VOTE: 146 Public Service Commission (PSC)

Table V1: Overview of Vote Expenditure (Ushs Billion)

		2025/26 Approved Budget	2026/27 Approved Estimates	MTEF Budget Projections 2027/28	2028/29	2029/30	2030/31
Recurrent	Wage	3.742	4.772	5.010	5.261	5.524	5.800
	Non-Wage	17.929	22.250	25.587	26.866	32.240	38.688
Devt.	GoU	2.542	9.026	9.929	11.914	14.297	17.157
	Ext Fin.	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total		**24.213**	**36.047**	**40.526**	**44.042**	**52.061**	**61.644**
Total GoU+Ext Fin (MTEF)		**24.213**	**36.047**	**40.526**	**44.042**	**52.061**	**61.644**
Arrears		0.263	0.000	0.000	0.000	0.000	0.000
Total Budget		**24.476**	**36.047**	**40.526**	**44.042**	**52.061**	**61.644**
Total Vote Budget Excluding		**24.213**	**36.047**	**40.526**	**44.042**	**52.061**	**61.644**

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

Thousand Uganda Shillings	2025/26 Approved Budget			2026/27 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	386,856	5,222,248	**5,609,104**	667,406	7,610,186	**8,277,592**
002 Finance and Administration	3,082,899	11,164,977	**14,247,876**	3,633,983	10,938,218	**14,572,201**
004 Selection Systems Department (SSD)	272,708	1,804,565	**2,077,273**	470,477	3,701,158	**4,171,635**
Total Recurrent Budget Estimates for Vote Function	**3,742,464**	**18,191,790**	**21,934,254**	**4,771,866**	**22,249,562**	**27,021,428**
Development Budget Estimates	GoU Dev't	External Fin.	Total	GoU Dev't	External Fin.	Total
1893 Institutional Development of Public Service Commission	2,541,500	0	**2,541,500**	9,025,950	0	**9,025,950**
Total Development Budget Estimates for Vote Function	**2,541,500**	**0**	**2,541,500**	**9,025,950**	**0**	**9,025,950**
Total for Vote Function 01	*6,283,964*	*18,191,790*	*24,475,754*	*13,797,816*	*22,249,562*	*36,047,378*
Total for Programme 14	**6,283,964**	**18,191,790**	**24,475,754**	**13,797,816**	**22,249,562**	**36,047,378**
Grand Total Vote 146	**6,283,964**	**18,191,790**	**24,475,754**	**13,797,816**	**22,249,562**	**36,047,378**
Total Excluding Arrears	**6,283,964**	**17,928,699**	**24,212,662**	**13,797,816**	**22,249,562**	**36,047,378**

VOTE: 146 Public Service Commission (PSC)

Table V3: Summary Vote Estimates by Economic Classification

Thousand Uganda Shillings	2025/26 Approved Budget			2026/27 Approved Estimates		
	GoU	**External Fin.**	**Total**	**GoU**	**External Fin.**	**Total**
211 Wages and Salaries	5,827,024	0	5,827,024	7,305,405	0	7,305,405
212 Social Contributions	144,600	0	144,600	171,600	0	171,600
221 General Use of goods and services	12,651,908	0	12,651,908	13,851,319	0	13,851,319
222 Communications	100,000	0	100,000	120,000	0	120,000
223 Utility and Property Expenses	288,408	0	288,408	288,408	0	288,408
224 Supplies and Services	149,000	0	149,000	220,000	0	220,000
225 Professional Services	150,000	0	150,000	4,000,000	0	4,000,000
227 Travel and Transport	1,564,600	0	1,564,600	2,404,400	0	2,404,400
228 Maintenance	620,000	0	620,000	1,270,000	0	1,270,000
273 Employment-related social benefits	520,623	0	520,623	1,440,296	0	1,440,296
312 Acquisition of Produced Assets	2,196,500	0	2,196,500	4,975,950	0	4,975,950
352 Financial Assets	263,091	0	263,091	0	0	0
Grand Total Vote 146	**24,475,754**	**0**	**24,475,754**	**36,047,378**	**0**	**36,047,378**
Total Excluding Arrears	**24,212,662**	**0**	**24,212,662**	**36,047,378**	**0**	**36,047,378**

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Table V4: Summary Vote Estimates by Item

