

VOTE: 139 Petroleum Authority of Uganda (PAU)

I. VOTE MISSION STATEMENT

To regulate and monitor the petroleum sector to create lasting value for society and contribute to Uganda being a sound investment destination.

II. STRATEGIC OBJECTIVE

- i. Ensure efficient and sustainable exploration, development, production and commercialization of oil and gas resources.
- ii. Promote value addition, efficient transportation and storage of oil and gas resources.
- iii. Enhance participation of nationals and national enterprises in the oil and gas industry.
- iv. Enhance institutional capacity as well as the policy, legal, and regulatory framework for the oil and gas sector.

III. MAJOR ACHIEVEMENTS IN 2025/26

Financial Performance Review

The Authority approved budget for FY2025 2026 stands at UGX 90.717 billion. By the end of Quarter 2 the Ministry of Finance, Planning, and Economic Development had released UGX 47.235 billion, representing 52.1 percent of the total approved annual budget.

By the end of quarter 2 FY 2025/26, the Authority had utilized UGX 37.287 billion of the released funds, reflecting an absorption rate of 78.9%. The unspent balance of UGX 9.948 billion is attributed to wage and related employee costs for staff that joined in late December, and RTMC activities whose scheduled milestones had not yet been achieved, among others.

Physical Performance.

In January 2026, the Authority conducted a mid year performance against the targets in the annual workplan for FY 2025/26. Overall, 142 out of 185 outputs were achieved (76 percent).

1. By the end of Quarter 2 of FY 2025/26, the cumulative revenue generated from oil and gas activities amounted to UGX. 51.5 billion. This includes UGX 33.8 billion realized in Q1 and UGX 17.38 billion in Q2.
2. Monitored Tilenga and Kingfisher facilities construction, which progressed to 65.47% (Kingfisher 75.4% and Tilenga 61.3%). Cumulatively a total of 199 wells (Tilenga 178 wells and Kingfisher 21 wells) were drilled against 190 wells expected to be ready by First Oil (FO) for startup.
3. Monitored development of the EACOP project which progressed to 76.8%, with engineering at 96.7%, procurement at 92.5% and construction and commissioning at 57.2%.
4. Monitored the implementation of Tilenga and KDFA LPG projects which progressed to 10% and 94% respectively.
- 5) Monitored the implementation of the Refinery Project Implementation Agreement which was further extended to 31st January 2026.
6. Monitored national participation in the petroleum industry, where 16,420 were directly employed of which 14,655 (89%) were Ugandans with a total of 5,129 (35%) people sourced from the local communities.
7. A total of 22 out of 37 (59.4%) contracts were awarded to Ugandan companies by licensed oil companies at Tier 1. The 22 contracts awarded to Ugandan companies were worth USD 63,983,638 out of USD 136,144,079 (46.9%).
8. The Budget Framework Paper and Preliminary Budget Estimates FY 2026/27 were prepared and submitted to the MOFPED

VOTE: 139 Petroleum Authority of Uganda (PAU)

VOTE: 139 Petroleum Authority of Uganda (PAU)

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	28.718	14.199	28.718	30.154	31.662	33.245	34.907
	Non-Wage	30.430	13.419	33.310	38.307	45.968	55.161	66.194
Devt.	GoU	31.569	9.669	44.840	49.324	59.189	71.027	85.232
	Ext Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total	90.717	37.287	106.868	117.784	136.818	159.433	186.332	
Total GoU+Ext Fin (MTEF)	90.717	37.287	106.868	117.784	136.818	159.433	186.332	
Arrears	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
Total Budget	90.717	37.287	106.868	117.784	136.818	159.433	186.332	
Total Vote Budget Excluding Arrears	90.717	37.287	106.868	117.784	136.818	159.433	186.332	

VOTE: 139 Petroleum Authority of Uganda (PAU)**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:21 Sustainable Extractives Industry Development	62.028	44.840
Vote Function:01 Petroleum Regulation and Monitoring	29.025	0.600
001 Development and Production	8.280	0.000
002 Environment, Health and Safety	4.944	0.600
004 Petroleum Exploration	5.193	0.000
007 Economics and National Content Monitoring	6.487	0.000
008 Midstream	4.121	0.000
Vote Function:02 Policy, Planning and Support Services	33.003	44.240
001 Executive Director's Office	6.142	0.000
002 Finance and Corporate Services	8.997	0.000
003 Legal and Corporate Affairs	4.045	0.000
004 Human Resource and Administration	13.819	44.240
Total for the Vote	62.028	44.840

VOTE: 139 Petroleum Authority of Uganda (PAU)

