### **VOTE: 005**

### **Ministry of Public Service**

#### V1: VOTE OVERVIEW

#### i) Vote Strategic Objectives

To foster accountability for results across Government and responsiveness to citizens needs in the public service performance management system.

To streamline Government structures and systems for efficient and effective service delivery to facilitate attainment of the national development agenda.

To strengthen the Human Resource Management Function across Government institutions for improved talent management in the Public Service.

To improve operational efficiency and effectiveness of the Ministry of Public Service

#### ii) Snapshot of Medium Term Budget Allocations

**Table V1.1 Overview of Vote Medium Term Allocations (Ush Billion)** 

Billion Ug	anda Shillings	FY202	23/24	FY2024/25	MTEF Budget Projections			
		Approved Budget		•		2026/27	2027/28	2028/29
Recurrent	Wage	4.576	0.860	4.576	5.033	5.536	6.090	6.699
	Non Wage	25.756	2.976	28.756	34.507	41.408	49.276	54.743
Devt.	GoU	3.200	0.000	3.200	3.840	4.416	4.858	5.343
	ExtFin	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	GoU Total	33.531	3.836	36.531	43.380	51.361	60.223	66.786
Total GoU+Ext	t Fin (MTEF)	33.531	3.836	36.531	43.380	51.361	60.223	66.786
	A.I.A Total	0.000	0	0	0.000	0.000	0.000	0.000
	<b>Grand Total</b>	33.531	3.836	36.531	43.380	51.361	60.223	66.786

Table V1.2: Medium Term Projections by Programme and Sub-Subprogramme

Billion Uganda Shillings	FY2023/24		2024/25	MTEF Budget Projection			
	Approved Spent by Budget End Sep		1	2025/26	2026/27	2027/28	2028/29
08 Sustainable Energy Development							

01 Human Resources Management	0.500	0.000	1.000	1.200	1.440	1.714	2.039
	0.500	0.000	1 000	1.200	1 110	4 =44	2.020
Total for the Programme	0.500	0.000	1.000	1.200	1.440	1.714	2.039
14 Public Sector Transformation							
01 Human Resource Management	7.885	0.757	8.020	5.924	12.000	15.000	3.900
02 Inspection and Quality Assurance	1.609	0.277	1.671	9.632	18.536	7.400	10.400
03 Management Services	4.530	0.336	4.941	7.799	4.259	12.200	15.900
04 Policy, Planning and Support Services	19.007	2.466	18.399	15.824	11.526	19.626	29.448
Total for the Programme	33.031	3.836	33.031	39.180	46.321	54.226	59.648
18 Development Plan Implementation							
04 Policy, Planning and Support Services	0.000	0.000	2.500	3.000	3.600	4.284	5.098
Total for the Programme		0.000	2.500	3.000	3.600	4.284	5.098
Total for the Vote: 005	33.531	3.836	36.531	43.380	51.361	60.223	66.786

