

VOTE: 120 National Citizenship and Immigration Control (NCIC)

I. VOTE MISSION STATEMENT

Citizenship and Immigration Services for a safe and prosperous Uganda

II. STRATEGIC OBJECTIVE

To enhance border security and enforcement capacity

To Strengthen migration governance through comprehensive policy and legal reforms

To improve institutional systems and efficiency

To enhance NCICs Institutional capacity

III. MAJOR ACHIEVEMENTS IN 2025/26

Objective 1: To enhance efficiency in the delivery of justice, law and order services: Under this programme objective, the following were achieved

- 1) 8,909 immigrants were investigated, and 432 immigrants regularized their stay, 72 Appeal cases were investigated and processed for the Minister; 803 files were closed after verification. For the remaining files, the information was verified and it was established that the immigration facilities they had were valid
- 2) 359 irregular immigration suspects were removed from the Country on organized departure/ deportations
- 3) A total 103 immigration suspects were successfully prosecuted, out of these 101 were successfully convicted (98% performance on convictions).
- 4) The National Migration Policy was approved by Cabinet for implementation.
- 5) Guidelines for management of custody centers presented to NCIB and adopted.
- 6) Validated the draft guidelines for the Multi Sectoral Action Plan for implementation of the National Migration Policy.
- 7) Cabinet Memorandum on the Host Agreement to establish an UNODC office in Kampala was validated.
- 8) Call off Order for 330,000 e-passport booklets was done and part payment and partial delivery made
- 9) a total of 119,731 passport applications were received and processed; out of these a total of 108,772 citizens were issued passports reflecting 90.8% performance
- 10) 100% of all applications for certificate of identity were processed; a total of 3,058 applications for certificate of identity were processed and issued
- 11) All applications for naturalization were received and processed. A total of 318 applications for Citizenship by naturalization were received. Of these, 123 applications were granted
- 12) 1,261 applications for dual citizenship were received out of which 771 applications were granted.

Objective 2: To strengthen the capacity of Security Agencies to address Security threats and emergencies

Under this strategic objective, NCIC recorded the following achievements:

- a) A total of 2,697,339 travelers cleared (Arrivals: 1,375,693, Departures: 1,321,646) including clearance of 50,600 Labour Migrants mainly destined to Saudi Arabia, UAE and Qatar.
- b) 562 suspected victims of Trafficking in Persons intercepted of which 252 were Ugandans destined to Baghdad, Beirut, Oman and Middle East to work without clearance from MGLSD.
- c) 312 Inadmissible due to adverse records as per alert list, counterfeit visa and travel documents
- d) 516 passports intercepted from irregular travelers, 71 Refugee cards withdrawn and handed over to OPM.
- e) 842 migrants repatriated, majority (682) Ugandan labour migrants from the Middle East.
- f) 361 cluster operations conducted and included;

Routine cluster supervision, meetings with local border communities, clearing travelers crossing from un-manned border on social events, border on social events and market days, community sensitization, carried out interception of irregular immigrants.

VOTE: 120 National Citizenship and Immigration Control (NCIC)

- g) 201 land patrols conducted where patrols reduced irregular migration, identified common porous routes and movement patterns
- h) 447 snap checks conducted and a number of key motorable porous routes aiding migrant smuggling were identified
- i) 100% (a total of 258) Border surveillance operations carried out. Intelligence information gathered during surveillance guided snap checks, patrols and community sensitization.
- j) All Eligible applicants issued with relevant immigration facilities (Entry Permits, student passes, Dependant passes, Special Passes and Visas) to ensure orderly and legal stay.
- k) A total of 475 Certificates of Residences granted
- l) 12,987 Entry Permits issued to support long-term stay in Uganda
- m) 4,166 Dependants passes issued to foster family reunification
- n) 8,326 student passes were issued to support the legal stay of non-Ugandans studying in Uganda
- o) 5,224 persons were granted Special Passes, and a total of 193,401 Entry Visas were issued to enable smooth and secure entry and stay in Uganda.
- p) a total of 279 immigration staff trained in various fields that included; Hostmanship,, basic skills on the use of Advance Passenger Information System(APIs) and Passenger Name Record(PNR) system, techniques in prevention and detection of Trafficking in Persons, fraud document detection, countering transnational organized crime, Immigration data management, refugee protection at the point of entry, migration law and policy making for Africa

