

VOTE: 138 Uganda Investment Authority (UIA)

I. VOTE MISSION STATEMENT

To unleash, promote, attract and retain value adding domestic and foreign investments through robust marketing, nurturing and aftercare services.

II. STRATEGIC OBJECTIVE

1. To increase FDI percentage contribution to GDP to 30% by 2025 resulting in the creation of 350,000 direct jobs.
2. To facilitate the channeling of 10% of Ugandan Diaspora remittances into investment by 2025.
3. To increase the value of new domestic investment (DI) facilitated by UIA from US\$328.7 million in 2018/19 (24.4% of investment) to US\$1 billion (50% of the planned value of licensed investment by 2025) resulting in creation of 350,000 jobs.
4. To improve Uganda's Global Cost of Doing Business Ranking (WB) from 116 to 91 by 2025
5. To improve Uganda's Global Competitiveness Ranking (WEF) from 115 to 90 by 2025.
6. To promote Investment for economic transformation and employment creation through value addition, technology and knowledge transfer.
7. Conduct research to facilitate informed decisions on investment promotion and policies
8. Advocate for favorable investment measures and policies
9. Foster institutional and inter-agency collaboration to enhance synergy in investment

III. MAJOR ACHIEVEMENTS IN 2022/23

Objective 1: Sustainably lower the cost of doing business at the one stop centre.

- (i) The OSC at UIA Head Office was certified for both ISO 9001 (Quality Management) and ISO 45001 (Environmental & Occupational Health) standards.
- (ii) 7 Business related services are now fully developed for online access by clients on the e-Biz portal, namely; Business Name reservation and registration, Investment Licensing, Land Title Verification, Application for EIA, NIN verification, TIN registration, and Trading License; Trading License application service has not been switched on yet; this and the new online payment system will be operationalized in Q2 2022;
- (iii) 16 Collaborating agencies, 13 of which are Government: (UIA, UFZA, URSB, UMEME, NEMA, NWSC, MLHUD, KCCA, URA, DCIC, UNBS, NIRA, NITA-U; and FUE, DTB, Giant 100) offering business and investment related services at the OSC
- (iv) 683 transactions processed in Q2, a slight improvement from 571 in Q1 but slightly below the 30,000 quarterly target.

Objective 2 is Strengthen the organizational and institutional capacity of the private sector

- (i) UIA collaborated with USAID on the Feed the Future Uganda Strategic Investment Activity to strengthen the investment ecosystem in Uganda.
- (ii) UIA signed an MOU with AMCHAM to attract and foster USA businesses in Uganda and facilitate their growth potential.
- (iii) UIA and Chemonics commenced collaboration in the USAID/Uganda Strategic Investments Activity.
- (iv) Facilitated SMEs to access information such as the Compendium of SME Business Ideas. And also availed opportunities for linkages with foreign and domestic large-scale firms for sub contracting and partnerships for technology transfer, productivity improvement, and growing to scale.
- (v) Technology Transfer: Facilitated domestic investors with post-investment support services designed to lower the costs of doing business; thru identifying markets and encouraging; 37 SMEs in coffee and agro-processing linked to the CURAD and Volcano coffee. Associated Jobs 148; GDP contribution Ugx 815m
- (vi) Coordinated Rising woman activities; a collaboration with UIA, DFCU, Monitor Publications/NTV, 1095 Women in Biz trained in entrepreneurship, provided UIA compendium of business ideas. Associated Jobs 3,285, GDP contribution Ugx 5.475Bn. Top 3 Women Enterprises each won 10million shillings capital and Top 10 Women Enterprises will be taken on an exposure and networking trip to Nairobi Kenya.
- (vii) Facilitated SMEs access to affordable business finance and acceleration programs to support innovation, technology transfer and enhancement of competitiveness in the domestic, regional and international markets; Cumulative contribution to GDP 84.77bn and associated jobs created 4310.

Objective 4: Strengthen the role of government in unlocking investment in strategic economic sectors

- (i) 12 companies were monitored with an actual investment capacity of USD 47,215,814 having created 462 jobs.
- (ii) 17 companies renewed their licenses with a combined actual investment value of USD. 273,622,292 and 383 jobs.
- (iii) In Q2 37 companies (10 local and 27 foreign) actualized into licensing with a total planned capital investment of \$ 215.9m to create 5 288 jobs

