

# **VOTE: 022 Ministry of Tourism, Wildlife and Heritage**

## **I. VOTE MISSION STATEMENT**

To promote the development of sustainable tourism, wildlife and cultural heritage resources in order to contribute significantly to the socio-economic transformation of Uganda from a peasant society to a modern and prosperous one

## **II. STRATEGIC OBJECTIVE**

The goal of the Ministry over the next five years is to increase Ugandas attractiveness as a preferred tourism destination. The following objectives will be pursued

1. Reorganize streamline departmental and agency mandates and functions and build internal capacity to improve efficiency in delivering our mandate.
2. Strengthen stakeholder coordination communication and partnerships for sustainable tourism development in Uganda.
3. Develop a pool of skilled personnel along the tourism value chain and ensure decent working conditions.
4. Provide statistical information and a conducive regulatory environment that streamlines tourism development and attracts increased investment in the sector.
5. Strengthen the conservation of wildlife and cultural heritage resources increase the range of tourism products and improve tourism infrastructure.

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

### **WILDLIFE CONSERVATION**

1. A total of 915 metres of the buffalo wall was repaired in Mgahinga National Park and 317ha of invasive and exotic species eradicated in Protected Areas (PAs).
2. 270km of Protected Area boundary markings maintained and 4,838 patrols conducted in Protected Areas.
3. 91 boundary pillars maintained in protected areas to control encroachments and conflicts with communities.
4. Problem animal management strategy implemented with 65km of electric fence maintained.
5. A total of 28km constructed, wired, and powered in QENP and MFNP and 17.6 km of elephant trench maintained in Kibaale NP.
6. 70,822 visitors and 25 school students hosted at UWEC and taken through Conservation education.
7. A total of 69 individual (24 species) community animal rescued and 26 individual animals (12 species) released back into the wild.
8. 57 Wildlife scouts trained in human wildlife conflict management and provided equipment.
9. 423 conservation sensitizations and awareness meetings done in communities around Protected areas with messages on illegal poaching, feeding of chimpanzees and human wildlife conflict and safety tips on crocodiles.

### **TOURISM PRODUCT DEVELOPMENT**

10. Mugaba (Phase II) completed and Phase III (Final phase) started. Once complete, this tourism product will create jobs and demonstrate the importance of cultural heritage resources as well heritage conservation education for all Ugandans.
11. Nyero Interpretation center (in Kumi district Eastern Uganda) completed, opened and operationalized.
12. 60% progress registered on the construction of a 20 pax cold proof accommodation facility at Nyabitaba tourist on the Central circuit of Rwenzori to improve visitor comfort and experience.
13. 80% of Kitagata Hotspring development (Phase 1) completed with landscaping, drainage, fence, and retaining wall.
14. Kagulu Hills Phase I completed (concrete steps, rail guards, Chain link along the steps, Starting platform and two viewpoints constructed).

### **TRAINING AND SKILLS DEVELOPMENT**

15. 181 (56 female and 125 male) students graduated with awards of diplomas and Certificates at UWRTI.
16. A total of 20 tour guides trained in animal behavior and tour guiding.
17. Electronic library installed at UWRTI and staff trained access to publications using the Research for life web based research App.
18. Online teaching and training of UHTTI students conducted. Instructors facilitated with ICT equipment and teaching materials and services and materials and Training tools procured for UHTTI training lab.
19. On job training of 29 Museum guides and attendants conducted focusing on new communication approaches in Museums, Customer care, and visitor behavior.

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visitor behavior.

### MUSEUMS SERVICES

20. Consultations on the Museums and Monuments Bill were completed and was approved by Cabinet. It is ready for submission to Parliament. Once enacted, the new Bill will repeal the Historical Monuments Act, 1967, and will enhance the protection and promotion of cultural heritage resources.

21. Uganda National Museum and Soroti Regional Museum were maintained and visitors hosted and taken through cultural heritage conservation education.

22. 13 Heritage Sites and Monuments of Patiko, Wedelai, Napak, Nyero, Kafir, Mukongoro, Dolwe, Barlonyo, Kakoro, Mugaba, Fort Thurston, komuge and Bigo Byamugenyi maintained and their conservation value preserved.