VOTE: 120 National Citizenship and Immigration Control (NCIC)

IV. MEDIUM TERM BUDGET ALLOCATIONS

Table 4.1: Overview of Vote Expenditure (Ushs Billion)

	2025/26		2026/27	MTEF Budget Projections				
	Approved Budget	Spent by End Dec	Budget Estimates	2027/28	2028/29	2029/30	2030/31	
Recurrent	Wage	6.855	2.715	8.877	9.321	9.787	10.277	10.791
	Non-Wage	163.196	74.700	164.137	188.757	226.509	271.810	326.172
Devt.	GoU	20.542	0.118	20.542	22.596	27.115	32.538	39.046
	Ext Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total	190.592	77.533	193.556	220.675	263.411	314.625	376.009	
Total GoU+Ext Fin (MTEF)	190.592	77.533	193.556	220.675	263.411	314.625	376.009	
Arrears	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
Total Budget	190.592	77.533	193.556	220.675	263.411	314.625	376.009	
Total Vote Budget Excluding Arrears	190.592	77.533	193.556	220.675	263.411	314.625	376.009	

VOTE: 120 National Citizenship and Immigration Control (NCIC)

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

<i>Billion Uganda Shillings</i>	Draft Budget Estimates FY 2026/27	
	Recurrent	Development
Programme:16 Governance and Security	173.014	20.542
Vote Function:01 Citizenship and Immigration Services	120.343	17.094
004 Inspection and Compliance	8.132	0.000
005 Citizenship and Passport Management	79.663	0.000
006 Boarder and Foreign Nationals Management	32.548	17.094
Vote Function:02 General administration, planning, policy and support services	52.671	3.448
001 Finance and Administration	52.671	3.448
Total for the Vote	173.014	20.542

VOTE: 120 National Citizenship and Immigration Control (NCIC)

V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS

Table 5.1: Performance Indicators

Programme: 16 Governance and Security

Vote Function: 01 Citizenship and Immigration Services

Department: 004 Inspection and Compliance

Key Service Area: 000012 Legal and Advisory services

PIAP Output: legal and procedural safeguards to ensure equity and rule of law/due process enforced.

Programme Intervention: 163111 Enhance capacity and coverage of rule of law institutions for social economic transformation

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of suspected illegal immigrants investigated	Number	2023/24	6200	8000

Key Service Area: 460045 Enforcement and Compliance

PIAP Output: legal and procedural safeguards to ensure equity and rule of law/due process enforced.

Programme Intervention: 163111 Enhance capacity and coverage of rule of law institutions for social economic transformation

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of suspected illegal immigrants investigated	Number	2023/24	6200	10000
Numbers of illegal immigrants deported	Number	2023/24	578	480

Key Service Area: 460047 Immigration Prosecution Services

PIAP Output: legal and procedural safeguards to ensure equity and rule of law/due process enforced.

Programme Intervention: 163111 Enhance capacity and coverage of rule of law institutions for social economic transformation

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Percentage of immigration offenders produced in court within 48 hours from time of arrest	Percentage	2023/24	90%	97%

Department: 005 Citizenship and Passport Management

Key Service Area: 460042 Citizenship Management Service

PIAP Output: Identification and Civil Registration services enhanced

Programme Intervention: 163112 Strengthen the rule of law and governance service delivery systems

VOTE: 120 National Citizenship and Immigration Control (NCIC)

Vote Function: 01 Citizenship and Immigration Services

Department: 005 Citizenship and Passport Management

Key Service Area: 460042 Citizenship Management Service

PIAP Output: Identification and Civil Registration services enhanced

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Percentage of citizenship applications granted out of applications received	Percentage	2023/24	80%	95%