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- (iii) In Q2, 57 companies (16 local and 27 foreign) advanced into licensing with a total planned capital investment of \$ 215.7M to create 3,200 jobs.
- (iv) Training of staff on how to use the FDI tool for investor profiling was undertaken during the quarter and completed effectively.
- (v) 17 investment leads (FDI companies) have been profiled and 2 engagements were held. The following sectors were targeted; ICT, Agro processing, Pharmaceuticals, renewable energy, Mining, construction.
- (vi) 1000 copies were disseminated in the Uganda EU Summit and Afro-Indian Summits to the visiting delegation and Uganda business community.
- (vii) Thirteen investment projects were developed by UIA worth USD 1.27bn in the following sectors; Agro industry, infrastructure, energy, education, construction, manufacturing and tourism sector.
- (viii) Inward missions: 12 inward missions were facilitated against the target of 3 resulting into 21 investment leads of which, 17 companies were licensed with a planned investment value of \$35.8m expected to create 999 jobs.
- (ix) Outward missions: UIA participated in Uganda Japan Business Forum where 2 Japanese companies were attracted to UIA and BHM Construction International (UK) Limited to invest in Uganda. These are Marubeni Corporation in the fish processing sector and UIA and BHM Construction International (UK) Limited in food processing.

Objective 5 Strengthen the enabling environment and enforcement of standards

- (i) An MOU with NEC-UPDF engineering brigade on construction of infrastructure and extension of utilities in the industrial and business parks the Solicitor General for signature.
- (ii) Green Growth Investment Promotion: 7 green projects worth USD 55.7M were licensed in sectors of clean energy, plastic recycling, waste management, hydro energy, and black soldier fly larvae from organic waste

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IV. MEDIUM TERM BUDGET ALLOCATIONS

Table 4.1: Overview of Vote Expenditure (Ushs Billion)

	2022/23		2023/24	MTEF Budget Projections				
	Approved Budget	Spent by End Dec	Budget Estimates	2024/25	2025/26	2026/27	2027/28	
Recurrent	Wage	6.833	3.416	6.833	7.174	7.892	8.681	9.549
	Non-Wage	8.226	1.649	8.007	8.408	10.089	12.107	14.407
Devt.	GoU	68.704	0.051	1.204	1.204	1.445	1.662	1.828
	Ext Fin.	221.251	0.000	150.751	0.000	0.000	0.000	0.000
GoU Total	83.763	5.116	16.044	16.786	19.425	22.449	25.784	
Total GoU+Ext Fin (MTEF)	305.013	5.116	166.795	16.786	19.425	22.449	25.784	
Arrears	2.352	-0.126	0.000	0.000	0.000	0.000	0.000	
Total Budget	307.365	4.990	166.795	16.786	19.425	22.449	25.784	
Total Vote Budget Excluding Arrears	305.013	5.116	166.795	16.786	19.425	22.449	25.784	

VOTE: 138 Uganda Investment Authority (UIA)**Table 4.2: Budget Allocation by Department for Recurrent and Development (Ushs Billion)**

<i>Billion Uganda Shillings</i>	Draft Budget Estimates FY 2023/24	
	Recurrent	Development
Programme:04 Manufacturing	0.000	150.751
SubProgramme:01 Industrial and Technological Development	0.000	150.751
Sub SubProgramme:01 Investment Promotion and Facilitation	0.000	150.751
004 Industrial Park Facilitation	0.000	150.751
Programme:07 Private Sector Development	14.840	1.204
SubProgramme:01 Enabling Environment	13.840	1.204
Sub SubProgramme:01 Investment Promotion and Facilitation	1.000	0.000
001 Investment Promotion and Business Development	0.300	0.000
002 One Stop Centre	0.400	0.000
003 Domestic Investments	0.100	0.000
004 Industrial Park Facilitation	0.200	0.000
Sub SubProgramme:02 General Administration and Support Services	12.840	1.204
001 Finance and Administration	11.579	1.204
002 Corporate Services	1.261	0.000
SubProgramme:02 Strengthening Private Sector Institutional and Organizational Capacity	1.000	0.000
Sub SubProgramme:01 Investment Promotion and Facilitation	1.000	0.000
001 Investment Promotion and Business Development	0.400	0.000
002 One Stop Centre	0.400	0.000
003 Domestic Investments	0.200	0.000
Total for the Vote	14.840	151.955

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V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS

Table 5.1: Performance Indicators

Programme: 04 Manufacturing

SubProgramme: 01 Industrial and Technological Development

Sub SubProgramme: 01 Investment Promotion and Facilitation

Project: 0994 Development of Industrial Parks

Budget Output: 000048 Industrial Park Development and Management

PIAP Output: 4 Fully Serviced Industrial parks established

Programme Intervention: 040101 Construct 4 fully environmentally sustainable serviced industrial parks (1 per region)

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of feasibility studies towards development of industrial parks undertaken	Number	2020	0	5	1	5
Number of fully equipped labs established in Industrial parks	Number	2020	0	1	0	1
Number of Industrial park sites Equipped with Requisite Infrastructure (Designed, constructed and maintained)	Number	2020	0	5	1	5
Number of Industrial park sites Equipped with Requisite Infrastructure (UIA)	Number	2020	0	5	1	5
Number of Masterplans and ESIA's for Industrial parks developed (UIA)	Number	2020	0	2	2	1
Number of sites (Land) for establishment of industrial parks acquired & secured (UIA)	Number	2020	0	5	2	5

