

VOTE: 146 Public Service Commission (PSC)

Table V1: Overview of Vote Expenditure (Ushs Billion)

		2024/25 Approved Budget	2025/26 Approved Estimates	MTEF Budget Projections			
				2026/27	2027/28	2028/29	2029/30
Recurrent	Wage	3.481	3.742	3.930	4.126	4.332	4.549
	Non-Wage	8.654	17.929	20.977	24.123	25.329	30.395
Dev't.	GoU	0.000	2.542	2.923	3.215	3.858	4.630
	Ext Fin.	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total		12.135	24.213	27.829	31.464	33.520	39.574
Total GoU+Ext Fin (MTEF)		12.135	24.213	27.829	31.464	33.520	39.574
Arrears		0.000	0.263	0.000	0.000	0.000	0.000
Total Budget		12.135	24.476	27.829	31.464	33.520	39.574
Total Vote Budget Excluding Arrears		12.135	24.213	27.829	31.464	33.520	39.574

Table V2: Summary of Vote Estimates by Vote Function, Department and Project

Thousand Uganda Shillings	2024/25 Approved Budget			2025/26 Approved Estimates		
Programme 14 Public Sector Transformation						
Vote Function 01 Public Service Selection and Recruitment						
Recurrent Budget Estimates	Wage	NonWage	Total	Wage	NonWage	Total
001 Guidance and Monitoring	299,732	2,567,824	2,867,556	386,856	5,222,248	5,609,104
002 Finance and Administration	2,995,775	4,770,655	7,766,429	3,082,899	11,164,977	14,247,876
004 Selection Systems Department (SSD)	185,584	1,315,115	1,500,699	272,708	1,804,565	2,077,273
Total Recurrent Budget Estimates for Vote Function	3,481,090	8,653,594	12,134,684	3,742,464	18,191,790	21,934,254
Development Budget Estimates	GoU Dev't	External Fin.	Total	GoU Dev't	External Fin.	Total
1674 Retooling of Public Service Commission	90	0	90	0	0	0
1893 Institutional Development of Public Service Commission	0	0	0	2,541,500	0	2,541,500
Total Development Budget Estimates for Vote Function	90	0	90	2,541,500	0	2,541,500
Total for Vote Function 01	3,481,180	8,653,594	12,134,774	6,283,964	18,191,790	24,475,754
Total for Programme 14	3,481,180	8,653,594	12,134,774	6,283,964	18,191,790	24,475,754
Grand Total Vote 146	3,481,180	8,653,594	12,134,774	6,283,964	18,191,790	24,475,754
Total Excluding Arrears	3,481,180	8,653,594	12,134,774	6,283,964	17,928,699	24,212,662

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Table V3: Summary Vote Estimates by Economic Classification

Thousand Uganda Shillings	2024/25 Approved Budget			2025/26 Approved Estimates		
	GoU	External Fin.	Total	GoU	External Fin.	Total
211 Wages and Salaries	3,906,185	0	3,906,185	5,827,024	0	5,827,024
212 Social Contributions	51,600	0	51,600	144,600	0	144,600
221 General Use of goods and services	3,769,787	0	3,769,787	12,651,908	0	12,651,908
222 Communications	159,221	0	159,221	100,000	0	100,000
223 Utility and Property Expenses	384,133	0	384,133	288,408	0	288,408
224 Supplies and Services	87,500	0	87,500	149,000	0	149,000
225 Professional Services	35,000	0	35,000	150,000	0	150,000
227 Travel and Transport	1,396,411	0	1,396,411	1,564,600	0	1,564,600
228 Maintenance	898,773	0	898,773	620,000	0	620,000
273 Employment-related social benefits	1,446,073	0	1,446,073	520,623	0	520,623
312 Acquisition of Produced Assets	90	0	90	2,196,500	0	2,196,500
352 Financial Assets	0	0	0	263,091	0	263,091
Grand Total Vote 146	12,134,774	0	12,134,774	24,475,754	0	24,475,754
Total Excluding Arrears	12,134,774	0	12,134,774	24,212,662	0	24,212,662

