b>Base Level</b>	<b>Performance Targets</b>
				<b>2022/23</b>
No. of NLIC staff capacities built	Number	2019	50	204
No. of systems integrated with LIS	Number	2019	3	5
<b>Department: 003 Land Registration</b>				
<b>Budget Output: 000075 Registration Services</b>				
<b>PIAP Output: Titled Land area</b>				
<b>Indicator Name</b>	<b>Indicator Measure</b>	<b>Base Year</b>	<b>Base Level</b>	<b>Performance Targets</b>
				<b>2022/23</b>
% of land titled	Percentage	2019	21%	32%
No. of land titles issued	Number	2019	56681	88450
<b>PIAP Output: SLAAC program in 135 districts implemented</b>				
<b>Indicator Name</b>	<b>Indicator Measure</b>	<b>Base Year</b>	<b>Base Level</b>	<b>Performance Targets</b>
				<b>2022/23</b>
No. of Districts implementing systematic land adjudication and certification (SLAAC)	Number	2019	4	26
<b>PIAP Output: Women's access to land strengthened</b>				
<b>Indicator Name</b>	<b>Indicator Measure</b>	<b>Base Year</b>	<b>Base Level</b>	<b>Performance Targets</b>
				<b>2022/23</b>
% of land titles owned by women	Percentage	2019	26%	30%
<b>PIAP Output: Fit for purpose planning approach adopted and implemented in planning</b>				

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<b>Sub SubProgramme: 02 Land, Administration and Management</b>				
<b>Department: 003 Land Registration</b>				
<b>Budget Output: 000075 Registration Services</b>				
<b>Indicator Name</b>	<b>Indicator Measure</b>	<b>Base Year</b>	<b>Base Level</b>	<b>Performance Targets</b>
				<b>2022/23</b>
Level of implementation of the fit for purpose approach in planning (%)	Percentage	2019	0%	40%
<b>PIAP Output: Land conflict mechanisms reviewed</b>				
<b>Indicator Name</b>	<b>Indicator Measure</b>	<b>Base Year</b>	<b>Base Level</b>	<b>Performance Targets</b>
				<b>2022/23</b>
Number of land disputes mediated	Number	2019	147	52
<b>Department: 004 Surveys and Mapping</b>				
<b>Budget Output: 140032 Land surveys and updated topographic, large scale maps and National Atlas</b>				
<b>PIAP Output: Revised topographic maps, large scale maps and National atlas.</b>				
<b>Indicator Name</b>	<b>Indicator Measure</b>	<b>Base Year</b>	<b>Base Level</b>	<b>Performance Targets</b>
				<b>2022/23</b>
National Atlas revised.	Yes/No	2019/20	No	Yes
No. of Topographic maps revised	Number	2019	0	54
Number of distict maps revised	Number	2019/20	0	4
Number of Large Scale maps revised	Number	2019/20	0	4
<b>Department: 005 Valuation</b>				
<b>Budget Output: 140033 Land Valuation Services</b>				
<b>PIAP Output: National Valuation Standards and Guidelines developed and disseminated</b>				
<b>Indicator Name</b>	<b>Indicator Measure</b>	<b>Base Year</b>	<b>Base Level</b>	<b>Performance Targets</b>
				<b>2022/23</b>
Functional Land Valuation Management Information System (LAVMIS)	Yes/No	2019	0	Yes
Number of valuation standards and guidelines developed	Number	2019	1	1

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<b>Sub SubProgramme: 02 Land, Administration and Management</b>				
<b>Project: 1289 Competitiveness and Enterprise Development Project [CEDP]</b>				
<b>Budget Output: 140035 Land Information Management</b>				
<b>PIAP Output: Land Information System automated and integrated with other systems</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
No. of NLIC staff capacities built	Number	2019	50	204
No. of systems integrated with LIS	Number	2019	3	5
<b>Project: 1763 Land Valuation Infrastructure Project</b>				
<b>Budget Output: 140031 Efficient and functional Land Valuation Management Information System (LAVMIS)</b>				
<b>PIAP Output: National Valuation Standards and Guidelines developed and disseminated</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Functional Land Valuation Management Information System (LAVMIS)	List	2019	no	Yes
Number of valuation standards and guidelines developed	Number	2019	1	1
<b>Programme: 10 SUSTAINABLE URBANISATION AND HOUSING</b>				
<b>SubProgramme: 01 Physical Planning and Urbanization;</b>				
<b>Sub SubProgramme: 03 Physical Planning and Urban Development</b>				
<b>Department: 001 Land use Regulation and Compliance</b>				
<b>Budget Output: 000039 Policies, Regulations and Standards</b>				
<b>PIAP Output: Urban development law, regulations and guidelines formulated</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Proportion of cities complying to physical planning regulatory framework	Proportion	2019	58%	70%
Proportion of districts complying to physical planning regulatory framework	Proportion	2019	48%	55%