Thousand Uganda Shillings	2025/26 Approved Budget			2026/27 Approved Estimates		
Items	**GoU**	**External Fin.**	**Total**	**GoU**	**External Fin.**	**Total**
211101 General Staff Salaries	1,626,729	0	1,626,729	2,656,131	0	**2,656,131**
211102 Contract Staff Salaries	2,115,734	0	2,115,734	2,115,734	0	**2,115,734**
211104 Employee Gratuity	924,649	0	924,649	725,290	0	**725,290**
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	853,011	0	853,011	979,530	0	**979,530**
211107 Boards, Committees and Council Allowances	306,900	0	306,900	828,720	0	**828,720**
212102 Medical expenses (Employees)	144,600	0	144,600	171,600	0	**171,600**
221002 Workshops, Meetings and Seminars	145,000	0	145,000	120,000	0	**120,000**
221003 Staff Training	666,733	0	666,733	981,000	0	**981,000**
221004 Recruitment Expenses	8,363,777	0	8,363,777	11,135,488	0	**11,135,488**
221007 Books, Periodicals & Newspapers	22,413	0	22,413	22,413	0	**22,413**
221008 Information and Communication Technology Supplies.	1,076,568	0	1,076,568	535,000	0	**535,000**
221009 Welfare and Entertainment	640,000	0	640,000	480,000	0	**480,000**
221011 Printing, Stationery, Photocopying and Binding	177,418	0	177,418	177,418	0	**177,418**
221012 Small Office Equipment	40,000	0	40,000	40,000	0	**40,000**
221016 Systems Recurrent costs	1,510,000	0	1,510,000	350,000	0	**350,000**
221017 Membership dues and Subscription fees.	10,000	0	10,000	10,000	0	**10,000**
222001 Information and Communication Technology Services.	20,000	0	20,000	20,000	0	**20,000**
222002 Postage and Courier	80,000	0	80,000	100,000	0	**100,000**
223001 Property Management Expenses	134,396	0	134,396	134,396	0	**134,396**
223004 Guard and Security services	6,000	0	6,000	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)	4,000	0	4,000	4,000	0	**4,000**
223901 Rent-(Produced Assets) to other govt. units	74,012	0	74,012	74,012	0	**74,012**
224004 Beddings, Clothing, Footwear and related Services	20,000	0	20,000	20,000	0	**20,000**
224011 Research Expenses	129,000	0	129,000	200,000	0	**200,000**
225101 Consultancy Services	150,000	0	150,000	0	0	**0**

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Thousand Uganda Shillings	2025/26 Approved Budget			2026/27 Approved Estimates		
Items	GoU	External Fin.	Total	GoU	External Fin.	Total
225201 Consultancy Services-Capital	0	0	0	4,000,000	0	**4,000,000**
227001 Travel inland	889,800	0	889,800	290,000	0	**290,000**
227004 Fuel, Lubricants and Oils	674,800	0	674,800	2,114,400	0	**2,114,400**
228001 Maintenance-Buildings and Structures	100,000	0	100,000	500,000	0	**500,000**
228002 Maintenance-Transport Equipment	500,000	0	500,000	720,000	0	**720,000**
228003 Maintenance-Machinery & Equipment Other than Transport Equipment	20,000	0	20,000	50,000	0	**50,000**
273102 Incapacity, death benefits and funeral expenses	105,000	0	105,000	120,000	0	**120,000**
273104 Pension	297,776	0	297,776	477,416	0	**477,416**
273105 Gratuity	117,847	0	117,847	842,880	0	**842,880**
312212 Light Vehicles - Acquisition	940,000	0	940,000	3,190,000	0	**3,190,000**
312221 Light ICT hardware - Acquisition	925,000	0	925,000	892,000	0	**892,000**
312231 Office Equipment - Acquisition	24,000	0	24,000	214,000	0	**214,000**
312235 Furniture and Fittings - Acquisition	97,500	0	97,500	679,950	0	**679,950**
312299 Other Machinery and Equipment- Acquisition	210,000	0	210,000	0	0	**0**
352899 Other Domestic Arrears Budgeting	263,091	0	263,091	0	0	**0**
Grand Total Vote 146	**24,475,754**	**0**	**24,475,754**	**36,047,378**	**0**	**36,047,378**
Total Excluding Arrears	**24,212,662**	**0**	**24,212,662**	**36,047,378**	**0**	**36,047,378**

