

VOTE: 146 Public Service Commission (PSC)

V1: VOTE OVERVIEW

i) Vote Strategic Objectives

- a) Ensure merit-based recruitment to build a competent and professional workforce
- b) Improve performance management for better service delivery and accountability
- c) Adopt digital tools to enhance efficiency and organisational capacity
- d) Enhance the institutional capacity of the Public Service Commission

ii) Snapshot of Medium Term Budget Allocations

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

<i>Billion Uganda Shillings</i>	FY2025/26		FY2026/27	MTEF Budget Projections			
	Approved Budget	Spent by End Sep	Proposed Budget	2027/28	2028/29	2029/30	2030/31
Recurrent Wage	3.742	0.856	3.742	3.930	4.126	4.332	4.549
Non Wage	17.929	3.163	17.929	20.618	21.649	25.979	31.174
Devt. GoU	2.542	0.000	2.542	2.796	3.355	4.026	4.831
ExtFin	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total	24.213	4.019	24.213	27.343	29.130	34.337	40.554
Total GoU+Ext Fin (MTEF)	24.213	4.019	24.213	27.343	29.130	34.337	40.554
<i>A.I.A Total</i>	0.000	0	0	0.000	0.000	0.000	0.000
Grand Total	24.213	4.019	24.213	27.343	29.130	34.337	40.554

Table V1.2: Medium Term Projections by Programme and Vote Function

<i>Billion Uganda Shillings</i>	FY2025/26		2026/27	MTEF Budget Projections			
	Approved Budget	Spent by End Sep	Proposed Budget	2027/28	2028/29	2029/30	2030/31
14 Public Sector Transformation							
01 Public Service Selection and Recruitment	24.213	4.019	24.213	27.343	29.130	34.337	40.554
Total for the Programme	24.213	4.019	24.213	27.343	29.130	34.337	40.554
Total for the Vote: 146	24.213	4.019	24.213	27.343	29.130	34.337	40.554

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V2: MEDIUM TERM BUDGET ALLOCATIONS BY DEPARTMENT AND PROJECT

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

<i>Billion Uganda Shillings</i>	FY2025/26		2026/27	MTEF Budget Projection			
	Approved Budget	Spent by End Sep	Proposed Budget	2027/28	2028/29	2029/30	2030/31
Programme: 14 Public Sector Transformation							
Vote Function: 01 Public Service Selection and Recruitment							
<i>Recurrent</i>							
001 Guidance and Monitoring	5.609	0.922	5.304	6.061	6.364	7.573	9.020
002 Finance and Administration	13.985	2.737	12.371	13.919	14.614	17.027	19.898
004 Selection Systems Department (SSD)	2.077	0.360	3.996	4.568	4.796	5.711	6.805
<i>Development</i>							
1674 Retooling of Public Service Commission	0.000	0.000	0.000	0.000	0.000	0.000	0.000
1893 Institutional Development of Public Service Commission	2.542	0.000	2.542	2.796	3.355	4.026	4.831
Total for the Vote Function 01	24.213	4.019	24.213	27.343	29.130	34.337	40.554
Total for the Programme 14	24.213	4.019	24.213	27.343	29.130	34.337	40.554
Total for the Vote: 146	24.213	4.019	24.213	27.343	29.130	34.337	40.554

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V3: VOTE MEDIUM TERM PLANS

Planned Outputs for FY2026/27 and Medium Term Plans

FY2026/27	
Plan	MEDIUM TERM PLANS
Programme Intervention: 141112 Strengthen efficiency of District/City Service Commissions	
a) Fully Constitute 106 D/CSCs	a) Fully Constitute 125 D/CSCs
b) Train 4,192 District Councillors on the recruitment and selection processes and guidelines of Members to D/CSCs	b) Train 4,192 District Councillors on the recruitment and selection processes and guidelines of Members to D/CSCs
c) Receive, Validate and Timely conclude 68 Appeals from D/CSCs and MDAs	c) Receive, Validate and Timely conclude 72 Appeals from D/CSCs and MDAs
d) Monitor 45 D/CSCs in the implementation of their mandate	d) Monitor 145 D/CSCs in the implementation of their mandate
e) Undertake integrity checks on 240 persons recommended to be appointed D/CSC members	e) Undertake integrity checks on 500 persons recommended to be appointed D/CSC members
f) Conduct 80 performance Audits on D/CSCs	f) Conduct 145 performance Audits on D/CSCs
Programme Intervention: 142111 Undertake Structural reviews of MDAs and LGs	
Review 100 job descriptions and person specifications	Review 400 job descriptions and person specifications
Programme Intervention: 142114 Strengthen Public service reforms	
Undertake two (2) evidence-based research studies	Undertake two (2) evidence-based research studies
Programme Intervention: 143111 Strengthen recruitment in MDAs and LGs	