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<b>Sub SubProgramme: 03 Physical Planning and Urban Development</b>				
<b>Department: 001 Land use Regulation and Compliance</b>				
<b>Budget Output: 000039 Policies, Regulations and Standards</b>				
<b>Indicator Name</b>	<b>Indicator Measure</b>	<b>Base Year</b>	<b>Base Level</b>	<b>Performance Targets</b>
				<b>2022/23</b>
Proportion of municipalities complying to physical planning regulatory framework	Proportion	2019	58%	70%
<b>PIAP Output: Effective utilization of land resources promoted</b>				
<b>Indicator Name</b>	<b>Indicator Measure</b>	<b>Base Year</b>	<b>Base Level</b>	<b>Performance Targets</b>
				<b>2022/23</b>
Percentage compliance to land use regulatory frameworks	Percentage	2019	48%	55%
<b>PIAP Output: Physical Planning &amp; Urban management system scaled</b>				
<b>Indicator Name</b>	<b>Indicator Measure</b>	<b>Base Year</b>	<b>Base Level</b>	<b>Performance Targets</b>
				<b>2022/23</b>
Number of municipalities with PPUMIS installed & staff trained in GIS	Number	2019	14	34
<b>Department: 002 Physical Planning</b>				
<b>Budget Output: 000039 Policies, Regulations and Standards</b>				
<b>PIAP Output: Integrated physical and economic development plans for cities</b>				
<b>Indicator Name</b>	<b>Indicator Measure</b>	<b>Base Year</b>	<b>Base Level</b>	<b>Performance Targets</b>
				<b>2022/23</b>
Proportion of cities with integrated physical and economic development plans	Percentage	2020/21	13%	38%
<b>Budget Output: 280002 Physical planning</b>				
<b>PIAP Output: Integrated physical and economic development plans for cities</b>				
<b>Indicator Name</b>	<b>Indicator Measure</b>	<b>Base Year</b>	<b>Base Level</b>	<b>Performance Targets</b>
				<b>2022/23</b>
Proportion of cities with integrated physical and economic development plans	Percentage	2020/21	13	38%

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<b>Sub SubProgramme: 03 Physical Planning and Urban Development</b>				
<b>Department: 003 Urban Development</b>				
<b>Budget Output: 000039 Policies, Regulations and Standards</b>				
<b>PIAP Output: Integrated physical and economic development plans for cities</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Proportion of cities with integrated physical and economic development plans	Percentage	2019	13%	38%
<b>PIAP Output: Integrated physical and economic development plans for cities</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Proportion of cities with integrated physical and economic development plans	Percentage	2019	13%	38%
<b>Budget Output: 280010 Urban Development Services</b>				
<b>PIAP Output: Integrated physical and economic development plans for cities</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Proportion of cities with integrated physical and economic development plans	Percentage	2019	13%	38%
<b>Project: 1514 Uganda Support to Municipal Infrastructure Development (USMID II)</b>				
<b>Budget Output: 280003 Develop and Implement Physical Development Plans</b>				
<b>PIAP Output: Integrated physical and economic development plans for cities</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Proportion of cities with integrated physical and economic development plans	Percentage	2020/21	13%	38%
<b>SubProgramme: 02 Housing Development</b>				
<b>Sub SubProgramme: 01 Housing</b>				
<b>Department: 001 Housing Development and Estates Management</b>				
<b>Budget Output: 000012 Legal and Advisory services</b>				
<b>PIAP Output: Building codes and standards in place</b>				

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<b>Sub SubProgramme: 01 Housing</b>				
<b>Department: 001 Housing Development and Estates Management</b>				
<b>Budget Output: 000012 Legal and Advisory services</b>				
<b>Indicator Name</b>	<b>Indicator Measure</b>	<b>Base Year</b>	<b>Base Level</b>	<b>Performance Targets</b>
				<b>2022/23</b>
Percentage compliance to building code/standards	Percentage	2019	10	25%
<b>Budget Output: 280005 Housing Development Services</b>				
<b>PIAP Output: Affordable &amp; adequate housing investment plan developed</b>				
<b>Indicator Name</b>	<b>Indicator Measure</b>	<b>Base Year</b>	<b>Base Level</b>	<b>Performance Targets</b>
				<b>2022/23</b>
Number of affordable & adequate housing projects implemented	Number	2019	0	3