Programme: 07 Private Sector Development

SubProgramme: 01 Enabling Environment

VOTE: 138 Uganda Investment Authority (UIA)**Sub SubProgramme: 01 Investment Promotion and Facilitation****Department: 001 Investment Promotion and Business Development****Budget Output: 120029 Industrialisation Acceleration and Job Creation****PIAP Output: Incentives and regulatory frameworks to attract the private sector to finance green growth and promote LED in place****Programme Intervention: 070201 Create appropriate incentives and regulatory frameworks to attract the private sector to finance green growth and promote LED**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Value of green growth projects of the private sector (USD Million)	Value	2020	20000	33000	0	40000

PIAP Output: Pipeline of bankable priority NDP3 projects developed for private investment**Programme Intervention: 070201 Create appropriate incentives and regulatory frameworks to attract the private sector to finance green growth and promote LED**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of Feasibility Studies	Number	2020	0			5
No. of symposiums, summits, en	Number	2020	0			5
Number of FDI attracted in the	Number	2020	0			100

PIAP Output: Pipeline of bankable priority NDP3 projects developed for private investment**Programme Intervention: 070403 Undertake strategic and sustainable government investment and promote private sector partnerships in key growth areas**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of symposiums, summits, engagements organized to market investment opportunities in Uganda	Number	2020	0			10
Number of FDI attracted in the developed bankable strategic projects	Number	2020	0	5	2	50

VOTE: 138 Uganda Investment Authority (UIA)**Sub SubProgramme: 01 Investment Promotion and Facilitation****Department: 001 Investment Promotion and Business Development****Budget Output: 120029 Industrialisation Acceleration and Job Creation****PIAP Output: Pipeline of bankable priority NDP3 projects developed for private investment****Programme Intervention: 070403 Undertake strategic and sustainable government investment and promote private sector partnerships in key growth areas**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of Feasibility Studies	Number	2020	0			5
No. of symposiums, summits, en	Number	2020	0			5
Number of FDI attracted in the	Number	2020	0			5

PIAP Output: Legal and regulatory framework for Private Equity and Venture Capital strengthene; Increased local firms' Access to Venture and Private equity and support grants;**Programme Intervention: 070501 Address non-financial factors (power, transport, ICT, business processes etc) leading to high costs of doing business**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of new investors result	Number	2020	0			2

Department: 002 One Stop Centre**Budget Output: 190021 Investment Licensing and Aftercare Service****PIAP Output: Regional network of OSCs for business processes and licensing implemented****Programme Intervention: 070302 Strengthening system capacities to enable and harness benefits of coordinated private sector activities**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number & functionality of One-Stop Centers	Number	2020	0	1	1	1

PIAP Output: Regional network of OSCs for business processes and licensing implemented**Programme Intervention: 070501 Address non-financial factors (power, transport, ICT, business processes etc) leading to high costs of doing business**

VOTE: 138 Uganda Investment Authority (UIA)**Sub SubProgramme: 01 Investment Promotion and Facilitation****Department: 002 One Stop Centre****Budget Output: 190021 Investment Licensing and Aftercare Service****PIAP Output: Regional network of OSCs for business processes and licensing implemented**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number & functionality of One-Stop Centers	Number	2020	0	1	1	2

Department: 003 Domestic Investments**Budget Output: 120030 Investor Education and Stakeholder facilitation****PIAP Output: Adequate framework for a MSME database in place****Programme Intervention: 070203 Improve data availability on the private sector; and Improving Dialogue between the private sector and Government**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Establishment of adequate framework for a MSMEs database	Yes/No	2020	0	1	Yes	1
MSMEs enterprises database in place	Yes/No	2020	0	1	Yes	1

Department: 004 Industrial Park Facilitation**Budget Output: 190023 Industrial Park Development and Management****PIAP Output: Increased fully serviced industrial parks****Programme Intervention: 070202 Fully service the industrial parks and increase access to them by the local private players**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of local private investors operating in industrial parks	Number	2020	0	1	97	5
Number of fully serviced industrial parks	Number	2020	0	1	1	1
Number of new industrial parks/economic zones developed	Number	2020	0	1	1	2

VOTE: 138 Uganda Investment Authority (UIA)**Sub SubProgramme: 02 General Administration and Support Services****Project: 1624 Retooling of Uganda Investment Authority****Budget Output: 000003 Facilities and Equipment Management****PIAP Output: Legal and regulatory framework for Private Equity and Venture Capital strengthened****Programme Intervention: 070501 Address non-financial factors (power, transport, ICT, business processes etc) leading to high costs of doing business**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of domestically registered Private Equity and Venture Capital Funds	Number	2020	0			5
Number of new investors resulting from the establishment of the special purpose vehicles/fund of funds	Number	2020	0	1	0	5