Key Service Area: 460048 Passport Control

PIAP Output: Identification and Civil Registration services enhanced

Programme Intervention: 163112 Strengthen the rule of law and governance service delivery systems

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of applicants issued with passports in a year	Number	2023/24	350000	280000

Key Service Area: 460049 Refugee Management

PIAP Output: Refugees received and settled

Programme Intervention: 168111 Strengthen responses that address refugee protection and assistance

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Quarterly forums held with MDAs engaged in refugee response	Number	2023/24	0	8

Department: 006 Boarder and Foreign Nationals Management

Key Service Area: 460040 Border Control Management

PIAP Output: Border Security and Control Strengthened

Programme Intervention: 161115 Enhance regional and continental security

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of entry/exit points equipped with E-gates.	Number	2023/24	1	1
Percentage of Border points covered	Percentage	2023/24	28%	75%

VOTE: 120 National Citizenship and Immigration Control (NCIC)**Vote Function: 01 Citizenship and Immigration Services****Department: 006 Boarder and Foreign Nationals Management****Key Service Area: 460046 Immigration Control Services****PIAP Output: Foreign Nationals issued immigration facilities****Programme Intervention: 161111 Maintain modern and formidable security sector agencies, for security and emergencies**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of refugees issued with work permits	Number	2023/24	4	10
Proportion of immigration facilities issued out of the total applications received	Percentage	2023/24	85%	95%

Key Service Area: 460159 Border Security Enhancement**PIAP Output: Border Security and Control Strengthened****Programme Intervention: 161115 Enhance regional and continental security**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Percentage of Border points covered	Percentage	2023/24	28%	75%

Project: 1848 Automation of Immigration and Citizenship Control Services**Key Service Area: 000003 Facilities and Equipment Management****PIAP Output: Border Security and Control Strengthened****Programme Intervention: 161115 Enhance regional and continental security**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Percentage of Border points covered	Percentage	2023/24	28%	75%
Percentage of gazetted immigration border posts automated.	Percentage	2023/24	29.9	35%

Key Service Area: 000017 Infrastructure Development and Management**PIAP Output: Border Security and Control Strengthened****Programme Intervention: 161115 Enhance regional and continental security**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of border posts connected to the DCIC Command Center	Number	2023/24	0	1

VOTE: 120 National Citizenship and Immigration Control (NCIC)**Vote Function: 01 Citizenship and Immigration Services****Project: 1848 Automation of Immigration and Citizenship Control Services****Key Service Area: 000017 Infrastructure Development and Management****PIAP Output: Border Security and Control Strengthened**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of other interoperable systems integrated with DCIC Border management system	Number	2023/24	0	1
Percentage of gazetted immigration border posts automated.	Percentage	2023/24	29.9	35%

Key Service Area: 460050 Security and ICT Infrastructure**PIAP Output: Border Security and Control Strengthened****Programme Intervention: 161115 Enhance regional and continental security**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of entry/exit points equipped with E-gates.	Number	2023/24	1	1
Percentage of Border points covered	Percentage	2023/24	28%	75%

Vote Function: 02 General administration, planning, policy and support services**Department: 001 Finance and Administration****Key Service Area: 000001 Audit and Risk Management****PIAP Output: Management and Administrative Services coordinated****Programme Intervention: 169111 Strengthen programme institutions for effective and efficient service delivery**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of Internal Audit reports produced and submitted	Number	2023/24	4	4

Key Service Area: 000004 Finance and Accounting**PIAP Output: Management and Administrative Services coordinated****Programme Intervention: 169111 Strengthen programme institutions for effective and efficient service delivery**

VOTE: 120 National Citizenship and Immigration Control (NCIC)

Vote Function: 02 General administration, planning, policy and support services

Department: 001 Finance and Administration

Key Service Area: 000004 Finance and Accounting

PIAP Output: Management and Administrative Services coordinated

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of financial reports produced and submitted	Number	2023/24	4	4