#### V2: MEDIUM TERM BUDGET ALLOCATIONS BY DEPARTMENT AND PROJECT

Table V2.1: Medium Term Projections by Department and Project

Billion Uganda Shillings	FY2023	/24	2024/25	2024/25 MTEF Budget Projection							
	Approved Budget	Spent by End Sep	Proposed Budget	2025/26	2026/27	2027/28	2028/29				
Programme: 08 Sustainable I	Energy Developm	ent		•							
Sub-SubProgramme: 01 Hum	nan Resources Ma	nagement									
Recurrent											
002 Human Resource Development	0.500	0.000	1.000	1.200	1.440	1.714	2.039				
Total for the Sub- SubProgramme 01	0.500	0.000	1.000	1.200	1.440	1.714	2.039				
Total for the Programme 08	0.500	0.000	1.000	1.200	1.440	1.714	2.039				
Programme: 14 Public Sector Transformation											
Sub-SubProgramme: 01 Hum	nan Resource Mai	nagement									
Recurrent											
001 Compensation	1.849	0.188	1.877	1.210	2.000	0.000	0.000				
002 Human Resource Development	0.612	0.168	0.615	0.700	2.200	4.000	0.000				
003 Human Resource Management Systems	3.912	0.140	3.927	3.400	3.400	4.000	0.000				
004 Human Resource Policies and Procedures	0.821	0.141	0.811	0.140	3.000	5.000	3.900				
005 Performance Management	0.691	0.120	0.791	0.474	1.400	2.000	0.000				
Total for the Sub-	7.885	0.757	8.020	5.924	12.000	15.000	3.900				
SubProgramme 01											
Sub-SubProgramme: 02 Insp	ection and Qualit	y Assurance									
Recurrent											
001 Public Service Inspection	0.870	0.144	0.933	5.186	11.536	6.300	6.200				
002 Records and Information Management	0.738	0.133	0.738	4.446	7.000	1.100	3.000				

Total for the Sub-	1.609	0.277	1.671	9.632	18.536	7.400	9.200
SubProgramme 02							
Sub-SubProgramme: 03 Man	agement Servic	es		<u>.</u>			
Recurrent							
001 Institutional Assessment	4.129	0.270	4.542	4.200	2.500	8.100	9.500
002 Research and Standards	0.401	0.066	0.399	3.599	1.759	4.100	5.000
Total for the Sub-	4.530	0.336	4.941	7.799	4.259	12.200	14.500
SubProgramme 03							
Sub-SubProgramme: 04 Police	ey, Planning and	l Support Servi	ices		•		
Recurrent							
001 Civil Service College	1.961	0.262	1.755	3.574	2.500	2.500	10.000
002 Finance and administration	12.613	2.036	11.958	6.853	3.610	7.478	12.500
003 Policy and Planning	1.233	0.168	1.486	1.557	1.000	4.790	4.205
Development	'						
1682 Retooling of Public	3.200	0.000	3.200	3.840	4.416	4.858	2.000
Service							
Total for the Sub-	19.007	2.466	18.399	15.824	11.526	19.626	28.705
SubProgramme 04							
Total for the Programme 14	33.031	3.836	33.031	39.180	46.321	54.226	56.305
Programme: 18 Development	Plan Implemen	ntation					
Sub-SubProgramme: 04 Police	y, Planning and	l Support Servi	ices				
Recurrent							
001 Civil Service College	0.000	0.000	2.500	3.000	3.600	4.284	5.098
Total for the Sub-	0.000	0.000	2.500	3.000	3.600	4.284	5.098
SubProgramme 04							
Total for the Programme 18	0.000	0.000	2.500	3.000	3.600	4.284	5.098
Total for the Vote: 005	33.531	3.836	36.531	43.380	51.361	60.223	63.442

#### **V3: VOTE MEDIUM TERM PLANS**

Planned Outputs for FY2024/25 and Medium Term Plans

### **V4: Highlights of Vote Projected Performance**

#### **Table V4.1: Budget Outputs and Indicators**

Programme:	08 Sustainable	e Energy Devel	opment							
Sub SubProgramme:	01 Human Re	sources Manag	ement							
Department:	002 Human R	esource Develo	pment							
Budget Output:	000005 Huma	n Resource Ma	nagement							
PIAP Output:	Approvals for	Approvals for construction of a nuclear power plant finalized								
Programme Intervention:	080302 Seek	080302 Seek approvals for construction of a nuclear power generation plant								
Indicator Name	Indicator Measure	Base Year	Base Level	I	FY2023/24					
				Target	Q1 Performance	Proposed				
Number of approvals finalized	Number	2022	0	40%	0	4				
Programme:	14 Public Sec	tor Transformat	ion		•	_				
Sub SubProgramme:	01 Human Re	source Manage	ment							
Department:	001 Compens	ation								
Budget Output:	000085 Mana	gement of the F	Public Service Wag	ge Bill, Pension a	and Gratuity					
PIAP Output:	Decentralized management of salary, pension and gratuity strengthened to promote efficiency and transparency and eliminate graft									
Programme Intervention:	140503 Empo	wer MDAs to c	eustomize talent m	anagement (Attra	act, retain and motiva	te public servants)				