### TOURISM PROMOTION AND MARKETING

23. Tourism actors (over 100) sensitized on the promotion of cultural Tourism as part of the Ekyoto Ha Mpango Cultural Tourism festival 2021 activities.

24. Two (2) specialized Trainings conducted for Tourism associations and stakeholders in governance and leadership, product design, and market development.

25. World Tourism Week and Day 2021 celebrations held. Through these celebrations, Ugandans were reached out and awareness was conducted on the importance and role of Tourism on Ugandas sustainable development.

26. Two Domestic Tourism events held and support supervision given (Miss Tourism, Empango in Bunyoro) to promote inclusive domestic tourism.

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## IV. MEDIUM TERM BUDGET ALLOCATIONS

Table 4.1: Overview of Vote Expenditure (Ushs Billion)

		MTEF Budget Projections				
		2022/23 Proposed Budget	2023/24	2024/25	2025/26	2026/27
<b>Recurrent</b>	Wage	3.746	3.746	3.746	3.746	3.746
	Non-Wage	152.361	152.361	152.361	152.361	152.361
<b>Devt.</b>	GoU	9.847	9.847	9.847	9.847	9.847
	Ext Fin.	0.000	0.000	0.000	0.000	0.000
	<b>GoU Total</b>	<b>165.954</b>	<b>165.954</b>	<b>165.954</b>	<b>165.954</b>	<b>165.954</b>
	<b>Total GoU+Ext Fin (MTEF)</b>	<b>165.954</b>	<b>165.954</b>	<b>165.954</b>	<b>165.954</b>	<b>165.954</b>
	<b>Arrears</b>	0.165	0.000	0.000	0.000	0.000
	<b>Total Budget</b>	<b>166.119</b>	<b>165.954</b>	<b>165.954</b>	<b>165.954</b>	<b>165.954</b>
	<b>Total Vote Budget Excluding</b>	<b>165.954</b>	<b>165.954</b>	<b>165.954</b>	<b>165.954</b>	<b>165.954</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:05 TOURISM DEVELOPMENT</b>	<b>156.107</b>	<b>9.847</b>
<b>SubProgramme:01 Marketing and Promotion</b>	<b>2.812</b>	<b>0.000</b>
<b>Sub SubProgramme:02 Tourism, Wildlife Conservation and Museums</b>	<b>2.812</b>	<b>0.000</b>
002 Tourism	2.812	0.000
<b>SubProgramme:02 Infrastructure, Product Development and Conservation</b>	<b>133.132</b>	<b>8.646</b>
<b>Sub SubProgramme:01 Policy, Planning and Support Services</b>	<b>0.000</b>	<b>1.850</b>
002 Policy Research and Planning	0.000	1.850
<b>Sub SubProgramme:02 Tourism, Wildlife Conservation and Museums</b>	<b>133.132</b>	<b>6.796</b>
001 Museums and Monuments	2.952	3.796
002 Tourism	0.000	3.000
003 Wildlife Conservation	130.180	0.000
<b>SubProgramme:03 Regulation and Skills Development</b>	<b>20.163</b>	<b>1.201</b>
<b>Sub SubProgramme:01 Policy, Planning and Support Services</b>	<b>10.446</b>	<b>1.201</b>
001 Administrative and Support Services	8.184	1.201
002 Policy Research and Planning	2.262	0.000
<b>Sub SubProgramme:02 Tourism, Wildlife Conservation and Museums</b>	<b>9.717</b>	<b>0.000</b>
002 Tourism	6.231	0.000
003 Wildlife Conservation	3.485	0.000
<b>Total for the Vote</b>	<b>156.107</b>	<b>9.847</b>

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## V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS

Table 5.1: Performance Indicators

<b>Programme: 05 TOURISM DEVELOPMENT</b>				
<b>SubProgramme: 01 Marketing and Promotion</b>				
<b>Sub SubProgramme: 02 Tourism, Wildlife Conservation and Museums</b>				
<b>Department: 002 Tourism</b>				
<b>Budget Output: 120012 Tourism Investment, Promotion and Marketing</b>				
<b>PIAP Output: Domestic tourism intensified with domestic tourism initiatives including drives/ campaigns</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
No of domestic drives /campaigns conducted	Number	2019	4	6
Number of Ugandans Visiting Tourist sites (National Parks, Museums and UWEC)	Number	2019	434000	531668
<b>SubProgramme: 02 Infrastructure, Product Development and Conservation</b>				
<b>Sub SubProgramme: 02 Tourism, Wildlife Conservation and Museums</b>				
<b>Department: 001 Museums and Monuments</b>				
<b>Budget Output: 120013 Cultural Heritage Sites Development and Maintenance</b>				
<b>PIAP Output: Regional museums established/ developed at Jinja, Soroti, Moroto, Arua, Fort portal and Gulu</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
No of Regional museums established/ developed	Number	2019	3	1
No of tourists visiting Museums and cultural heritage sites	Number	2019	55000	110000
<b>Department: 003 Wildlife Conservation</b>				
<b>Budget Output: 000039 Policies, Regulations and Standards</b>				
<b>PIAP Output: Policies, Standards and regulations developed for the Management and Utilization of Natural and Cultural Heritage Resources.</b>				

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<b>Sub SubProgramme: 02 Tourism, Wildlife Conservation and Museums</b>				
<b>Department: 003 Wildlife Conservation</b>				
<b>Budget Output: 000039 Policies, Regulations and Standards</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
No of regulations and standards developed to operationalize Museums and Monuments Bill once enacted.	Number	2019	1	1
No of regulations and standards developed to operationalize the Uganda Wildlife Act 2019	Number	2019	1	1
<b>Budget Output: 120023 Wildlife Conservation and protected area management services (UWA)</b>				
<b>PIAP Output: Human-wildlife conflicts managed</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Kms of protected areas fenced off	Number	2019	0	260
No. of new ranger outposts established in protected areas	Number	2019	0	5
<b>PIAP Output: Human-wildlife conflicts managed</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Kms of protected areas fenced off	Number	2019	0	260
No. of new ranger outposts established in protected areas	Number	2019	0	5
<b>Budget Output: 120024 Uganda Wildlife Conservation Education and awareness services (UWEC)</b>				
<b>PIAP Output: Human-wildlife conflicts managed</b>				

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<b>Sub SubProgramme: 02 Tourism, Wildlife Conservation and Museums</b>				
<b>Department: 003 Wildlife Conservation</b>				
<b>Budget Output: 120024 Uganda Wildlife Conservation Education and awareness services (UWEC)</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Kms of protected areas fenced off	Number	2019	0	260
No. of new ranger outposts established in protected areas	Number	2019	0	5
<b>PIAP Output: Human-wildlife conflicts managed</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
Kms of protected areas fenced off	Number	2019	0	260
No. of new ranger outposts established in protected areas	Number	2019	0	5
<b>Project: 1699 Development of Museums and Heritage Sites for Cultural Tourism (Phase II)</b>				
<b>Budget Output: 120013 Cultural Heritage Sites Development and Maintenance</b>				
<b>PIAP Output: Regional museums established/ developed at Jinja, Soroti, Moroto, Arua, Fort portal and Gulu</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
No of Regional museums established/ developed	Number	2019	3	1
No of tourists visiting Museums and cultural heritage sites	Number	2019	55000	110000
<b>SubProgramme: 03 Regulation and Skills Development</b>				
<b>Sub SubProgramme: 01 Policy, Planning and Support Services</b>				
<b>Department: 002 Policy Research and Planning</b>				
<b>Budget Output: 000006 Planning and Budgeting services</b>				
<b>PIAP Output: Policies, Standards and regulations developed for the Management and Utilization of Natural and Cultural Heritage Resources.</b>				