V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS

Table 5.1: Performance Indicators

Programme: 21 Sustainable Extractives Industry Development

Vote Function: 01 Petroleum Regulation and Monitoring

Department: 001 Development and Production

Key Service Area: 000017 Infrastructure Development and Management

PIAP Output: Upstream project facilities constructed

Programme Intervention: 212111 Increase the production of the country's extractives resources

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Percentage of completion of the facilities for Tilenga and Kingfisher projects.	Percentage	2023/24	40%	85%

Department: 002 Environment, Health and Safety

Key Service Area: 000057 Social and security safeguards

PIAP Output: Health, Safety, Security, Social and Environment Management in the extractives industry mainstreamed

Programme Intervention: 215114 Promote Quality, Health, Safety, Security, Environment and Social Safeguards

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Grievance resolution rate	Percentage	2023/24	30%	90%
No of safety audits conducted	Number	2023/24	3	8

Department: 004 Petroleum Exploration

Key Service Area: 080001 Exploration and development

PIAP Output: Exploration and production activities regulated and monitored

Programme Intervention: 211112 Undertake licensing, regulation and monitoring of the operations in the extractives industry

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of Field Development Plans reviewed and approved.	Number	2023/24	6	2
Number of Reservoir Management plans evaluated.	Number	2023/24	2	2

VOTE: 139 Petroleum Authority of Uganda (PAU)**Vote Function: 01 Petroleum Regulation and Monitoring****Department: 007 Economics and National Content Monitoring****Key Service Area: 080002 Local Content development****PIAP Output: National participation in extractives strengthened****Programme Intervention: 214111 Strengthen local capacity to participate in extractives industry**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
No. of local companies on the oil and gas National Suppliers database.	Number	2023/24	2440	3040
No. of Ugandans directly employed in oil and gas related industries.	Number	2023/24	13048	9000
No. of Ugandans registered on the national oil and gas talent register	Number	2023/24	6508	7500
Proportion of contracts awarded to local companies in oil and gas industry. (%)	Percentage	2023/24	71%	62%

Department: 008 Midstream**Key Service Area: 000017 Infrastructure Development and Management****PIAP Output: EACOP Project construction completed****Programme Intervention: 212212 Improve the stability in the supply of petroleum products**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Percentage of completion of the EACOP.	Percentage	2023/24	35%	100%

PIAP Output: Oil Refinery construction completed.**Programme Intervention: 213111 Construct, regulate and monitor development of extractives infrastructure**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Percentage completion of the oil refinery construction.	Percentage	2023/24	5%	10%

Project: 1780 National Oil Spill response and monitoring Infrastructure Project**Key Service Area: 000057 Social and security safeguards****PIAP Output: Health, Safety, Security, Social and Environment Management in the extractives industry mainstreamed****Programme Intervention: 215114 Promote Quality, Health, Safety, Security, Environment and Social Safeguards**

VOTE: 139 Petroleum Authority of Uganda (PAU)**Vote Function: 01 Petroleum Regulation and Monitoring****Project: 1780 National Oil Spill response and monitoring Infrastructure Project****Key Service Area: 000057 Social and security safeguards****PIAP Output: Health, Safety, Security, Social and Environment Management in the extractives industry mainstreamed**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27

Vote Function: 02 Policy, Planning and Support Services**Department: 001 Executive Director's Office****Key Service Area: 000010 Leadership and Management****PIAP Output: Extractive management, monitoring, and evaluation systems set up.****Programme Intervention: 215113 Strengthen extractives industry planning, monitoring, coordination, and management**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Annual Programme performance reviews conducted	Number	2023/24	0	1
Functional extractives M&E system in place	Number	2023/24	0	1
Programme Budget Framework Paper and Ministerial Policy Statement prepared	Number	2023/24	2	2
Programme monitoring, evaluation, and inspection activities conducted	Number	2023/24	2	4
Programme Working Group meetings conducted	Number	2023/24	4	2
Semi-Annual and Annual programme implementation Reports prepared	Number	2023/24	2	2
Updated PIAP in place	Number	2023/24	1	1

PIAP Output: Extractives Industry governance and accountability systems implemented**Programme Intervention: 215115 Strengthen governance and accountability systems in the extractives industry**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Ugandan score in Extractive Industry Transparency Initiative (EITI)	Percentage	2023/24	78.5%	80%

VOTE: 139 Petroleum Authority of Uganda (PAU)**Vote Function: 02 Policy, Planning and Support Services****Department: 002 Finance and Corporate Services****Key Service Area: 000004 Finance and Accounting****PIAP Output: Extractives management systems developed and upgraded****Programme Intervention: 215113 Strengthen extractives industry planning, monitoring, coordination, and management**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
proportion of Business Continuity/ Disaster Recovery system (BC/DRS) for the extractive industry establishment completed (%)	Percentage	2023/24	10%	10%