Sub SubProgramme:	01 Human R	01 Human Resource Management									
PIAP Output:		d management of and eliminate gr	* *	nd gratuity stren	gthened to promote ef	ficiency and					
Indicator Name	Indicator Measure	Base Year	Base Level	F	FY2023/24	FY2024/25					
				Target	Q1 Performance	Proposed					
% of MDAs & LGs supported on payroll management.	Percentage	2022/23	95%	90%	22%	100%					
Quarterly Wage Bill performance for the whole of Government analysed and Reports produced	Text	2022/23	1	4	1	4					
Budget Output:	390012 Impl	390012 Implementation of Pension Reforms									
PIAP Output:	The Public S	The Public Service Pension Fund/ Scheme established and operationalized									
Programme Intervention:	140503 Emp	ower MDAs to c	ustomize talent m	anagement (Attra	act, retain and motiva	te public servants)					
Indicator Name	Indicator Measure	Base Year	Base Level	F	FY2024/25						
		<u>'</u>		Target	Q1 Performance	Proposed					
Number of stakeholders trained to manage a funded Public Service Pension Fund	Number	2023/24	0	0	0	10					
Public Service Pension Fund Legislations in place	Number	FY 2023/24	0			1					
Department:	002 Human I	Resource Develo	pment								
Budget Output:	000005 Hum	an Resource Ma	nagement								
PIAP Output:	Human Reso	urce Planning ar	nd Development F	ramework for the	Public Service finali	zed and disseminated					
Programme Intervention:	140503 Emp	ower MDAs to c	ustomize talent m	anagement (Attra	act, retain and motiva	te public servants)					
Indicator Name	Indicator Measure	Base Year	Base Level	F	FY2023/24	FY2024/25					
				Target	Q1 Performance	Proposed					
number of staff reained in human resource planning and development	Number	2022	300	350	10	360					
Department:	003 Human I	Resource Manag	ement Systems		•						
Budget Output:	390014 Deve	elopment and Op	erationationalion	of Human Resou	rce System						

Sub SubProgramme:	01 Human Resource Management									
PIAP Output:	Human Capita	l Management (	HCM) System Ro	lled out						
Programme Intervention:		ut the Human R work leave, e-in	•	ent System (Payroll	management, pro	ductivity				
Indicator Name	Indicator Measure	Base Year	Base Level	FY20	)23/24	FY2024/25				
				Target	Q1 Performance	Proposed				
% of Public Officers managing HR functions trained in use of the human resource information management systems ( ( Certification))	Percentage	2021	45%	60%	0	80%				
Cumulative number of Votes where HCM is operational	Number	2021/22	60			248				
Department:	004 Human R	004 Human Resource Policies and Procedures								
Budget Output:	390015 Devel	390015 Development and Implementation of Human Resource Policies								
PIAP Output:	( The Constitution, Public Service Act, Public Service Commission Act, Public Service Commission Regulations, Local Government Act on establishment of service commissions for local governments)									
Programme Intervention:		w the existing le		ory and institutiona	l frameworks to st	andardise regulation				
Indicator Name	Indicator Measure	Base Year	Base Level	FY20	)23/24	FY2024/25				
				Target	Q1 Performance	Proposed				
Number of legal and institutional frameworks standardized.	Number	2021	1	2	0	1				
Department:	005 Performar	nce Managemen	t	·						
Budget Output:	390017 Public	Service Perform	nance managemen	t						
PIAP Output:	Programme /P	erformance Bud	lgeting integrated i	nto the individual p	erformance manag	gement framework				
Programme Intervention:	140404 Streng	gthening public s	sector performance	management						
Indicator Name	Indicator Measure	Base Year	Base Level	FY2023/24 FY2024/25  Target Q1 Proposed Performance		FY2024/25 Proposed				
Number of MDAs and LGs implementing the Balanced scorecard Framework	Number	2022	3	15	3	56				