VOTE: 146 Public Service Commission (PSC)

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

Thousands Uganda Shillings	2025/26 Approved Budget			2026/27 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 000049 Recruitment services						
211101 General Staff Salaries	386,856	0	**386,856**	667,406	0	**667,406**
211107 Boards, Committees and Council Allowances	0	306,900	**306,900**	0	828,720	**828,720**
221003 Staff Training	0	0	**0**	0	100,000	**100,000**
221004 Recruitment Expenses	0	3,355,348	**3,355,348**	0	5,576,666	**5,576,666**
221016 Systems Recurrent costs	0	1,510,000	**1,510,000**	0	350,000	**350,000**
227004 Fuel, Lubricants and Oils	0	0	**0**	0	704,800	**704,800**
Total Cost of Key Service Area 000049	**386,856**	**5,172,248**	**5,559,104**	**667,406**	**7,560,186**	**8,227,592**
Key Service Area 000089 Climate Change Mitigation						
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	0	**0**	0	50,000	**50,000**
221004 Recruitment Expenses	0	50,000	**50,000**	0	0	**0**
Total Cost of Key Service Area 000089	**0**	**50,000**	**50,000**	**0**	**50,000**	**50,000**
Total Cost for Department 001	**386,856**	**5,222,248**	**5,609,104**	**667,406**	**7,610,186**	**8,277,592**
Total Excluding Arrears	**386,856**	**5,222,248**	**5,609,104**	**667,406**	**7,610,186**	**8,277,592**
Department 002 Finance and Administration						
Key Service Area 000001 Audit and Risk Management						
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	40,000	**40,000**	0	40,000	**40,000**
227001 Travel inland	0	20,000	**20,000**	0	20,000	**20,000**
Total Cost of Key Service Area 000001	**0**	**60,000**	**60,000**	**0**	**60,000**	**60,000**
Key Service Area 000004 Finance and Accounting						
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	120,000	**120,000**	0	120,000	**120,000**
Total Cost of Key Service Area 000004	**0**	**120,000**	**120,000**	**0**	**120,000**	**120,000**
Key Service Area 000005 Human Resource Management						
211101 General Staff Salaries	967,165	0	**967,165**	1,518,249	0	**1,518,249**
211102 Contract Staff Salaries	2,115,734	0	**2,115,734**	2,115,734	0	**2,115,734**

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Thousands Uganda Shillings	2025/26 Approved Budget			2026/27 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						
211104 Employee Gratuity	0	924,649	**924,649**	0	725,290	**725,290**
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	120,000	**120,000**	0	40,000	**40,000**
212102 Medical expenses (Employees)	0	144,600	**144,600**	0	171,600	**171,600**
221003 Staff Training	0	120,000	**120,000**	0	190,000	**190,000**
221004 Recruitment Expenses	0	2,716,464	**2,716,464**	0	2,836,464	**2,836,464**
224004 Beddings, Clothing, Footwear and related Services	0	20,000	**20,000**	0	20,000	**20,000**
273102 Incapacity, death benefits and funeral expenses	0	105,000	**105,000**	0	120,000	**120,000**
273104 Pension	0	297,776	**297,776**	0	477,416	**477,416**
273105 Gratuity	0	117,847	**117,847**	0	842,880	**842,880**
Total Cost of Key Service Area 000005	**3,082,899**	**4,566,336**	**7,649,235**	**3,633,983**	**5,423,649**	**9,057,632**
Key Service Area 000006 Planning and Budgeting services						
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	60,000	**60,000**	0	200,000	**200,000**
221002 Workshops, Meetings and Seminars	0	145,000	**145,000**	0	0	**0**
221003 Staff Training	0	45,000	**45,000**	0	120,000	**120,000**
225101 Consultancy Services	0	150,000	**150,000**	0	0	**0**
Total Cost of Key Service Area 000006	**0**	**400,000**	**400,000**	**0**	**320,000**	**320,000**
Key Service Area 000007 Procurement and Disposal Services						
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	80,000	**80,000**	0	100,000	**100,000**
Total Cost of Key Service Area 000007	**0**	**80,000**	**80,000**	**0**	**100,000**	**100,000**
Key Service Area 000011 Communication and Public Relations						
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	80,000	**80,000**	0	80,000	**80,000**
Total Cost of Key Service Area 000011	**0**	**80,000**	**80,000**	**0**	**80,000**	**80,000**
Key Service Area 000013 HIV/AIDS Mainstreaming						
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	22,611	**22,611**	0	19,130	**19,130**
Total Cost of Key Service Area 000013	**0**	**22,611**	**22,611**	**0**	**19,130**	**19,130**