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<p>a) Induct and Train 240 appointed Members</p> <p>b) Provide technical guidance and Enforce Recruitment and Selection processes In MDAs and LGs</p> <p>c) Review PSC Business Manual, Regulations and D/CSC guidelines</p> <p>d) Disseminate and sensitise D/CSCs and MDAs on the revised PSC Business Manual, and D/CSCs guidelines and Regulations</p> <p>e) Mentor 70 D/CSCs Secretaries</p> <p>f) Organise and facilitate one regional stakeholder workshops</p> <p>g) Engage stakeholders on job application processes through barazas in D/CSCs, Universities, and Training institutions.</p> <p>h) Fill 1,310 declared vacancies</p> <p>i) Verify academic qualifications of all job applicants and Officers within Public Service</p> <p>j) Support MDAs in administration of Recruitment and Selection examinations</p> <p>k) Support 80 D/CSCs in administration of Recruitment and Selection examinations</p> <p>l) Administer Recruitment examinations to 25,000 applicants in the Graduate Recruitment Exercise (GRE)</p> <p>m) Develop and Review 80 Competence Profiles for jobs</p> <p>n) Develop 120 Competence Based Recruitment tools</p> <p>o) Roll out Competence Based Recruitment and Selection guidelines to 10 D/CSCs</p> <p>p) Review and disseminate Competence Based Recruitment and Selection manual and guidelines to D/CSCs</p> <p>q) Support Capacity enhancement of 10 Competence Assessors in D/CSCs</p> <p>r) Train 8 PSC Staff on the basic utilisation and maintenance of assistive devices</p> <p>s) Roll-out the E-recruitment system to 20 MDAs and D/CSCs</p>	<p>a) Induct and Train 280 appointed Members</p> <p>b) Mentor 100 D/CSCs Secretaries</p> <p>c) Organise and facilitate seven regional stakeholder workshops</p> <p>d) Fill 1,310 declared vacancies</p> <p>e) Support 110 D/CSCs in administration of Recruitment and Selection examinations</p> <p>f) Administer Recruitment examinations to 40,000 applicants in the Graduate Recruitment Exercise (GRE)</p> <p>g) Develop and Review 150 Competence Profiles for jobs</p> <p>h) Develop 190 Competence Based Recruitment tools</p> <p>i) Roll out Competence Based Recruitment and Selection guidelines to 25 D/CSCs</p> <p>j) Support Capacity enhancement of 60 Competence Assessors in D/CSCs</p> <p>K) Roll-out the E-recruitment system to 145 MDAs and D/CSCs</p>
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Programme Intervention: 145122 Strengthen Government Institutions in Records, Archives and Information Management

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Upgrade the E-recruitment system	Upgrade the E-recruitment system
Roll-out the E-recruitment system to MDAs and D/CSCs	Roll-out the E-recruitment system to MDAs and D/CSCs
Data entry, data cleaning, indexing and scanning of Public Service Commission Minute records	Data entry, data cleaning, indexing and scanning of Public Service Commission Minute records

Programme Intervention: 146111 Enhance Institutional Coordination and Administrative Efficiency

<p>a) Public Service Commission (PSC) staff salaries paid</p> <p>b) Coordinate implementation of Public Service Commission HIV, AIDS & TB, Environment and climate change, gender and equity work plans</p> <p>c) Manage Public Service Commission human resource (Build capacity of staff, monitor attendance to duty, develop and manage the human resource plan, develop the client charter, implement performance management of staff)</p> <p>d) Coordinate implementation of Public Service Commission ICT work plan</p> <p>e) Conduct Public Service Commission Internal Audit and produce four reports</p> <p>f) Prepare four PSC Financial reports</p> <p>g) Prepare PSC procurement plan and Quarterly reports</p> <p>h) Manage PSC records (receive, process and dispatch documents, manage the EDRMS)</p> <p>i) Engage media on PSC initiatives</p> <p>j) Strengthen Administration of Public Service Commission (PSC)</p> <p>k) Pay utilities and manage property Public Service Commission (PSC)</p> <p>l) Strengthen Leadership and Management for Public Service Commission (PSC)</p> <p>m) Coordinate Planning for Public Service Commission (PSC)</p> <p>n) Monitor Public Service Commission (PSC) initiatives and reforms</p> <p>o) Prepare Public Service Commission (PSC) statistical abstract</p> <p>p) Equipping PSC headquarters</p> <p>Q) Construction of the Public Service Commission Offices</p>	<p>a) Manage Public Service Commission Human Resources and facilities.</p> <p>b) Strengthen Administration of Public Service Commission (PSC)</p> <p>c) Strengthen Leadership and Management for Public Service Commission (PSC)</p> <p>d) Equipping PSC headquarters</p> <p>e) Construction of the Public Service Commission Offices</p>
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V4: Highlights of Vote Projected Performance

