

VOTE: 146 Public Service Commission (PSC)

V1: VOTE OVERVIEW

i) Vote Strategic Objectives

To ensure that the human resource requirements of the Uganda Public Service are timely met.

ii) Snapshot of Medium Term Budget Allocations

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

<i>Billion Uganda Shillings</i>		FY2022/23 Proposed Budget	MTEF Budget Projections			
			2023/24	2024/25	2025/26	2026/27
Recurrent	Wage	3.274	3.274	3.274	3.274	3.274
	Non Wage	5.541	5.541	5.541	5.541	5.541
Devt.	GoU	2.134	2.134	2.134	2.134	2.134
	ExtFin	0.000	0.000	0.000	0.000	0.000
GoU Total		10.949	10.949	10.949	10.949	10.949
Total GoU+Ext Fin (MTEF)		10.949	10.949	10.949	10.949	10.949
<i>A.I.A Total</i>		0	0.000	0.000	0.000	0.000
Grand Total		10.949	10.949	10.949	10.949	10.949

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

<i>Billion Uganda Shillings</i>	2022/23	MTEF Budget Projection			
	Proposed Budget	2023/24	2024/25	2025/26	2026/27
14 PUBLIC SECTOR TRANSFORMATION					
01 Public Service Selection and Recruitment	10.949	10.949	10.949	10.949	10.949
Total for the Programme	10.949	10.949	10.949	10.949	10.949
Total for the Vote: 146	10.949	10.949	10.949	10.949	10.949

V2: MEDIUM TERM BUDGET ALLOCATIONS BY DEPARTMENT AND PROJECT

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

<i>Billion Uganda Shillings</i>	2022/23	MTEF Budget Projection			
	Proposed Budget	2023/24	2024/25	2025/26	2026/27
Programme: 14 PUBLIC SECTOR TRANSFORMATION					
Sub-SubProgramme: 01 Public Service Selection and Recruitment					

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Recurrent					
001 Guidance and Monitoring	1.520	1.520	1.520	1.520	1.520
002 Finance and Administration	6.707	6.707	6.707	6.707	6.707
003 Internal Audit Department	0.035	0.035	0.035	0.035	0.035
004 Selection Systems Department (SSD)	0.552	0.552	0.552	0.552	0.552
Development					
1674 Retooling of Public Service Commission	2.134	2.134	2.134	2.134	2.134
Total for the Sub-SubProgramme	10.949	10.949	10.949	10.949	10.949
Total for the Programme	10.949	10.949	10.949	10.949	10.949
Total for the Vote: 146	10.949	10.949	10.949	10.949	10.949

V3: VOTE MEDIUM TERM PLANS

Planned Outputs for FY2022/23 and Medium Term Plans

Plan FY2022/23	MEDIUM TERM PLANS
Programme Intervention: 140104 Strengthen collaboration of all stakeholders to promote local economic development;	
Advertise posts of at least 95 percent of vacant critical positions (CAOs, DCAOs, Town Clerks of Cities and municipalities) in Local Governments, receive submissions, conduct interviews and selection. Monitor staffing levels of critical positions in Local Governments (Semi Annual and Annual), and produce 2 reports.	Advertise posts of at least 95 percent of vacant critical positions (CAOs, DCAOs, Town Clerks of Cities and municipalities) in Local Governments, receive submissions, conduct interviews and selection. Monitor staffing levels of critical positions in Local Governments (Semi Annual and Annual), and produce 6 reports.
Programme Intervention: 140401 Develop and enforce service and service delivery standards	
Review Five (5) performance standards and minimum conditions for DSCs	Fifteen (15) performance standards and minimum conditions reviewed
Programme Intervention: 140402 Enforce compliance to the rules and regulations	
Hold meetings to address 100 percent of the appeals of DSC decisions. Receive and process complete disciplinary cases for at least 95 percent of annual submissions, and conduct disciplinary hearings. Conduct 2 trainings and support supervisions on recruitments and selections. Compile risk register, institute risk management strategies and Committees, dissemination and training user of the risk management policy and framework. Compilation of selection manuals and guidelines, dissemination and training user and support supervision. Conduct performance audits of 145 DSCs to assess performance, and produce reports. Sensitize and disseminate Performance standards and guidelines to 145 DSCs.	Hold meetings to address 100 percent of the appeals of DSC decisions. Receive and process complete Disciplinary cases at least 95 percent of three years submissions, and conduct disciplinary hearings. Conduct 6 trainings and support supervisions on recruitments and selections. Compile risk register, Institute risk management strategies and Committees, Dissemination and training user of the risk management policy and framework. Compilation of selection manuals and guidelines, dissemination and training user and support supervision. Conduct performance audits of 435 DSCs to assess performance, and produce reports. Sensitize and disseminate performance standards and guidelines to 435 DSCs.
Programme Intervention: 140503 Empower MDAs to customize talent management (Attract, retain and motivate public servants)	