Department: 003 Legal and Corporate Affairs**Key Service Area: 000039 Policies, Regulations and Standards****PIAP Output: Policies formulated****Programme Intervention: 215111 Strengthen the extractives industry policy and regulatory framework**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
No. of policies formulated and reviewed.	Number	2023/24	2	1

Department: 004 Human Resource and Administration**Key Service Area: 000005 Human Resource Management****PIAP Output: Human capacity strengthened****Programme Intervention: 215116 Strengthen the human and institutional capacity in the extractives industry**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Level of staffing in the extractives institutions (%)	Percentage	2023/24	60%	80%
Number of staff trained on long term basis	Number	2023/24	10	5

Project: 1884 Institutional Development for Petroleum Authority of Uganda**Key Service Area: 000003 Facilities and Equipment Management****PIAP Output: Extractives management systems developed and upgraded****Programme Intervention: 215113 Strengthen extractives industry planning, monitoring, coordination, and management**

VOTE: 139 Petroleum Authority of Uganda (PAU)

Vote Function: 02 Policy, Planning and Support Services

Project: 1884 Institutional Development for Petroleum Authority of Uganda

Key Service Area: 000003 Facilities and Equipment Management

PIAP Output: Extractives management systems developed and upgraded

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of extractive management systems upgraded	Number	2023/24	0	3

VOTE: 139 Petroleum Authority of Uganda (PAU)

VI. VOTE NARRATIVE

Vote Challenges

During the implementation of the annual work plan, the Authority registered several challenges that hindered the achievement of some outcomes and outputs. Below are key challenges encountered during the quarter, along with the recommendations.

1. Noncompliance by licensees with the established national content requirements regulatory frameworks including lack of work permits for some expatriates and non nationals in the projects and unfair contract terms for nationals. There is need to strengthen regulatory frameworks and enhance monitoring systems.
2. Limited access to affordable financing for Ugandan companies to participate in the opportunities in the sector. The Authority to continues to engage with relevant stakeholders and take necessary steps to enhance capacities of Ugandan companies to participate in the sector.
3. The expiry of exploration licences. This will leave only one active exploration licence in the country Kasuruban Contract Area, posing a risk to sustained exploration activity, future resource discovery, and investor confidence. The Government should Fast track evaluation and promotion of open acreage to sustain exploration through licensing rounds and targeted investor engagement.

Plans to improve Vote Performance

Plans To Improve Performance

1. The Authority to continuously engage contractors on the use of the Electronic Work Permit Recommendation System and compliance to the national content requirements.
2. Acquire, Secure, and Optimally utilize critical Assets and Infrastructure required such as the Real Time Monitoring Centre for effective and efficient implementation of the mandate of the Authority.
3. The Authority to explore partnerships and collaborations with financial institutions to support Ugandan companies with affordable credit and business development services.
4. The Authority to engage Government to fast-track the third licensing round for petroleum exploration.
5. The Authority to strengthen Human Resource Management Capacity and Systems of the Authority.

VII. Off Budget Support and NTR Projections

Table 7.1: Off Budget Support by Project and Department

VOTE: 139 Petroleum Authority of Uganda (PAU)

<i>Billion Uganda Shillings</i>	2026/27 Draft Estimates
Programme : 21 Sustainable Extractives Industry Development	3.710
Sub SubProgramme : 01 Petroleum Regulation and Monitoring	3.710
Department: 002 Environment, Health and Safety	3.710
Total For The Vote	3.710

VOTE: 139 Petroleum Authority of Uganda (PAU)

Table 7.2: NTR Projections(Uganda Shillings Billions)

N/A

VOTE: 139 Petroleum Authority of Uganda (PAU)

VIII. PERSONNEL INFORMATION

Table 8.1: Staff Establishment Analysis

Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Director	PAU2	8	8
Driver	PAU10	39	37
Executive Director	PAU1	1	1
Manager	PAU3	25	23
Office Attendant	PAU11	9	9
Officer	PAU5	128	93
Personal Secretary	PAU9	11	10
Senior Officer	PAU4	53	40
Technician/Assistants	PAU7	4	1

VOTE: 139 Petroleum Authority of Uganda (PAU)**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)
Manager	PAU3	4	3	1	1	21,000,000	252,000,000
Officer	PAU5	46	31	15	4	18,000,000	432,000,000
Total					5	39,000,000	684,000,000