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<b>Sub SubProgramme: 01 Policy, Planning and Support Services</b>				
<b>Department: 002 Policy Research and Planning</b>				
<b>Budget Output: 000006 Planning and Budgeting services</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
No of regulations and standards developed to operationalize Museums and Monuments Bill once enacted.	Number	2019	1	1
No of regulations and standards developed to operationalize the Uganda Wildlife Act 2019	Number	2019	1	1
<b>Budget Output: 000027 Programme Working Group Secretariat Services</b>				
<b>PIAP Output: Capacity building conducted for the actors in quality assurance of Tourism service standards.</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
No. of accommodation and restaurant facilities registered, inspected	Number	2019	1000	3600
No. of tour and travel agents registered and trained.	Number	2019	370	500
No. of Tour guides registered, trained, assessed and licensed (5-10% growth rate)	Percentage	2019	5%	10%
<b>Sub SubProgramme: 02 Tourism, Wildlife Conservation and Museums</b>				
<b>Department: 003 Wildlife Conservation</b>				
<b>Budget Output: 120027 Wildlife Research and Training Services (UWRTI)</b>				
<b>PIAP Output: Students enrolled at Uganda Wildlife Research Training Institute (UWRTI)</b>				
Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2022/23
No of students enrolled at Uganda Wildlife Research Training Institute (UWRTI)	Number	2019	240	300



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<b>Sub SubProgramme: 02 Tourism, Wildlife Conservation and Museums</b>				
<b>Department: 003 Wildlife Conservation</b>				
<b>Budget Output: 120027 Wildlife Research and Training Services (UWRTI)</b>				
<b>PIAP Output: UWRTI infrastructure developed (class rooms, labs, admin block, fence, staff housing, guest house, etc)</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 development of UWRTI infrastructure (class rooms, labs, admin block, fence, staff housing, guest house, etc), %	Percentage	2019	10	100%

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## **VI. VOTE NARRATIVE**

### **Vote Challenges**

1. Inadequate resources for the various interventions of the Tourism Development Programme. We have continued to engage MoFPED and Parliament to protect us from budget cuts and increase budgets for the Tourism Development Programme to match NDP III funding requirements.
2. Low levels of product development. This is largely due to the limited funding available for product development. The Ministry spends several years developing a product yet the same product can be developed in one year if adequate resources are available. The Ministry has developed bankable projects that if implemented will increase product range by developing about 15 new products over the next five years.
3. Lack of land for the development of tourism sites e.g the development of the Kayabwe Equator point has been delayed because the land is owned by the private sector. We are exploring partnerships with land owners to jointly develop or sell land to government for development of Tourism sites. This will be more achievable if funding improves.
4. Encroachment on the wildlife and cultural heritage sites and lack of land titles for most of the cultural heritage sites. We have embarked on the process to secure land titles for cultural heritage sites, at least 25 titles per year. We have also increased surveillance of protected area boundaries and numerous community engagements to curb encroachments.
5. Inadequate staffing and skills both in the tourism private and public actors. Government is upgrading UHTTI and UWRTI into centres of excellence for tourism and hospitality training and wildlife research and training respectively.
6. Human Wildlife Conflicts, poaching and illegal wildlife trade and trafficking, wildfires and Invasive Species continues to stretch government operations and causing tension. The Uganda Wildlife Act 2019 provides for deterrent penalties for wildlife crime and invasive species are being addressed through various interventions.

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

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In order to improve vote performance, we shall,

1. Increase Vote Staffing levels and improve skills of staff across the vote. Currently, the vote is about 70% staffed
2. Continue to engage MoFPED and Parliament to protect us from budget cuts and increase budgets for the Tourism Development Programme to implement the Programme Implementation Action Plan.
3. Develop and implement an online Tourism Information Management System (TIMS) to improve data and information collection, accessibility and usage. TIMS will ensure availability of information to tourism stakeholders, policy and decision makers as well as compliance to established Standard Operating Procedures
4. Staff capacity development. A staff training plan has been developed and will be implemented to improve efficiency and performance.
5. Embark on the branding, marketing and promotion of the Museums and cultural heritage sites to improve tourism around these sites.
6. Rollout and implement the Pearl of Africa destination brand.
7. Explore alternative funding options such as PPPs for interventions such as Tourism Product development. The development of these products improves their competitiveness.
8. Increase community involvement in the management of protected areas across the country.
9. Intensify law enforcement operations in protected areas to keep poaching, illegal wildlife trade and trafficking in control. In addition, community engagement, control of invasive species and management of human wildlife conflicts was intensified to keep the tourism resource base intact.
10. Enforce compliance to tourism standards through registering, inspecting and licensing tourism service providers including Tour and travel guides, agents and operators as well as accommodation facilities.
11. Sustained operations, maintained wildlife and rehabilitated facilities at UWEC