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Table V4.1: Key Service Areas and Indicators

Programme:	14 Public Sector Transformation			
Vote Function:	01 Public Service Selection and Recruitment			
Department:	001 Guidance and Monitoring			
Key Service Area:	000049 Recruitment services			
PIAP Output:	Appeals promptly concluded			
Programme Intervention:	141112 Strengthen efficiency of District/City Service Commissions			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
Number of appeals cases concluded	Number	2023/24	48	58
PIAP Output:	Approved Recruitment Plans of MDAs and LGs implemented as submitted			
Programme Intervention:	143111 Strengthen recruitment in MDAs and LGs			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
Number of vacancies declared within the financial year filled	Number	2023/24	1305	1310
PIAP Output:	Disciplinary cases promptly concluded with complete submissions			
Programme Intervention:	141112 Strengthen efficiency of District/City Service Commissions			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
Number of disciplinary cases concluded	Number	2023/24	70	70
PIAP Output:	District/City Service Commissions fully constituted and functional			
Programme Intervention:	141112 Strengthen efficiency of District/City Service Commissions			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
Number of District/City Service Commissions fully constituted	Number	2023/24	95	106
Number of District/City Service Commissions monitored in the implementation of their mandate	Number	2023/24	0	80
PIAP Output:	E- Recruitment system fully upgraded and rolled out to MDAs and LGs			
Programme Intervention:	143111 Strengthen recruitment in MDAs and LGs			

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Vote Function:	01 Public Service Selection and Recruitment			
PIAP Output:	E- Recruitment system fully upgraded and rolled out to MDAs and LGs			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
Number of District/City Service Commissions whose recruitment processes are digitised	Number	2023/24	0	50
Number of MDAs using the E-recruitment system	Number	2023/24	0	13
PIAP Output:	Guidance on Recruitment and Selection Procedures provided			
Programme Intervention:	143111 Strengthen recruitment in MDAs and LGs			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
Number of District/City Service Commissions Guided on Recruitment and Selection Procedures	Number	2023/24	32	43
PIAP Output:	Transparency and accountability mechanisms for DSC operations established			
Programme Intervention:	141112 Strengthen efficiency of District/City Service Commissions			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
Number of District/City Service Commission Members on whom integrity checks have been undertaken	Number	2023/24	0	200
Number of District/City Service Commissions on which Performance Audits conducted	Number	2023/24	25	25
Key Service Area:	000089 Climate Change Mitigation			
PIAP Output:	Cross cutting issues mainstreamed			
Programme Intervention:	146111 Enhance Institutional Coordination and Administrative Efficiency			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
% compliance with environment and climate change per vote	Percentage	2023/24	0%	60%
Department:	002 Finance and Administration			
Key Service Area:	000001 Audit and Risk Management			
PIAP Output:	Internal audit undertaken			
Programme Intervention:	146111 Enhance Institutional Coordination and Administrative Efficiency			

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Vote Function:	01 Public Service Selection and Recruitment			
PIAP Output:	Internal audit undertaken			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
Number of Internal Audit reports prepared and submitted to Management per vote	Number	2023/24	4	4
Key Service Area:	000004 Finance and Accounting			
PIAP Output:	Financial Management undertaken			
Programme Intervention:	146111 Enhance Institutional Coordination and Administrative Efficiency			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
No. of financial reports prepared and submitted to relevant authorities by vote	Number	2023/24	3	3
Key Service Area:	000005 Human Resource Management			
PIAP Output:	Human Resources managed			
Programme Intervention:	146111 Enhance Institutional Coordination and Administrative Efficiency			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
Percentage of staff supported to undertake their roles and responsibilities by vote	Percentage	2023/24	100%	100%
PIAP Output:	Staff salaries and related costs paid			
Programme Intervention:	146111 Enhance Institutional Coordination and Administrative Efficiency			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
Percentage of staff whose salaries have been processed by 28th of every month	Percentage	2023/24	100%	100%
Key Service Area:	000006 Planning and Budgeting services			
PIAP Output:	Planning and budgeting undertaken			
Programme Intervention:	146111 Enhance Institutional Coordination and Administrative Efficiency			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
Number of planning and budget statutory reports produced and submitted	Number	2023/24	4	8
Key Service Area:	000007 Procurement and Disposal Services			