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Table V4: Summary Vote Estimates by Item

Thousand Uganda Shillings	2024/25 Approved Budget			2025/26 Approved Estimates		
Items	GoU	External Fin.	Total	GoU	External Fin.	Total
211101 General Staff Salaries	3,481,090	0	3,481,090	1,626,729	0	1,626,729
211102 Contract Staff Salaries	0	0	0	2,115,734	0	2,115,734
211104 Employee Gratuity	0	0	0	924,649	0	924,649
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	425,095	0	425,095	853,011	0	853,011
211107 Boards, Committees and Council Allowances	0	0	0	306,900	0	306,900
212102 Medical expenses (Employees)	51,600	0	51,600	144,600	0	144,600
221001 Advertising and Public Relations	59,386	0	59,386	0	0	0
221002 Workshops, Meetings and Seminars	50,000	0	50,000	145,000	0	145,000
221003 Staff Training	139,000	0	139,000	666,733	0	666,733
221004 Recruitment Expenses	2,539,155	0	2,539,155	8,363,777	0	8,363,777
221007 Books, Periodicals & Newspapers	70,865	0	70,865	22,413	0	22,413
221008 Information and Communication Technology Supplies.	53,000	0	53,000	1,076,568	0	1,076,568
221009 Welfare and Entertainment	580,381	0	580,381	640,000	0	640,000
221011 Printing, Stationery, Photocopying and Binding	140,000	0	140,000	177,418	0	177,418
221012 Small Office Equipment	28,000	0	28,000	40,000	0	40,000
221016 Systems Recurrent costs	100,000	0	100,000	1,510,000	0	1,510,000
221017 Membership dues and Subscription fees.	10,000	0	10,000	10,000	0	10,000
222001 Information and Communication Technology Services.	148,576	0	148,576	20,000	0	20,000
222002 Postage and Courier	10,645	0	10,645	80,000	0	80,000
223001 Property Management Expenses	92,907	0	92,907	134,396	0	134,396
223004 Guard and Security services	70,000	0	70,000	6,000	0	6,000
223005 Electricity	50,000	0	50,000	50,000	0	50,000
223006 Water	20,000	0	20,000	20,000	0	20,000
223007 Other Utilities- (fuel, gas, firewood, charcoal)	0	0	0	4,000	0	4,000
223901 Rent-(Produced Assets) to other govt. units	151,226	0	151,226	74,012	0	74,012
224004 Beddings, Clothing, Footwear and related Services	17,500	0	17,500	20,000	0	20,000
224011 Research Expenses	70,000	0	70,000	129,000	0	129,000
225101 Consultancy Services	35,000	0	35,000	150,000	0	150,000

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Thousand Uganda Shillings	2024/25 Approved Budget			2025/26 Approved Estimates		
Items	GoU	External Fin.	Total	GoU	External Fin.	Total
227001 Travel inland	961,867	0	961,867	889,800	0	889,800
227004 Fuel, Lubricants and Oils	434,544	0	434,544	674,800	0	674,800
228001 Maintenance-Buildings and Structures	130,000	0	130,000	100,000	0	100,000
228002 Maintenance-Transport Equipment	644,999	0	644,999	500,000	0	500,000
228003 Maintenance-Machinery & Equipment Other than Transport Equipment	123,774	0	123,774	20,000	0	20,000
273102 Incapacity, death benefits and funeral expenses	50,000	0	50,000	105,000	0	105,000
273104 Pension	297,776	0	297,776	297,776	0	297,776
273105 Gratuity	1,098,297	0	1,098,297	117,847	0	117,847
312212 Light Vehicles - Acquisition	0	0	0	940,000	0	940,000
312221 Light ICT hardware - Acquisition	90	0	90	925,000	0	925,000
312231 Office Equipment - Acquisition	0	0	0	24,000	0	24,000
312235 Furniture and Fittings - Acquisition	0	0	0	97,500	0	97,500
312299 Other Machinery and Equipment- Acquisition	0	0	0	210,000	0	210,000
352899 Other Domestic Arrears Budgeting	0	0	0	263,091	0	263,091
Grand Total Vote 146	12,134,774	0	12,134,774	24,475,754	0	24,475,754
Total Excluding Arrears	12,134,774	0	12,134,774	24,212,662	0	24,212,662