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Thousands Uganda Shillings	2025/26 Approved Budget			2026/27 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						
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	230,400	**230,400**	0	230,400	**230,400**
221002 Workshops, Meetings and Seminars	0	0	**0**	0	120,000	**120,000**
221003 Staff Training	0	202,333	**202,333**	0	300,000	**300,000**
221004 Recruitment Expenses	0	850,800	**850,800**	0	176,000	**176,000**
221007 Books, Periodicals & Newspapers	0	22,413	**22,413**	0	22,413	**22,413**
221008 Information and Communication Technology Supplies.	0	0	**0**	0	200,000	**200,000**
221009 Welfare and Entertainment	0	640,000	**640,000**	0	480,000	**480,000**
221011 Printing, Stationery, Photocopying and Binding	0	177,418	**177,418**	0	177,418	**177,418**
221017 Membership dues and Subscription fees.	0	10,000	**10,000**	0	10,000	**10,000**
223001 Property Management Expenses	0	134,396	**134,396**	0	134,396	**134,396**
223004 Guard and Security services	0	6,000	**6,000**	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	4,000	**4,000**	0	4,000	**4,000**
223901 Rent-(Produced Assets) to other govt. units	0	74,012	**74,012**	0	74,012	**74,012**
227001 Travel inland	0	674,800	**674,800**	0	0	**0**
227004 Fuel, Lubricants and Oils	0	674,800	**674,800**	0	704,800	**704,800**
228001 Maintenance-Buildings and Structures	0	100,000	**100,000**	0	500,000	**500,000**
228002 Maintenance-Transport Equipment	0	500,000	**500,000**	0	720,000	**720,000**
228003 Maintenance-Machinery & Equipment Other than Transport Equipment	0	20,000	**20,000**	0	50,000	**50,000**
352899 Other Domestic Arrears Budgeting	0	263,091	**263,091**	0	0	**0**
Total Cost of Key Service Area 000014	**0**	**4,654,463**	**4,654,463**	**0**	**3,979,439**	**3,979,439**
Key Service Area 000015 Monitoring and Evaluation						
227001 Travel inland	0	150,000	**150,000**	0	220,000	**220,000**
Total Cost of Key Service Area 000015	**0**	**150,000**	**150,000**	**0**	**220,000**	**220,000**
Key Service Area 000019 ICT Services						
221003 Staff Training	0	15,000	**15,000**	0	21,000	**21,000**

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Thousands Uganda Shillings	2025/26 Approved Budget			2026/27 Approved Estimates		
Programme 14 Public Sector Transformation						
	Wage	**NonWage**	**Total**	**Wage**	**NonWage**	**Total**
Department 002 Finance and Administration						
Key Service Area 000019 ICT Services						
221008 Information and Communication Technology Supplies.	0	776,568	**776,568**	0	335,000	**335,000**
222001 Information and Communication Technology Services.	0	20,000	**20,000**	0	20,000	**20,000**
Total Cost of Key Service Area 000019	**0**	**811,568**	**811,568**	**0**	**376,000**	**376,000**
Key Service Area 000075 Registration Services						
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0	100,000	**100,000**	0	100,000	**100,000**
221012 Small Office Equipment	0	40,000	**40,000**	0	40,000	**40,000**
222002 Postage and Courier	0	80,000	**80,000**	0	100,000	**100,000**
Total Cost of Key Service Area 000075	**0**	**220,000**	**220,000**	**0**	**240,000**	**240,000**
Total Cost for Department 002	**3,082,899**	**11,164,977**	**14,247,876**	**3,633,983**	**10,938,218**	**14,572,201**
Total Excluding Arrears	**3,082,899**	**10,901,886**	**13,984,785**	**3,633,983**	**10,938,218**	**14,572,201**
Department 004 Selection Systems Department (SSD)						
Key Service Area 390026 Development of Selection tools						
211101 General Staff Salaries	272,708	0	**272,708**	470,477	0	**470,477**
221003 Staff Training	0	284,400	**284,400**	0	250,000	**250,000**
221004 Recruitment Expenses	0	1,391,165	**1,391,165**	0	2,546,358	**2,546,358**
224011 Research Expenses	0	129,000	**129,000**	0	200,000	**200,000**
227004 Fuel, Lubricants and Oils	0	0	**0**	0	704,800	**704,800**
Total Cost of Key Service Area 390026	**272,708**	**1,804,565**	**2,077,273**	**470,477**	**3,701,158**	**4,171,635**
Total Cost for Department 004	**272,708**	**1,804,565**	**2,077,273**	**470,477**	**3,701,158**	**4,171,635**
Total Excluding Arrears	**272,708**	**1,804,565**	**2,077,273**	**470,477**	**3,701,158**	**4,171,635**
Development Budget Estimates						
	GoU	**External Fin.**	**Total**	**GoU**	**External Fin.**	**Total**
Project 1893 Institutional Development of Public Service Commission						
Key Service Area 000003 Facilities and Equipment Management						
221008 Information and Communication Technology Supplies.	300,000	0	**300,000**	0	0	**0**
225201 Consultancy Services-Capital	0	0	**0**	4,000,000	0	**4,000,000**
312212 Light Vehicles - Acquisition	940,000	0	**940,000**	3,190,000	0	**3,190,000**