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Vote Function:	01 Public Service Selection and Recruitment			
PIAP Output:	Procurement and Disposal Services coordinated			
Programme Intervention:	146111 Enhance Institutional Coordination and Administrative Efficiency			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
No. of procurement and disposal reports prepared by vote	Number	2023/24	4	4
Key Service Area:	000011 Communication and Public Relations			
PIAP Output:	Communication and Public Relations Coordinated			
Programme Intervention:	146111 Enhance Institutional Coordination and Administrative Efficiency			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
No. of media engagements conducted per vote	Number	2023/24	4	4
Key Service Area:	000013 HIV/AIDS Mainstreaming			
PIAP Output:	Cross cutting issues mainstreamed			
Programme Intervention:	146111 Enhance Institutional Coordination and Administrative Efficiency			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
% compliance with gender and equity for PSC	Percentage	2023/24	60%	67%
Key Service Area:	000014 Administrative and Support Services			
PIAP Output:	Administration strengthened			
Programme Intervention:	146111 Enhance Institutional Coordination and Administrative Efficiency			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
Employee satisfaction with administrative support services per vote	Percentage	2023/24	0%	65%
PIAP Output:	Leadership and management strengthened			
Programme Intervention:	146111 Enhance Institutional Coordination and Administrative Efficiency			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
Frequency of top management monitoring visits to MDAs/LGs or projects, disaggregated by sector or program.	Number	2023/24	4	4

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Vote Function:	01 Public Service Selection and Recruitment			
PIAP Output:	Property Management Expenses and utilities paid			
Programme Intervention:	146111 Enhance Institutional Coordination and Administrative Efficiency			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
Facilities and equipment maintained	Percentage	2023/24	100%	100%
Key Service Area:	000015 Monitoring and Evaluation			
PIAP Output:	M&E undertaken			
Programme Intervention:	146111 Enhance Institutional Coordination and Administrative Efficiency			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
No. of Monitoring and evaluation reports prepared by Vote	Number	2023/24	2	2
Key Service Area:	000019 ICT Services			
PIAP Output:	Information and communication technology uptake enhanced			
Programme Intervention:	146111 Enhance Institutional Coordination and Administrative Efficiency			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
Percentage of staff supported in ICT	Percentage	2023/24	100%	100%
Key Service Area:	000075 Registration Services			
PIAP Output:	Records Management coordinated			
Programme Intervention:	146111 Enhance Institutional Coordination and Administrative Efficiency			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
No. of mails received, processed and dispatched per vote	Number	2023/24	200	4200
Department:	004 Selection Systems Department (SSD)			
Key Service Area:	390026 Development of Selection tools			
PIAP Output:	Competence-based recruitment systems instituted in the Public Service			
Programme Intervention:	143111 Strengthen recruitment in MDAs and LGs			

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Vote Function:	01 Public Service Selection and Recruitment			
PIAP Output:	Competence-based recruitment systems instituted in the Public Service			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
Number of applicants sitting for Graduate Recruitment Exercise (GRE)	Number	2023/24	1700	25000
Number of Competence Based Recruitment tools developed	Number	2023/24	94	120
Number of District/City Service Commissions supported in administration of recruitment and Selection examinations	Number	2023/24	26	80
Number of jobs with competence profiles	Number	2023/24	53	80
Number of MDAs supported in administration of recruitment and Selection examinations	Number	2023/24	10	20
Project:	1893 Institutional Development of Public Service Commission			
Key Service Area:	000003 Facilities and Equipment Management			
PIAP Output:	Institutions retooled			
Programme Intervention:	146111 Enhance Institutional Coordination and Administrative Efficiency			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
Required equipment installed by vote	Number	2023/24	500	25
Key Service Area:	000015 Monitoring and Evaluation			
PIAP Output:	Institutions retooled			
Programme Intervention:	146111 Enhance Institutional Coordination and Administrative Efficiency			
Indicator Name	Indicator Measure	Base Year	Base Level	FY2026/27
				Proposed
Required equipment installed by vote	Number	2023/24	500	25

V5: NTR Projections(Uganda Shillings Billions)

Revenue Code	Revenue Name	FY2025/26	Projection FY2026/27
142202	Other fees e.g. street parking fees	0.000	0.000
Total		0.000	0.000

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