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Table V5: Detailed Estimates by Vote Function, Department, Project, Key Service Area and Item

Thousands Uganda Shillings	2024/25 Approved Budget			2025/26 Approved Estimates		
Programme 14 Public Sector Transformation						
Vote Function 01 Public Service Selection and Recruitment						
Recurrent Budget Estimates						
	Wage	NonWage	Total	Wage	NonWage	Total
Department 001 Guidance and Monitoring						
Key Service Area 000034 Education and Skills Development						
221003 Staff Training	0	50,000	50,000	0	0	0
Total Cost of Key Service Area 000034	0	50,000	50,000	0	0	0
Key Service Area 000049 Recruitment services						
211101 General Staff Salaries	299,732	0	299,732	386,856	0	386,856
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	40,000	40,000	0	0	0
211107 Boards, Committees and Council Allowances	0	0	0	0	306,900	306,900
221004 Recruitment Expenses	0	1,803,584	1,803,584	0	3,355,348	3,355,348
221016 Systems Recurrent costs	0	0	0	0	1,510,000	1,510,000
227001 Travel inland	0	471,968	471,968	0	0	0
227004 Fuel, Lubricants and Oils	0	202,272	202,272	0	0	0
Total Cost of Key Service Area 000049	299,732	2,517,824	2,817,556	386,856	5,172,248	5,559,104
Key Service Area 000089 Climate Change Mitigation						
221004 Recruitment Expenses	0	0	0	0	50,000	50,000
Total Cost of Key Service Area 000089	0	0	0	0	50,000	50,000
Total Cost for Department 001	299,732	2,567,824	2,867,556	386,856	5,222,248	5,609,104
Total Excluding Arrears	299,732	2,567,824	2,867,556	386,856	5,222,248	5,609,104
Department 002 Finance and Administration						
Key Service Area 000001 Audit and Risk Management						
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	5,000	5,000	0	40,000	40,000
221003 Staff Training	0	7,000	7,000	0	0	0
227001 Travel inland	0	0	0	0	20,000	20,000
Total Cost of Key Service Area 000001	0	12,000	12,000	0	60,000	60,000
Key Service Area 000004 Finance and Accounting						
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	0	0	0	120,000	120,000
Total Cost of Key Service Area 000004	0	0	0	0	120,000	120,000
Key Service Area 000005 Human Resource Management						
211101 General Staff Salaries	2,995,775	0	2,995,775	967,165	0	967,165
211102 Contract Staff Salaries	0	0	0	2,115,734	0	2,115,734
211104 Employee Gratuity	0	0	0	0	924,649	924,649
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	219,600	219,600	0	120,000	120,000