Key Service Area: 000005 Human resource Management

PIAP Output: Management and Administrative Services coordinated

Programme Intervention: 169111 Strengthen programme institutions for effective and efficient service delivery

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
No. of staff trained	Number	2023/24	41	350

Key Service Area: 000006 Planning and Budgeting services

PIAP Output: Management and Administrative Services coordinated

Programme Intervention: 169111 Strengthen programme institutions for effective and efficient service delivery

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
No. of project concepts prepared	Number	2023/24	1	1

Key Service Area: 000007 Procurement and Disposal Services

PIAP Output: Management and Administrative Services coordinated

Programme Intervention: 169111 Strengthen programme institutions for effective and efficient service delivery

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
No. of Procurement Reports Produced and Submitted	Number	2023/24	12	12

Key Service Area: 000008 Records management

PIAP Output: Management and Administrative Services coordinated

Programme Intervention: 169111 Strengthen programme institutions for effective and efficient service delivery

VOTE: 120 National Citizenship and Immigration Control (NCIC)**Vote Function: 02 General administration, planning, policy and support services****Department: 001 Finance and Administration****Key Service Area: 000008 Records management****PIAP Output: Management and Administrative Services coordinated**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of records scanned and digitized	Number	2023/24	0.29	670000

Key Service Area: 000011 Communication and Public Relations**PIAP Output: Management and Administrative Services coordinated****Programme Intervention: 169111 Strengthen programme institutions for effective and efficient service delivery**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Proportion of clients queries resolved	Percentage	2023/24	90%	95%

Key Service Area: 000013 HIV/AIDS Mainstreaming**PIAP Output: Management and Administrative Services coordinated****Programme Intervention: 169111 Strengthen programme institutions for effective and efficient service delivery**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of HIV/AIDS mainstreaming interventions undertaken	Number	2023/24	4	1

Key Service Area: 000014 Administrative and Support Services**PIAP Output: Management and Administrative Services coordinated****Programme Intervention: 169111 Strengthen programme institutions for effective and efficient service delivery**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
% of planned maintenance works undertaken	Percentage	2023/24	100%	100%

Key Service Area: 000015 Monitoring and Evaluation**PIAP Output: Management and Administrative Services coordinated****Programme Intervention: 169111 Strengthen programme institutions for effective and efficient service delivery**

VOTE: 120 National Citizenship and Immigration Control (NCIC)

Vote Function: 02 General administration, planning, policy and support services

Department: 001 Finance and Administration

Key Service Area: 000015 Monitoring and Evaluation

PIAP Output: Management and Administrative Services coordinated

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of Monitoring and evaluation reports produced	Number	2023/24	4	4

Key Service Area: 000019 ICT Services

PIAP Output: Management and Administrative Services coordinated

Programme Intervention: 169111 Strengthen programme institutions for effective and efficient service delivery

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
% of network uptime	Percentage	2023/24	94%	98%

Key Service Area: 000022 Research and Development

PIAP Output: Management and Administrative Services coordinated

Programme Intervention: 169111 Strengthen programme institutions for effective and efficient service delivery

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
No. of project concepts prepared	Number	2023/24	1	1

Key Service Area: 000032 Board Management

PIAP Output: Management and Administrative Services coordinated

Programme Intervention: 169111 Strengthen programme institutions for effective and efficient service delivery

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of Board meetings held	Number	2023/24	5	72

Key Service Area: 000064 Malaria Prevention and Treatment

PIAP Output: Management and Administrative Services coordinated

Programme Intervention: 169111 Strengthen programme institutions for effective and efficient service delivery

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of HIV/AIDS mainstreaming interventions undertaken	Number	2023/24	4	2