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Shortlist, Conduct selection, Communicate decision to fill 95 percent of the declared vacancies within the year. Develop of training materials for competence based recruitment, Conduct Staff training, and assess uptake of the system. Identify one partner institution in Human Resource Management, develop and share checklist of collaboration areas, conduct collaboration visits, and generate report. Develop the competence based recruitment systems user manual, train the users, pilot, disseminate and institute the systems in MDAs and LGs. Develop 80 competence profiles for Jobs in the UPS, Develop selection instruments to update the Question Data Bank, Train users of selection examinations on the handling and management of test administration. Provide technical support to 68 districts to constitute service commissions. Conduct training for 500 members of the commission to empower them execute their Mandate. Develop concept, and research tools for Performance and career progression, conduct research and generate 3 reports. Update 10 Job specifications in view of skill needs. Asses the assistive devices for persons with special needs for 10 percent of commissions, do procurement, and conduct user training.	Shortlist, Conduct selection, Communicate decision to fill 95 percent of the declared vacancies within three years. Develop of training materials for competence based recruitment, Conduct Staff training, and assess uptake of the system. Identify three 3 partner institutions in Human Resource Management, develop and share checklist of collaboration areas, conduct collaboration visits, and generate report. Develop the competence based recruitment systems user manual, train the users, pilot, disseminate and institute the systems in MDAs and LGs. Develop 430 competence profiles for Jobs in the UPS, Develop selection instruments to update the Question Data Bank, Train users of selection examinations on the handling and management of test administration. Provide technical support to 138 districts to constitute service commissions. Conduct training for 700 members of the commission to empower them execute their Mandate. Develop concept, and research tools for Performance and career progression, conduct research and generate 9 reports. Update 30 Job specifications in view of skill needs. Asses the assistive devices for persons with special needs for 30 percent of commissions, do procurement, and conduct user training.
Programme Intervention: 140504 Review the existing legal, policy, regulatory and institutional frameworks to standardise regulation and benefits in the public service	
Make input into the review of the various laws, Legislature drafting, Issue of statutory instrument, Publish and disseminate the Public Service Commission Regulations.	Make input into the review of the various laws, Legislature drafting, Issue of statutory instrument, Publish and disseminate the Public Service Commission Regulations.

V4: Highlights of Vote Projected Performance

Table V4.1: Budget Outputs and Indicators

Sub SubProgramme:	01 Public Service Selection and Recruitment			
Department:	001 Guidance and Monitoring			
Budget Output:	000043 Capacity building			
PIAP Output:	Critical positions at in Local Governments filled (CAOs, DCAOs, Town Clerks of Cities and municipalities and Heads of Department and Units)			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
% of critical positions filled	Percentage	92%	75%	95%
Department:	004 Selection Systems Department (SSD)			
Budget Output:	320014 Examinations and Assessments			
PIAP Output:	Service Commissions equipped with assistive devices for persons with special needs to ensure inclusiveness			
Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
% of Commissions equipped with assistive devises	Percentage	5%	1%	10%
Budget Output:	390026 Development of Selection tools			
PIAP Output:	Mechanism for enforcing Compliance to selection and recruitment guidelines by commissions strengthened			

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Indicator Name	Indicator Measure	Base Year	Base Level	2022-2023
				Target
Revised Risk management policy and framework in place	Percentage	1	0	%
Selection manuals and guidelines in place	Percentage	1	0	%

V5: VOTE CROSS CUTTING ISSUES

i) Gender and Equity

OBJECTIVE	The females, and the physically handicapped applicants have continued to face unique challenges in the job market ranging from direct discrimination, to access barriers like inability to communicate clearly.
Issue of Concern	That these individuals should be given a fair chance to participate in the public service job market.
Planned Interventions	1 Pregnant women and mothers are granted special handling in recruitment process. 2 The visually impaired get longer examination periods, and assisted by PSC staff. 3 Purchase assistive devices for the disabled applicants
Budget Allocation (Billion)	0.06
Performance Indicators	1. All Pregnant women and mothers granted special handling in recruitment process. 2 All visually impaired get longer examination periods, and assisted by PSC staff. 3 Assistive devices acquired for the disabled applicants

ii) HIV/AIDS

OBJECTIVE	HIV/AIDS has continued to impact the population across the country. The Human resource that is unhealthy has less productivity.
Issue of Concern	That productivity of the human resource in the commission suffers minimal effects of HIV AIDS
Planned Interventions	1 Conduct HIV AIDS sensitization 2 refer staff for HIV testing and counselling 3 Promote behavior change to minimise exposure to HIV 4 support those affected and or infected by HIV AIDS
Budget Allocation (Billion)	0.01
Performance Indicators	1 Number of HIV AIDS sensitization activities 4 2 referrals for HIV testing and counselling 100 percent 3 100 percent of staff affected and or infected by HIV AIDS supported

iii) Environment

OBJECTIVE	The local and global environment is being impacted by the activities of man. The Commission plans to minimise its negative impact on the environment.
Issue of Concern	That the activities of the commission have minimum negative impact on the environment.
Planned Interventions	1. Networking to print centrally and cut power demand. 2. Cutting paper use through back to back printing and E recruitment 3. Adopt Electronic Document Management System 4. recycling Waste paper
Budget Allocation (Billion)	0

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Performance Indicators	<ol style="list-style-type: none"> 1. Networking to print centrally and cut power demand. 2. 100 percent back to back printing and E recruitment 3. 100 percent use of Electronic Document Management System 4. 90 percent recycling of Waste paper
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iv) Covid

OBJECTIVE	COVID 19 pandemic has awakened the world view on many aspects of life, economy and public administration. Inevitably, several areas of the economy, public administration and governance that require competent human resources have no choice but to adapt to the changes caused by the pandemic in order to ensure continuity of service delivery.
Issue of Concern	The health risk as a result of exposure to Covid 19 of the Public Service Commission Members and staff as they carry out their day to day duties.
Planned Interventions	<ol style="list-style-type: none"> 1. Provision of Personal Protection Equipment to Members and staff 2. Adhering to the Covid 19 Standard Operating procedures 3. Provision of online facilities to encourage out of office work
Budget Allocation (Billion)	0
Performance Indicators	<ol style="list-style-type: none"> 1. Personal Protection Equipment provided to 100 percent of staff 2. Data and online facilities to all critical staff for out of office work