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Thousands Uganda Shillings	2024/25 Approved Budget			2025/26 Approved Estimates		
Programme 14 Public Sector Transformation						
	Wage	NonWage	Total	Wage	NonWage	Total
Department 002 Finance and Administration						
Key Service Area 000005 Human Resource Management						
212102 Medical expenses (Employees)	0	51,600	51,600	0	144,600	144,600
221003 Staff Training	0	3,000	3,000	0	120,000	120,000
221004 Recruitment Expenses	0	0	0	0	2,716,464	2,716,464
221017 Membership dues and Subscription fees.	0	10,000	10,000	0	0	0
224004 Beddings, Clothing, Footwear and related Services	0	17,500	17,500	0	20,000	20,000
227001 Travel inland	0	17,931	17,931	0	0	0
273102 Incapacity, death benefits and funeral expenses	0	50,000	50,000	0	105,000	105,000
273104 Pension	0	297,776	297,776	0	297,776	297,776
273105 Gratuity	0	1,098,297	1,098,297	0	117,847	117,847
Total Cost of Key Service Area 000005	2,995,775	1,765,705	4,761,479	3,082,899	4,566,336	7,649,235
Key Service Area 000006 Planning and Budgeting services						
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	0	0	0	60,000	60,000
221002 Workshops, Meetings and Seminars	0	0	0	0	145,000	145,000
221003 Staff Training	0	0	0	0	45,000	45,000
225101 Consultancy Services	0	0	0	0	150,000	150,000
Total Cost of Key Service Area 000006	0	0	0	0	400,000	400,000
Key Service Area 000007 Procurement and Disposal Services						
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	5,000	5,000	0	80,000	80,000
Total Cost of Key Service Area 000007	0	5,000	5,000	0	80,000	80,000
Key Service Area 000011 Communication and Public Relations						
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	0	0	0	80,000	80,000
Total Cost of Key Service Area 000011	0	0	0	0	80,000	80,000
Key Service Area 000013 HIV/AIDS Mainstreaming						
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	10,495	10,495	0	22,611	22,611
Total Cost of Key Service Area 000013	0	10,495	10,495	0	22,611	22,611
Key Service Area 000014 Administrative and Support Services						
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	10,000	10,000	0	230,400	230,400
221001 Advertising and Public Relations	0	59,386	59,386	0	0	0
221003 Staff Training	0	0	0	0	202,333	202,333
221004 Recruitment Expenses	0	0	0	0	850,800	850,800
221007 Books, Periodicals & Newspapers	0	70,865	70,865	0	22,413	22,413
221009 Welfare and Entertainment	0	580,381	580,381	0	640,000	640,000

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Thousands Uganda Shillings	2024/25 Approved Budget			2025/26 Approved Estimates		
Programme 14 Public Sector Transformation						
	Wage	NonWage	Total	Wage	NonWage	Total
Department 002 Finance and Administration						
Key Service Area 000014 Administrative and Support Services						
221011 Printing, Stationery, Photocopying and Binding	0	110,000	110,000	0	177,418	177,418
221012 Small Office Equipment	0	18,000	18,000	0	0	0
221016 Systems Recurrent costs	0	100,000	100,000	0	0	0
221017 Membership dues and Subscription fees.	0	0	0	0	10,000	10,000
223001 Property Management Expenses	0	92,907	92,907	0	134,396	134,396
223004 Guard and Security services	0	70,000	70,000	0	6,000	6,000
223005 Electricity	0	50,000	50,000	0	50,000	50,000
223006 Water	0	20,000	20,000	0	20,000	20,000
223007 Other Utilities- (fuel, gas, firewood, charcoal)	0	0	0	0	4,000	4,000
223901 Rent-(Produced Assets) to other govt. units	0	151,226	151,226	0	74,012	74,012
227001 Travel inland	0	188,787	188,787	0	674,800	674,800
227004 Fuel, Lubricants and Oils	0	110,909	110,909	0	674,800	674,800
228001 Maintenance-Buildings and Structures	0	130,000	130,000	0	100,000	100,000
228002 Maintenance-Transport Equipment	0	644,999	644,999	0	500,000	500,000
228003 Maintenance-Machinery & Equipment Other than Transport Equipment	0	123,774	123,774	0	20,000	20,000
352899 Other Domestic Arrears Budgeting	0	0	0	0	263,091	263,091
Total Cost of Key Service Area 000014	0	2,531,234	2,531,234	0	4,654,463	4,654,463
Key Service Area 000015 Monitoring and Evaluation						
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	50,000	50,000	0	0	0
221002 Workshops, Meetings and Seminars	0	50,000	50,000	0	0	0
221003 Staff Training	0	34,000	34,000	0	0	0
221011 Printing, Stationery, Photocopying and Binding	0	30,000	30,000	0	0	0
227001 Travel inland	0	0	0	0	150,000	150,000
Total Cost of Key Service Area 000015	0	164,000	164,000	0	150,000	150,000
Key Service Area 000019 ICT Services						
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	5,000	5,000	0	0	0
221003 Staff Training	0	15,000	15,000	0	15,000	15,000
221008 Information and Communication Technology Supplies.	0	53,000	53,000	0	776,568	776,568
222001 Information and Communication Technology Services.	0	148,576	148,576	0	20,000	20,000