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## VI. VOTE NARRATIVE

### Vote Challenges

- i) Inadequate staffing according to the approved structure where half of the structure is filled.
- ii) Lack of resources for training and facilitation for Land Management Institutions in LGs to implement decentralized land services
- iii) Inadequate funds for the maintenance and capacity building of staff on the LLIS, 22 MZOs and capacity building
- iv) Absence or inadequate adherence to physical development planning in LGs leading to slum development and informal settlements
- v) Inadequate concerted effort by both the public and private sector to handle the housing deficit coupled with inadequate housing finance, low appropriate technology, low interest by the private players in low cost housing.
- vi) Inadequate funds to effectively implement the sector policies, laws, regulations and guidelines.
- vii) Limited descent low and medium cost houses leading to a huge housing deficit across the Country.
- viii) Absence or limited serviced land for investment/development purposes.
- ix) Widespread encroachment on public, Government and protected land.
- x) Resistance by the public to cancellation of Land titles on protected land
- xi) Lack of property value data bank that affects quick and timely valuations which humpers timely execution of projects.
- xii) Lack of staffing structures in Local Governments for housing officers, which impacts on Ministry service delivery.
- xiii) Population explosion leading to increased pressure on land.

### Plans to improve Vote Performance

- i) Intensify support supervision, inspection, monitoring and field visits to enforce adherence to standards and guidelines for better service delivery
- ii) Undertake stakeholder engagements to interest stakeholders to actively participate in sector programs for improved service delivery.
- iii) Preparation of bankable project proposals for financing by the Ministry of Finance, Planning and Economic Development.
- iv) Lobby for wage enhancement to implement the approved staff structure.
- v) Align Sectoral policies and plans with objectives of NDPIII, NRM Manifesto (2021-26) and the National Physical Development Plan to guide implementation of sector initiatives.
- vi) Undertake capacity building and training of Ministry staff and Land Administration Institutions to improve service delivery.
- vii) Coordinate the development and implementation of physical development plans in Local Governments to guide developments and human settlements.
- viii) Undertake public sensitizations and awareness campaigns on sectoral related services
- ix) Develop and implement Land Valuation Management Information System (value databank, geospatial information) to improve reliability and efficiency of land valuation.
- x) Development of national valuation standards and guidelines to set and maintain standards of valuation professional practice, education, ethics and discipline to improve the quality, reliability and valuations.
- xi) Ensure land use practices comply with sound environmental and natural resources management.
- xii) Fast track systematic demarcation of land in the Country.
- xiii) Strengthen the Litigation Office under the Department of Land Registration to handle land cases including land frauds.
- xiv) Reinstate District Land Tribunals to handle the increasing land conflicts and disputes.

## VII. Off Budget Support

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

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<i>Billion Uganda Shillings</i>	<b>2022/23 Draft Estimates</b>
<b>Programme : 06 NATURAL RESOURCES, ENVIRONMENT, CLIMATE CHANGE, LAND AND WATER</b>	<b>500,000</b>
<b>SubProgramme: 02 Land Management</b>	<b>500,000</b>
<b>Sub SubProgramme : 02 Land, Administration and Management</b>	<b>500,000</b>
Department: 001 Land Administration	500,000
<b>Programme : 10 SUSTAINABLE URBANISATION AND HOUSING</b>	<b>4,260,000</b>
<b>SubProgramme: 01 Physical Planning and Urbanization;</b>	<b>4,260,000</b>
<b>Sub SubProgramme : 03 Physical Planning and Urban Development</b>	<b>4,260,000</b>
Department: 002 Physical Planning	3,900,000
Department: 003 Urban Development	360,000
<b>Total For The Vote</b>	<b>4,760,000</b>

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

Table 8.1: Cross- Cutting Policy Issues

#### i) Gender and Equity

<b>OBJECTIVE</b>	Develop and implement a gender and equity mainstreaming strategy and action plan in the Ministry and Programme
<b>Issue of Concern</b>	Knowledge gap in mainstreaming of Gender and Equity in the Ministry undertakings
<b>Planned Interventions</b>	i) Undertake capacity building in Gender & Equity in the Ministry of Lands, Housing and Urban Development Interventions ii) Sensitize men , women and PWDs on gender and equity in selected LGs. iii) Develop a gender and equity profile for the sectors
<b>Budget Allocation (Billion)</b>	1.389
<b>Performance Indicators</b>	- Proportion of Ministry budget allocated to gender responsive interventions - No of sensitization campaigns on PWDs, women and children affairs conducted - % of land ownership desegregated by sex