Sub SubProgramme:	02 Inspection	and Quality As	surance							
Department:	001 Public Se	rvice Inspection	1							
Budget Output:	000024 Comp	liance and Enfo	orcement Services							
PIAP Output:	Compliance In	nspection under	taken in MDAs an	ıd LGs						
Programme Intervention:	140401 Devel	op and enforce	service and servic	e delivery standa	ards					
Indicator Name	Indicator Measure	Base Year	Base Level	F	FY2023/24	FY2024/25				
				Target	Q1 Performance	Proposed				
Number of MDAs and LGs inspected for compliance with SDS per annum	Number	2021	35	56	16	56				
Department:	002 Records a	and Information	Management		<b>.</b>					
Budget Output:	390007 Natio	390007 National Records and Archives								
PIAP Output:	Records Mana	Records Management Systems set up in MDAs and LGs where they are lacking								
Programme Intervention:	140303 Revie	w and develop	management and o	ment and operational structures, systems and standards						
Indicator Name	Indicator Measure	Base Year	Base Level	F	FY2023/24 FY2024/25					
				Target	Q1 Performance	Proposed				
Number of MDAs and LGs supported to set up RIM Systems	Number	2021	3	40	0	60				
Sub SubProgramme:	03 Manageme	ent Services		L	•					
Department:	001 Institution	nal Assessment								
Budget Output:	390008 Integr	ated Public Ser	vices Delivery Mo	odel						
PIAP Output:	Compressive	Restructuring of	f MDAs and LGs	undertaken and F	Reports produced					
Programme Intervention:	140303 Revie	w and develop	management and o	perational struct	tures, systems and star	ndards				
Indicator Name	Indicator Measure	Base Year	Base Level	F	FY2023/24	FY2024/25				
				Target	Q1 Performance	Proposed				
%MDAs and LGs restructured and reports produced	Percentage	2021	75%	95%	18%	100%				
Budget Output:	390009 Devel	opment and Re	view of Organizati	ional structures						
PIAP Output:	Compressive	Restructuring of	f MDAs and LGs	undertaken and F	Reports produced					
Programme Intervention:	140303 Revie	w and develop	management and c	perational struct	ures, systems and star	ndards				

Sub SubProgramme:	03 Manageme	nt Services									
PIAP Output:	Compressive I	Restructuring of	MDAs and LGs	undertaken and Re	ports produced						
Indicator Name	Indicator Measure	Base Year	Base Level	FY	/2023/24	FY2024/25					
				Target	Q1 Performance	Proposed					
%MDAs and LGs restructured and reports produced	Percentage	2021	75%	95%	18%	100%					
Budget Output:	390010 Re-en	0010 Re-engineering of Management Systems									
PIAP Output:	Structures for	government inst	itutions reviewed	, customized and i	mplemented						
Programme Intervention:	140303 Revie	w and develop m	anagement and o	perational structur	res, systems and sta	ndards					
Indicator Name	Indicator Measure	Base Year	Base Level	FY	FY2023/24						
				Target	Q1 Performance	Proposed					
Number of MDAs and LGs supported to implement the revised structures	Number	2021	71	69	28	50					
Department:	002 Research	and Standards	•	<u>'</u>	•						
Budget Output:	390011 Devel	opment and Revi	iew of Managem	ent and Operationa	al Standards						
PIAP Output:	Job description	n and person spe	cifications review	ved and developed							
Programme Intervention:	140301 Ration	nalize and harmo	nize policies to s	upport public serv	ice delivery						
Indicator Name	Indicator Measure	Base Year	Base Level	FY	72023/24	FY2024/25					
				Target	Q1 Performance	Proposed					
% of Jobs in the Public Service with valid Job descriptions and Person Specifications	Percentage	2020	50%	95%	70%	80%					
Sub SubProgramme:	04 Policy, Plan	nning and Suppo	rt Services		1						
Department:	002 Finance a	nd administration	n								
Budget Output:	000004 Financ	ce and Accounting	ng								
PIAP Output:	Performance of	Performance of MDAs reviewed									
Programme Intervention:	140203 Reeng	ineer public serv	vice delivery busi	ness processes							