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Thousands Uganda Shillings	2024/25 Approved Budget			2025/26 Approved Estimates		
<b>Programme 14 Public Sector Transformation</b>						
	<b>Wage</b>	<b>NonWage</b>	<b>Total</b>	<b>Wage</b>	<b>NonWage</b>	<b>Total</b>
Department 002 Finance and Administration						
<i><b>Total Cost of Key Service Area 000019</b></i>	<b>0</b>	<b>221,576</b>	<b>221,576</b>	<b>0</b>	<b>811,568</b>	<b>811,568</b>
<i><b>Key Service Area 000075 Registration Services</b></i>						
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	5,000	<b>5,000</b>	0	100,000	<b>100,000</b>
221012 Small Office Equipment	0	10,000	<b>10,000</b>	0	40,000	<b>40,000</b>
222002 Postage and Courier	0	10,645	<b>10,645</b>	0	80,000	<b>80,000</b>
<i><b>Total Cost of Key Service Area 000075</b></i>	<b>0</b>	<b>25,645</b>	<b>25,645</b>	<b>0</b>	<b>220,000</b>	<b>220,000</b>
<i><b>Key Service Area 000089 Climate Change Mitigation</b></i>						
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	35,000	<b>35,000</b>	0	0	<b>0</b>
<i><b>Total Cost of Key Service Area 000089</b></i>	<b>0</b>	<b>35,000</b>	<b>35,000</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Cost for Department 002</b>	<b>2,995,775</b>	<b>4,770,655</b>	<b>7,766,429</b>	<b>3,082,899</b>	<b>11,164,977</b>	<b>14,247,876</b>
<i><b>Total Excluding Arrears</b></i>	<b>2,995,775</b>	<b>4,770,655</b>	<b>7,766,429</b>	<b>3,082,899</b>	<b>10,901,886</b>	<b>13,984,785</b>
Department 004 Selection Systems Department (SSD)						
<i><b>Key Service Area 320014 Examinations and Assessments</b></i>						
211101 General Staff Salaries	185,584	0	<b>185,584</b>	0	0	<b>0</b>
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	20,000	<b>20,000</b>	0	0	<b>0</b>
221003 Staff Training	0	30,000	<b>30,000</b>	0	0	<b>0</b>
221004 Recruitment Expenses	0	708,571	<b>708,571</b>	0	0	<b>0</b>
227001 Travel inland	0	141,590	<b>141,590</b>	0	0	<b>0</b>
227004 Fuel, Lubricants and Oils	0	121,363	<b>121,363</b>	0	0	<b>0</b>
<i><b>Total Cost of Key Service Area 320014</b></i>	<b>185,584</b>	<b>1,021,525</b>	<b>1,207,109</b>	<b>0</b>	<b>0</b>	<b>0</b>
<i><b>Key Service Area 390026 Development of Selection tools</b></i>						
211101 General Staff Salaries	0	0	<b>0</b>	272,708	0	<b>272,708</b>
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	20,000	<b>20,000</b>	0	0	<b>0</b>
221003 Staff Training	0	0	<b>0</b>	0	284,400	<b>284,400</b>
221004 Recruitment Expenses	0	27,000	<b>27,000</b>	0	1,391,165	<b>1,391,165</b>
224011 Research Expenses	0	70,000	<b>70,000</b>	0	129,000	<b>129,000</b>
225101 Consultancy Services	0	35,000	<b>35,000</b>	0	0	<b>0</b>
227001 Travel inland	0	141,590	<b>141,590</b>	0	0	<b>0</b>
<i><b>Total Cost of Key Service Area 390026</b></i>	<b>0</b>	<b>293,590</b>	<b>293,590</b>	<b>272,708</b>	<b>1,804,565</b>	<b>2,077,273</b>
<b>Total Cost for Department 004</b>	<b>185,584</b>	<b>1,315,115</b>	<b>1,500,699</b>	<b>272,708</b>	<b>1,804,565</b>	<b>2,077,273</b>
<i><b>Total Excluding Arrears</b></i>	<b>185,584</b>	<b>1,315,115</b>	<b>1,500,699</b>	<b>272,708</b>	<b>1,804,565</b>	<b>2,077,273</b>
<i><b>Development Budget Estimates</b></i>						