#### ii) HIV/AIDS

<b>OBJECTIVE</b>	Increase HIV/AIDS awareness among the staff and key stakeholders in the Vote and the Programme
<b>Issue of Concern</b>	Low implementation of the HIV/AIDS Work Place Policy
<b>Planned Interventions</b>	i) Host Health awareness week ii) Disseminate IEC materials iii) Organize HIV/AIDS Sensitization workshops iv) No of HIV/AIDS testing and counseling campaigns held
<b>Budget Allocation (Billion)</b>	0.320
<b>Performance Indicators</b>	i) Proportion of staff aware of the HIV/AIDS workplace policy in the Ministry ii) Proportion of staff testing for HIV/AIDS and Counseling services iii) No of HIV/AIDS sensitization workshops held

#### iii) Environment

<b>OBJECTIVE</b>	To ensure that environment concerns are mainstreamed in the Ministry activities
<b>Issue of Concern</b>	Knowledge gap on environmental issues in the sector and limited implementation of the Occupational , safety and Health(OSH) Policy
<b>Planned Interventions</b>	i) Develop and implement a workplace Occupational , safety and Health(OSH) Policy ii) Promote awareness, knowledge and attitudes of workplace environment iii) Hold regular coordination meetings on protection fragile ecosystems & mitigation of the impacts
<b>Budget Allocation (Billion)</b>	0.277
<b>Performance Indicators</b>	i) No of keep your environment clean ii) Proportion of environmental concerned mainstreamed in the Ministry budget iii) No of workshops on protection of wetlands and fragile ecosystems conducted

#### iv) Covid

<b>OBJECTIVE</b>	To undertake COVID19 screening for all staff and enforcing adherence to COVID19 SOPs
<b>Issue of Concern</b>	Low enforcement of the COVID19 SOPs and guidelines

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<b>Planned Interventions</b>	i) Mobilizing of staff to go for vaccination ii) Enforcement of COVID19 SOPs iii) Dissemination of IEC materials on COVID19
<b>Budget Allocation (Billion)</b>	1.800
<b>Performance Indicators</b>	i) Proportion of staff tested regularly ii) Proportion of Staff vaccinated iii) Number of Offices with automatic sanitizer dispensers

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## IX. PERSONNEL INFORMATION

**Table 9.1: Staff Establishment Analysis**

Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Commissioner	U1SE	10	4
Inventory Management Officer U4	U4	1	1
Accountant	U4	2	2
Accounts Assistant	U7	2	2
Architect	U4U	1	0
Architectural Assistant	U5L	1	1
Askari	U8	2	2
Assistant Commissioner	U1EU	19	12
Assistant Commissioner	U1E	2	2
Assistant ICT Officer	U5	21	20
Assistant Inventory Management Officer	US	1	0
Assistant Records Officer	U5	27	10
Assistant Valuer	U5Sc	1	1
Assistant. Photogrammetrist	U5	2	1
Asst. Librarian	U6	1	1
Cartographer	U5	12	12
Customer Support/Communications officer	U4	21	21
Data Entry Clerk	U6	21	21
Database Manager	U4	1	0
Dispatch Clerk	U7	21	21
Draughtsman	U5	2	1
Driver	U8U	54	45
Economist	U4	4	4
Engineer/Civil	U4U	1	1
Environmental Officer	U4	1	0
Geographer	U4	1	1
Government Valuer	U4	3	1
Housing Economist	U4	1	1
Housing Officer	U4	1	1
Housing Officer/Estates	U4L	1	1