Sub SubProgramme:	04 Policy, Pla	nning and Supp	ort Services							
PIAP Output:	Performance	of MDAs review	ved							
Indicator Name	Indicator Measure	Base Year	Base Level	F	Y2023/24	FY2024/25				
				Target	Q1 Performance	Proposed				
Number of performance reports produced	Number	2021/22	4			4				
PIAP Output:	Programme p	lans aligned to b	oudget priorities ar	nd National plann	ning framework	•				
Programme Intervention:	140404 Stren	140404 Strengthening public sector performance management								
Indicator Name	Indicator Measure	Base Year	Base Level	F	FY2024/25					
				Target	Q1 Performance	Proposed				
Proportion of MDAs supported in the programme alignment	Percentage	2021/22	85%	100%		100%				
Budget Output:	390018 Statut	tory Services	•	•	•	•				
PIAP Output:		l management of and eliminate gr	* *	nd gratuity streng	gthened to promote ef	ficiency and				
Programme Intervention:	140503 Empo	ower MDAs to c	ustomize talent m	anagement (Attra	act, retain and motivat	e public servants)				
Indicator Name	Indicator Measure	Base Year	Base Level	F	Y2023/24	FY2024/25				
				Target	Q1 Performance	Proposed				
Quarterly Wage Bill performance for the whole of Government analysed and Reports produced	Text	2021	4	4	1	4				
Department:	003 Policy an	d Planning		1	•					
Budget Output:	000015 Moni	toring and Evalu	ation							
PIAP Output:	Programme p	lans aligned to b	oudget priorities a	nd National plann	ning framework					
Programme Intervention:	140404 Stren	gthening public	sector performance	ce management						

Sub SubProgramme:	04 Policy, Pla	04 Policy, Planning and Support Services								
PIAP Output:	Programme p	lans aligned to b	oudget priorities a	nd National plann	ing framework					
Indicator Name	Indicator Measure	Base Year	Base Level	F	Y2023/24	FY2024/25				
				Target	Q1 Performance	Proposed				
Proportion of MDAs supported in the programme alignment	Percentage	2021	85%	100%	100%	100%				
Budget Output:	390019 Policy	390019 Policy Analysis								
PIAP Output:	Existing legal	Existing legal, policy, regulatory and institutional frameworks which require standardization reviewed								
Programme Intervention:		140504 Review the existing legal, policy, regulatory and institutional frameworks to standardise regulation and benefits in the public service								
Indicator Name	Indicator Measure	Base Year	Base Level	F	Y2023/24	FY2024/25				
				Target	Q1 Performance	Proposed				
Number of existing legal, policy, regulatory and institutional frameworks which require standardization reviewed	Number	2021	4	4	1	4				
Project:	1682 Retoolir	ng of Public Ser	vice	<b>-</b>	•					
Budget Output:	000003 Facili	ties and Equipn	nent Management							
PIAP Output:		management of	* *	nd gratuity streng	thened to promote ef	ficiency and				
Programme Intervention:	140503 Empo	ower MDAs to c	ustomize talent m	anagement (Attra	ct, retain and motiva	te public servants)				
Indicator Name	Indicator Measure	Base Year	Base Level	F	Y2023/24	FY2024/25				
				Target	Q1 Performance	Proposed				
Proportion of MDAs supported in the programme alignment	Percentage	2021	85%	100%	100%	100%				
Programme:	18 Developme	ent Plan Implen	nentation		•					
Sub SubProgramme:	04 Policy, Planning and Support Services									
Department:	001 Civil Service College									
Budget Output:	000034 Educa	ation and Skills	Development							