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Thousands Uganda Shillings	2024/25 Approved Budget			2025/26 Approved Estimates		
Programme 14 Public Sector Transformation						
	GoU	External Fin.	Total	GoU	External Fin.	Total
Project 1674 Retooling of Public Service Commission						
Key Service Area 000003 Facilities and Equipment Management						
312221 Light ICT hardware - Acquisition	90	0	90	0	0	0
Total Cost of Key Service Area 000003	90	0	90	0	0	0
Total Cost for Project 1674	90	0	90	0	0	0
Total Excluding Arrears	90	0	90	0	0	0
Project 1893 Institutional Development of Public Service Commission						
Key Service Area 000003 Facilities and Equipment Management						
221008 Information and Communication Technology Supplies.	0	0	0	300,000	0	300,000
312212 Light Vehicles - Acquisition	0	0	0	940,000	0	940,000
312221 Light ICT hardware - Acquisition	0	0	0	925,000	0	925,000
312231 Office Equipment - Acquisition	0	0	0	24,000	0	24,000
312235 Furniture and Fittings - Acquisition	0	0	0	97,500	0	97,500
312299 Other Machinery and Equipment- Acquisition	0	0	0	210,000	0	210,000
Total Cost of Key Service Area 000003	0	0	0	2,496,500	0	2,496,500
Key Service Area 000015 Monitoring and Evaluation						
227001 Travel inland	0	0	0	45,000	0	45,000
Total Cost of Key Service Area 000015	0	0	0	45,000	0	45,000
Total Cost for Project 1893	0	0	0	2,541,500	0	2,541,500
Total Excluding Arrears	0	0	0	2,541,500	0	2,541,500
Total for Vote Function 01	12,134,774	0	12,134,774	24,475,754	0	24,475,754
Total Excluding Arrears	12,134,774	0	12,134,774	24,212,662	0	24,212,662
Grand Total Vote 146	12,134,774	0	12,134,774	24,475,754	0	24,475,754
Total Excluding Arrears	12,134,774	0	12,134,774	24,212,662	0	24,212,662

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Table V6: Summary of Project allocations by Department

Thousand Uganda Shillings	2024/25 Approved Budget			2025/26 Approved Estimates		
	GoU	External Fin.	Total	GoU	External Fin.	Total
Programme 14 Public Sector Transformation						
Vote Function 01 Public Service Selection and Recruitment						
Department 002 Finance and Administration						
1674 Retooling of Public Service Commission	90	0	90	0	0	0
1893 Institutional Development of Public Service Commission	0	0	0	2,541,500	0	2,541,500
Total Development for the Department 002	90	0	90	2,541,500	0	2,541,500
Total Excluding Arrears	90	0	90	2,541,500	0	2,541,500
Grand Total Vote	90	0	90	2,541,500	0	2,541,500
Total Excluding Arrears	90	0	90	2,541,500	0	2,541,500

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# VOTE: 146

## Public Service Commission (PSC)

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Table V7: External Financing for the Vote

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# VOTE: 146

## Public Service Commission (PSC)

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Table V8: NTR Projections (Uganda Shillings Billions)