**VOTE: 012 Ministry of Lands, Housing & Urban Development**

<b>Title</b>	<b>Salary Scale</b>	<b>Number of Approved Positions</b>	<b>Number of filled Positions</b>
Human Resource Officer	U4	1	1
ICT Officer	U4	23	21
Land Officer/ Inspector	U4	7	2
Lithographer	U5	4	1
Office attendant	U8	1	1
Office Attendant	U6	1	1
Office Attendant	U8U	40	33
Office Supervisor	U6	2	1
Permanent Secretary	U16	1	1
Personal Secretary	U4L	12	6
Personal Secretary	U4	1	0
Photographer	U5	2	0
Physical Planner	U4	1	1
Physical Planner	U4U	30	13
Policy Analyst	U4	1	0
Princ. Economist (Monit.& Evaluation)	U2	2	1
Princ. Housing Officer	U2	2	1
Princ. Registrar of Titles	U2	3	3
Princ. Staff Cartographer	U2	1	0
Principal Accountant	U2	1	1
Principal Asst. Secretary	U2	22	14
Principal Engineer (Electrical)	U2(S)	2	0
Principal Government valuer	U2	3	3
Principal Human resource Officer	U2	2	2
Principal Information Scientist	U2	2	1
PrincipaL Land Management Officer	U2	8	7
Principal Land Officer	U2	10	8
Principal Personal Secretary	U2	1	1
Principal Physical Planner	U3U	3	3
Principal Policy Analyst	U2	1	1
Principal Quantity Sur.	U2Sc	1	0
Principal Staff Geodisist	U2(S)	1	0
Principal Urban Officer	U2L	2	1

**VOTE: 012 Ministry of Lands, Housing & Urban Development**

Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Records Assistant	U7	3	3
Records Officer	U4	24	6
Registrar of Titles	U4	3	0
Sen.Staff Surv./ Princ.Surveyor	U3	8	8
Senior Accountant	U3	1	1
Senior Accounts Assistant.	U5	27	4
Senior Architect	U3U	1	1
Senior Architectural Asst	U4U	1	0
Senior Assistant Valuer	U4	3	3
Senior Economist	U3U	2	0
Senior Engineer (Electrical)	U2(S)	1	0
Senior Engineer/Civil	U3U	1	1
Senior Government Valuer/Pric Asst V	U3	24	20
Senior Housing Officer	U3L	23	1
Senior Housing Officer	U3	1	0
Senior Human Resource Officer	U3	2	2
Senior ICT Officer	U3(S)	3	0
Senior Inventory Management Officer	U3	1	0
Senior Land Officer/Inspector	U4	28	14
Senior Personal Secretary	U3	5	2
Senior Physical planner	U3	16	8
Senior Policy Analyst	U3U	1	1
Senior Quantity Surveyor	U3U	1	1
Senior Registrar of Titles	U3	24	19
Senior Sociologist	U3 LOWER	3	2
Senior Statistician	U3U	2	0
Senior Systems Administrator	U3	1	0
Senior Urban Officer	U3U	2	1
Sociologist	U4	2	1
Staff Cartographer	U4	25	17
Staff Geodisist/Senior Geodisist	U4(S)	1	0
Staff Surve./Sen. Surveyor	U4	1	1
Statistician	U4	2	2

**VOTE: 012 Ministry of Lands, Housing & Urban Development**

<b>Title</b>	<b>Salary Scale</b>	<b>Number of Approved Positions</b>	<b>Number of filled Positions</b>
Stenographer Secretary	U6	26	3
Surveyor	U5	8	5
Undersecretary	U1SE	1	1
Urban Devt officer	U4L	2	2
Watchman/ Askari	U8	42	13

**VOTE: 012 Ministry of Lands, Housing & Urban Development****Table 9.2: Staff Recruitment Plan**

Post Title	Salary Scale	No. Of Approved Posts	No. Of Filled Posts	No. Of Vacant Posts	No. Of Posts Cleared for Filling FY2022/23	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Commissioner	U1SE	3	0	3	3	6,216,087	74,593,044
Assistant Commissioner	U1EU	6	2	4	3	4,553,511	54,642,132
Government Valuer	U4	3	1	2	1	968,370	11,620,440
ICT Officer	U4	22	21	1	1	964,188	11,570,256
Land Officer/ Inspector	U4	7	2	5	2	968,370	23,240,880
Principal Engineer (Electrical)	U2(S)	1	0	1	1	2,400,000	28,800,000
Principal Land Officer	U2	6	5	1	1	1,811,322	21,735,864
Registrar of Titles	U4	3	0	3	3	707,366	25,465,176
Senior Housing Officer	U3	1	0	1	1	977,830	11,733,956
Senior ICT Officer	U3(S)	3	0	3	3	2,300,000	82,800,000
Senior Inventory Management Officer	U3	1	0	1	1	990,589	11,887,068
Senior Statistician	U3U	1	0	1	1	1,959,610	23,515,320
Surveyor	U5	8	5	3	1	561,045	6,732,540
<b>Total</b>					<b>22</b>	<b>25,378,288</b>	<b>388,336,676</b>