VOTE: 120 National Citizenship and Immigration Control (NCIC)**Vote Function: 02 General administration, planning, policy and support services****Department: 001 Finance and Administration****Key Service Area: 460044 Decentralised Immigration Services****PIAP Output: Management and Administrative Services coordinated****Programme Intervention: 169111 Strengthen programme institutions for effective and efficient service delivery**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Proportion of institutional processes automated(%)	Percentage	2023/24	30%	45%

Project: 1900 Institutional Development for National Citizenship and Immigration Control**Key Service Area: 000003 Facilities and Equipment Management****PIAP Output: Institutions Retooled****Programme Intervention: 169111 Strengthen programme institutions for effective and efficient service delivery**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
% of planned retooling outputs achieved	Percentage	2023/24	1%	100%
% of retooling budget implemented	Percentage	2023/24	1%	100%

Key Service Area: 000017 Infrastructure Development and Management**PIAP Output: Institutions Retooled****Programme Intervention: 169111 Strengthen programme institutions for effective and efficient service delivery**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
% of planned retooling outputs achieved	Percentage	2023/24	1%	100%

VOTE: 120 National Citizenship and Immigration Control (NCIC)

VI. VOTE NARRATIVE

Vote Challenges

The major challenges facing NCIC in the execution of its mandate is the inadequate budget; others are administrative challenges as outlined:

- 1) NCIC developed the automation of citizenship and immigration control project to improve service delivery to clients, improve generation of Non Tax Revenue and enforce national security. Whereas the Project requires UGX 30.727bn in the FY 2026/27, only UGX 17.094bn has been allocated;, leaving a shortfall of UGX 13.63bn; this is going to affect upgrade of existing digital systems, deployment to more service points, establishment of the necessary physical infrastructure(office blocks) to support the automation processes.
2. Whereas the limited automation achieved so far has greatly improved efficiency in service delivery, the cost of maintenance of the e-immigration system and the e-passport system is quite high given that they are developed by foreign service providers. There is need to embark on reliance on local service providers for systems maintenance.
3. Ugandans in diaspora continue to face challenges in acquisition of relevant immigration services due to the low spread of immigration attaches(available in only 7 out of the 36 Uganda's missions abroad); this limited access renders getting immigration services expensive since every citizen are required to appear in person for passport enrollment, for example.
4. Uganda's porous borders on both land and marine overstretches border surveillance and patrol . With a total of 336 illegal crossing points, and no dedicated border patrol unit, enforcement of compliance to immigration laws remains low.
5. The need to procure 2 acres of land in Kampala Metropolitan for construction of Custody Center at UGX800M for immigrants remains unfunded
6. Tha national Migration Policy was approved by cabinet in August 2025. However, there are a number of activities including dissemination and Roll out of the National Integrated Migration Information System(NIMIS), a key policy target in the implementation of this Policy. It requires UGX 3.225bn but remains unfunded.
7. Decentralisation of the Passport enrollment system to Brussels to serve the multitude of Ugandans in diaspora. This is estimated to cost UGX 2.05bn but is also not funded
8. Whereas NCIC plans to procure 330,000 blank passport to address demands, and would require UGX 52.09bn, only UGX 44.198bn has been provided, leaving a funding gap of UGX 7.9bn.
9. Inorder to carry out snap checks/border patrols and surveillance operations, security coordination meetings, border community engagements, NCIC require UGX 9.56bn but has been provided UGX 6.05bn, leaving a shortfall of UGX 3.5bn
10. For comprehensive post entry management of immigrants, there is need to carry out countrywide inspections and Investigations, prosecutions, removals of immigrants, and managing custody centers would require UGX 14.85bn; however, only UGX 8.13bn is provided with a funding gap of UGX 6.72bn

Plans to improve Vote Performance

VOTE: 120 National Citizenship and Immigration Control (NCIC)

1. Strengthen programme institutions for effective and efficient service delivery
 - a) Completion and equipping of the Passport Personalization Center/ NCIC Headquarter Building.
 - b) Continued capacity building of staff through training and mentorship programmes
 - c) Implement in a phased manner the approved staffing structure and establish a border patrol unit to strengthen border control, surveillance for national security
 - d) Improve staff welfare and advocate for better conditions of service including introduction of medical insurance schemes; strengthen the recently revamped Ministry Staff SACCO.