### VII. Off Budget Support

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

<i>Billion Uganda Shillings</i>	<b>2022/23 Draft Estimates</b>
<b>Programme : 05 TOURISM DEVELOPMENT</b>	<b>45,980,000</b>
<b>SubProgramme: 01 Marketing and Promotion</b>	<b>2,712,000</b>
<b>Sub SubProgramme : 02 Tourism, Wildlife Conservation and Museums</b>	<b>2,712,000</b>
Department: 002 Tourism	2,712,000
<b>SubProgramme: 02 Infrastructure, Product Development and Conservation</b>	<b>43,268,000</b>
<b>Sub SubProgramme : 02 Tourism, Wildlife Conservation and Museums</b>	<b>43,268,000</b>
Department: 003 Wildlife Conservation	43,268,000
<b>Total For The Vote</b>	<b>45,980,000</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>	Equal opportunity for recruitment
<b>Issue of Concern</b>	Male applicants outweigh female applicants for jobs especially for jobs available in wildlife conservation.
<b>Planned Interventions</b>	Equal opportunities given to both males and females during recruitment and affirmative action in form of quotas given to female applicants.
<b>Budget Allocation (Billion)</b>	0.000
<b>Performance Indicators</b>	Number of quotas availed to female applicants during ranger recruitment.
<b>OBJECTIVE</b>	Gender Awareness in the Sector
<b>Issue of Concern</b>	Gender disparity
<b>Planned Interventions</b>	Provide Equal training opportunities to both male and female staff, volunteers and interns. TWA Gender and Equity policy formulated. Equal opportunities for all, construction of easily accessed buildings.
<b>Budget Allocation (Billion)</b>	0.010
<b>Performance Indicators</b>	Number of females taking up training opportunities as staff and volunteers in wildlife-related opportunities.  Number of male students joining the hospitality training institute.  TWA Gender and Equity policy developed.
<b>OBJECTIVE</b>	Improve opportunities for females in the Tourism Sector
<b>Issue of Concern</b>	Inadequate skills among female employees in the hospitality industry.
<b>Planned Interventions</b>	Inclusion of female officers in advanced training in wildlife management and intelligence.
<b>Budget Allocation (Billion)</b>	0.005
<b>Performance Indicators</b>	Quotas available for female rangers when considering applicants for leadership training to counter wildlife trafficking and poaching in protected areas.
<b>OBJECTIVE</b>	Improve opportunities for females in the tourism sector.
<b>Issue of Concern</b>	Inadequate skills among female employees in the hospitality industry.
<b>Planned Interventions</b>	Inclusion of female officers in training in guiding and hospitality
<b>Budget Allocation (Billion)</b>	0.100
<b>Performance Indicators</b>	Increased number of females participating in guiding and hospitality

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### ii) HIV/AIDS

<b>OBJECTIVE</b>	Operationalize the HIV Work Policy.
<b>Issue of Concern</b>	Inadequate sensitization on the work-based HIV/AIDS Policy
<b>Planned Interventions</b>	Organize regular seminars and awareness talks. Developing work-based HIV Work Policy. Develop partnerships with Organizations that deal with HIV related programs.
<b>Budget Allocation (Billion)</b>	0.100
<b>Performance Indicators</b>	Number of seminars and counselling services conducted annually to create awareness among staff and students.
<b>OBJECTIVE</b>	Staff sensitization on HIV/AIDS matters by engaging Ministry of Public Service and Uganda AIDS Commission.
<b>Issue of Concern</b>	Stigma that makes those who are sick fear to test and even reveal their status.
<b>Planned Interventions</b>	Direct involvement of the Human resource Directorate in awareness, counselling and encouragement of positive living among employees. Encourage staff to test for HIV for support Operationalize nondiscriminatory recruitment policy
<b>Budget Allocation (Billion)</b>	0.107
<b>Performance Indicators</b>	Medical treatment and counselling services availed to staff.