Sub SubProgramme:	04 Policy, Planning and Support Services					
PIAP Output:	The Public Sector Research and Innovations function which is aligned to NDPIII is developed and implemented					
Programme Intervention:	180602 Build research and evaluation capacity to inform planning, implementation as well as monitoring and evaluation;					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2023/24 FY2024/25		FY2024/25
					Q1 Performance	Proposed
A revised Public Sector Research Agenda in place	Text	2021/22	0			1

### **V5: VOTE CROSS CUTTING ISSUES**

### i) Gender and Equity

OBJECTIVE	To strengthen gender and equity representation in human resource training			
Issue of Concern	Inadequate capacity by staff to mainstream gender and equity in their workplans			
	Inadequate preparation of staff for retirement			
Planned Interventions	Build capacity of 400staff to mainstream gender and equity in their workplans			
	Conduct pre-retirement training sessions for 4000 staff due for retirement			
<b>Budget Allocation (Billion)</b>	0.12			
Performance Indicators	Number of staff trained to mainstream gender and equity in their workplans 400 staff			
	Number of staff trained in pre-retirement 4000 staff			
OBJECTIVE	To harmonize pay across the public service			
Issue of Concern	Selective enhancement of staff salaries			
Planned Interventions	Implement recommendations of the comprehensive job evaluation			
	Operationalize the salary review body			
<b>Budget Allocation (Billion)</b>	0.7			
Performance Indicators	Approved job evaluation report			
	Salary review body in place			
OBJECTIVE	To strengthen the institutional framework for mainstreaming gender and equity in Ministry initiatives			
Issue of Concern	Inadequate Gender and equity mainstreaming in HR policies and guidelines			
	Low integration of Gender Based Violence in performance management			
Planned Interventions	Mainstream Gender and Equity in HR policies and procedures			
	Prevent and respond to Gender Based Violence at the workplace			
	Expand the scope and coverage of the service delivery standards to include gender and equity concerns			

Budget Allocation (Billion)	0.15
Performance Indicators	Number of MDAs and LGS supported in mainstreaming gender and equity in HR Policies and Procedures
	Number of votes trained on GBV integration in performance management
	Approved Service Delivery Standards in place

#### ii) HIV/AIDS

OBJECTIVE	To increase awareness in HIV&AIDS concerns		
Issue of Concern	Poor enforcement of the National HIV Policy and TB at the work places to protect workers.		
	Low awareness of HIV and AIDS and TB by staff		
	Low uptake of HIV and AIDS and TB treatment		
	Low testing and counselling HIV and AIDS and TB services		
Planned Interventions	Create awareness on HIV/AIDS and TB prevention measures		
	Regularly re-stock condom dispensers.		
	Operationalize the HIVAIDS Committee		
Budget Allocation (Billion)	0.08		
Performance Indicators	Number of HIVAIDS and TB awareness campaigns undertaken - Quarterly		
	Frequency of re-stocking condom dispensers - Quarterly		
	Functional HIVAIDS Committee in place		

### iii) Environment

OBJECTIVE	To Strengthen the institutional framework for mainstreaming environmental and climate change concerns in the Ministry
Issue of Concern	Increase in stock and e-waste  Low implementation of environmental protection measures
<b>Planned Interventions</b>	Roll out of Electronic Document Records Management System to reduce on carbon foot print Proposer disposal of obsolete ICT equipment
Budget Allocation (Billion)	0.1
Performance Indicators	Number of MDALGs with fully installed records management system  Number of obsolete ICT equipment properly disposed off

### V6: NTR Projections(Uganda Shillings Billions)

Revenue Code	Revenue Name	FY2023/24	Projection FY2024/25
111202	Rental Income Tax-Payable By Corporations and other enterprises	0.000	0.000
142212	Educational/Instruction related levies	0.000	0.000
Total		0.000	0.000