2. Maintain modern and formidable security sector agencies, for security and emergencies
NCIC should continue to leverage on information technology to improve service delivery to:
 - a) Extend the e-immigration system to all Uganda Missions abroad
 - b) Cover all 10 immigration regional offices with the e-immigration system
 - c) Establish and equip NCIC Digital Command Centre
 - d) Fully integrate the e-immigration system with other e-government systems

3. Enhance the welfare of security personnel and veterans
 - a) Complete the project for Ministry staff accommodation and provide immigration staff with decent housing.

4. Enhance regional and continental security
 - a) Procure land for office and staff accommodation to operationalize all non operational gazetted borders
 - b) Establish fully functional document laboratories at selected border posts
 - c) Equip mobile inspection of ungazetted borders
5. Strengthen coordination of the policy and legislative-making processes
 - a) Carry out full implementation of the multi-sectoral interventions identified in the National Migration Policy
6. Enhance capacity and coverage of rule of law institutions for social economic transformation
 - a) Continue to carry out intelligence led investigations and inspections
 - b) Conduct amendment of the Uganda Citizenship and Immigration Control Act(Cap 313).
7. Strengthen the rule of law and governance service delivery systems
 - a) passports, inspections and legal
8. Provide diplomatic, protocol and consular services both at home and abroad
 - a) Improve immigration services through deployment of immigration attaches to all Uganda missions abroad
9. Strengthen responses that address refugee protection and assistance
 - a) Continued collaboration with Agencies responsible for refugees to enhance compliance with national and international legal instruments and obligations.

10. Strengthen programme institutions for effective and efficient service delivery
 - a) Strengthen migration governance through capacity enhancement of the NCIB on emerging migration issues.

VOTE: 120 National Citizenship and Immigration Control (NCIC)

VII. Off Budget Support and NTR Projections

Table 7.1: Off Budget Support by Project and Department

N/A

VOTE: 120 National Citizenship and Immigration Control (NCIC)**Table 7.2: NTR Projections(Uganda Shillings Billions)**

Revenue Code	Revenue Name	FY2025/26	Projection FY2026/27
142203	Passport fee	76.744	66.763
142204	Visa fees	89.019	75.144
142205	Work Permits	216.412	183.112
142206	Other migration permits (excluding passport and visa fees)	32.640	74.663
Total		414.815	399.682

VOTE: 120 National Citizenship and Immigration Control (NCIC)**VIII. PERSONNEL INFORMATION****Table 8.1: Staff Establishment Analysis**

Title	Salary Scale	Number of Approved Positions	Number of filled Positions
ASSISTANT IMMIGRATION OFFICER	U6U	185	2
IMMIGRATION ASSISTANT	U7L	230	88
IMMIGRATION OFFICER	U4L	531	450
PRINCIPAL IMMIGRATION OFFICER	U2L	49	17
SENIOR IMMIGRATION OFFICER	U3 LOWER	155	60

VOTE: 120 National Citizenship and Immigration Control (NCIC)**Table 8.2: Staff Recruitment Plan**

Post Title	Salary Scale	No. Of Approved Posts	No. Of Filled Posts	No. Of Vacant Posts	No. Of Posts Cleared for Filling FY2026/27	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
ASSISTANT IMMIGRATION OFFICER	U6U	185	2	183	100	436,677	524,012,400
IMMIGRATION ASSISTANT	U7L	230	88	142	100	289,361	347,233,200
IMMIGRATION OFFICER	U4L	531	450	81	20	700,306	168,073,440
PRINCIPAL IMMIGRATION OFFICER	U2L	49	17	32	5	1,291,880	77,512,800
SENIOR IMMIGRATION OFFICER	U3 LOWER	155	60	95	10	990,589	118,870,680
Total					235	3,708,813	1,235,702,520