### iii) Environment

<b>OBJECTIVE</b>	Increased Wildlife in the protected areas.
<b>Issue of Concern</b>	Conserving Habitats for birds breeding
<b>Planned Interventions</b>	Increased patrol activities in the wildlife ranges, transit routes and to the markets.
<b>Budget Allocation (Billion)</b>	1.305
<b>Performance Indicators</b>	Number of patrol activities per CA and checks in transit routes and investment in law enforcement equipment.
<b>OBJECTIVE</b>	Increased awareness among communities neighboring protected areas on the importance of wildlife
<b>Issue of Concern</b>	Increased encroachment of protected areas due to degraded environment outside wildlife protected areas
<b>Planned Interventions</b>	Creating awareness about the value of wildlife to the community members through talk shows, community outreach programmers, Crocodile cage construction, problem control rescue operations and support of alternative livelihood to communities.
<b>Budget Allocation (Billion)</b>	0.319
<b>Performance Indicators</b>	A documentary on conservation awareness developed for use by staff in all CAs to conduct education awareness and education.
<b>OBJECTIVE</b>	Mitigate negative impacts caused by activities of oil and gas in the wildlife protected areas.
<b>Issue of Concern</b>	Oil and gas activities affecting wildlife in the protected areas.

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<b>Planned Interventions</b>	Compliance monitoring, EIA Review, Biodiversity offset guide lines, Capacity building, Developing monitoring tools, Payment of Ecosystem guidelines.
<b>Budget Allocation (Billion)</b>	0.009
<b>Performance Indicators</b>	Number of ESIA reviews and compliance checks on the areas where developments are undertaken.

**iv) Covid**

<b>OBJECTIVE</b>	Prevention of COVID-19 at workplaces, tourism learning institutions and tourist sites.
<b>Issue of Concern</b>	Increased risk of exposure to Covid-19
<b>Planned Interventions</b>	Personal protection equipment for all staff and students, Dissemination of SOPs, and their enforcement in tourist sites.
<b>Budget Allocation (Billion)</b>	0.180
<b>Performance Indicators</b>	Number of staff and students availed with personal protective equipment that limit the spread of COVID-19.

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## IX. PERSONNEL INFORMATION

**Table 9.1: Staff Establishment Analysis**

Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Askari	U8	8	4
Assistant Commissioner Museums	U1E	1	0
Assistant Commissioner Tourism development	U1E	1	0
Carpenter	U8	2	1
Commissioner Wildlife Conservation	U1SE	1	0
Cook	U8	6	4
Director Tourism, Wildlife and Antiquities	U1 SE	1	0
Driver	U8	2	1
Drivers	U8	7	4
Machine Attendant	U8	2	1
Museum Dancer	U8	4	2
Museum Guide	U8	2	1
Office Attendant	U8	2	0
Principal Tourism Development Officer	U2	2	1
Senior Instructor	U4	4	0
Senior Tourism Development Officer	U3	1	0
Tourism development Officer	U4	2	0
WildLife Officers	U4	1	0

**VOTE: 022 Ministry of Tourism, Wildlife and Heritage****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)
Askari	U8	8	4	4	4	209,859	10,073,232
Assistant Commissioner Museums	U1E	1	0	1	1	1,624,934	19,499,208
Assistant Commissioner Tourism development	U1E	1	0	1	1	1,477,213	17,726,556
Carpenter	U8	2	1	1	1	209,859	2,518,308
Commissioner Wildlife Conservation	U1SE	1	0	1	1	2,370,402	28,444,824
Cook	U8	6	4	2	2	209,859	5,036,616
Director Tourism, Wildlife and Antiquities	U1 SE	1	0	1	1	2,893,252	34,719,024
Driver	U8	2	1	1	1	209,859	2,518,308
Drivers	U8	7	4	3	3	209,859	7,554,924
Machine Attendant	U8	2	1	1	1	209,859	2,518,308
Museum Dancer	U8	4	2	2	2	209,859	5,036,616
Museum Guide	U8	2	1	1	1	209,859	2,518,308
Office Attendant	U8	2	0	2	2	419,718	5,036,616
Principal Tourism Development Officer	U2	2	1	1	1	1,212,620	14,551,440
Senior Instructor	U4	4	0	4	4	706,785	33,925,680
Senior Tourism Development Officer	U3	1	0	1	1	923,054	11,076,648
Tourism development Officer	U4	2	0	2	2	601,341	14,432,184
WildLife Officers	U4	1	0	1	1	1,089,533	13,074,396
<b>Total</b>					<b>30</b>	<b>14,997,724</b>	<b>230,261,196</b>