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Thousands Uganda Shillings	2025/26 Approved Budget			2026/27 Approved Estimates		
Programme 14 Public Sector Transformation						
	GoU	**External Fin.**	**Total**	**GoU**	**External Fin.**	**Total**
Project 1893 Institutional Development of Public Service Commission						
Key Service Area 000003 Facilities and Equipment Management						
312221 Light ICT hardware - Acquisition	925,000	0	**925,000**	892,000	0	**892,000**
312231 Office Equipment - Acquisition	24,000	0	**24,000**	214,000	0	**214,000**
312235 Furniture and Fittings - Acquisition	97,500	0	**97,500**	679,950	0	**679,950**
312299 Other Machinery and Equipment- Acquisition	210,000	0	**210,000**	0	0	**0**
Total Cost of Key Service Area 000003	**2,496,500**	**0**	**2,496,500**	**8,975,950**	**0**	**8,975,950**
Key Service Area 000015 Monitoring and Evaluation						
227001 Travel inland	45,000	0	**45,000**	50,000	0	**50,000**
Total Cost of Key Service Area 000015	**45,000**	**0**	**45,000**	**50,000**	**0**	**50,000**
Total Cost for Project 1893	**2,541,500**	**0**	**2,541,500**	**9,025,950**	**0**	**9,025,950**
Total Excluding Arrears	**2,541,500**	**0**	**2,541,500**	**9,025,950**	**0**	**9,025,950**
Total for Vote Function 01	**24,475,754**	**0**	**24,475,754**	**36,047,378**	**0**	**36,047,378**
Total Excluding Arrears	**24,212,662**	**0**	**24,212,662**	**36,047,378**	**0**	**36,047,378**
Grand Total Vote 146	**24,475,754**	**0**	**24,475,754**	**36,047,378**	**0**	**36,047,378**
Total Excluding Arrears	**24,212,662**	**0**	**24,212,662**	**36,047,378**	**0**	**36,047,378**

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Table V6: Summary of Project allocations by Department

Thousand Uganda Shillings	2025/26 Approved Budget			2026/27 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						
1893 Institutional Development of Public Service Commission	2,541,500	0	**2,541,500**	9,025,950	0	**9,025,950**
Total Development for the Department 002	**2,541,500**	**0**	**2,541,500**	**9,025,950**	**0**	**9,025,950**
Total Excluding Arrears	**2,541,500**	**0**	**2,541,500**	**9,025,950**	**0**	**9,025,950**
Grand Total Vote	**2,541,500**	**0**	**2,541,500**	**9,025,950**	**0**	**9,025,950**
Total Excluding Arrears	**2,541,500**	**0**	**2,541,500**	**9,025,950**	**0**	**9,025,950**

VOTE: 146 Public Service Commission (PSC)

Table V7: External Financing for the Vote

VOTE: 146 Public Service Commission (PSC)

Table V8: NTR Projections (Uganda Shillings Billions)