SubProgramme: 02 Strengthening Private Sector Institutional and Organizational Capacity**Sub SubProgramme: 01 Investment Promotion and Facilitation****Department: 001 Investment Promotion and Business Development****Budget Output: 120029 Industrialisation Acceleration and Job Creation****PIAP Output: Clients' Business continuity and sustainability Strengthened****Programme Intervention: 070301 Improve the management capacities of local enterprises through massive provision of Business Development Services geared towards improving firm capabilities through**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of Regional Business Development Service Centres established	Number	2020	0	2	0	2
Number of clients served by the Regional Business Development Service Centres	Number	2020	0	1000	0	2000
Number of functional BDS centres	Number	2020	0			1
Number of SMEs facilitated in BDS	Number	2020	0			5
Number of Youth served through the Interactive SME Web-based System	Number	2020	0			5

VOTE: 138 Uganda Investment Authority (UIA)**Sub SubProgramme: 01 Investment Promotion and Facilitation****Department: 002 One Stop Centre****Budget Output: 190021 Investment Licensing and Aftercare Service****PIAP Output: Measures to increase the automation of business processes undertaken****Programme Intervention: 070301 Improve the management capacities of local enterprises through massive provision of Business Development Services geared towards improving firm capabilities through**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
No. of measures undertaken to increase the automation of business processes	Number	2020	0	3	1	1
Number of hands-on trainings in business automation held	Number	2020	0	5	4	5
Number of key businesses processed and re-engineered thru the OSC	Number	2020	0	3	16	2
Number of new e-services launched on the online e-Biz portal	Number	2020	0	3	1	2
Number of transactions under the Electronic single window	Number	2020	0			10

PIAP Output: One stop centres for business registration and licensing established**Programme Intervention: 070302 Strengthening system capacities to enable and harness benefits of coordinated private sector activities**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of one stop centres established in (Fort Portal, Masaka, Hoima, Lira, Soroti, Gulu, Jinja & Entebe)	Number	2020	0	1	0	1
Number of additional business services accessed at the One Stop Centres (OSC) per year	Number	2020	0	2	1	1

VOTE: 138 Uganda Investment Authority (UIA)**Sub SubProgramme: 01 Investment Promotion and Facilitation****Department: 003 Domestic Investments****Budget Output: 120030 Investor Education and Stakeholder facilitation****PIAP Output: Formation of producer cooperatives and pooling of resources for credit facilitated****Programme Intervention: 070301 Improve the management capacities of local enterprises through massive provision of Business Development Services geared towards improving firm capabilities through**

Indicator Name	Indicator Measure	Base Year	Base Level	2022/23		Performance Targets
				Target	Q2 Performance	2023/24
Number of Partnerships in form of contractual linkages between skills-based enterprises with established manufacturing firms formed	Number	2020	0	20	2	25
Number of Youth and Women mobilised for entrepreneurship, business familiarisation and compliance to regulations	Number	2020	0	10	2	30

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VI. VOTE NARRATIVE

Vote Challenges

1. Inadequate budgetary provisions and funding for critical activities such as investment promotion, monitoring and facilitation, implementing an investor one stop center and Industrial Parks development continues to significantly impact the implementation and execution of the critical activities of the Authority such as the maintenance of Infrastructure within the Industrial parks and establishment of a fully functional One Stop Centre.
2. The shortages in the human capital element with half the approved staff structure not filled continues to impede timely and effective implementation of interventions towards the attraction, retention and execution of core activities of the Authority in line with investment promotion and facilitation and support of SMES.
3. The Authority has a number of unfunded priorities relating to under taking prefeasibility and feasibility studies for all the Industrial Park land under our control and this has contributed to the slow implementation of the Industrialization agenda.
4. UIA still faces a challenge of financing planned activities. For example, UIA could not undertake feasibility studies and business cases to support investors in the manufacturing sector in textile and apparel, pharmaceuticals, Dairy value addition and Meat processing, Mitigation. UIA has engaged UNDP to support the development of feasibility studies, data and information management, innovative financing, industrial park development and job creation.

Plans to improve Vote Performance

1. Dissemination and popularization of the new investment code to support investments by SPVs
Generate evidence-based feasibility studies for bankable projects to support investment decisions
2. Development of investment clusters along the NDP III growth triangle/corridor for value addition
Profiling and interactive servicing of Youth and SMEs captured in the Database
3. Promote business linkages between skills-based enterprises/MSMEs with established business firms
4. Increase the number of business service access at the One stop Centre
Establishment of a regional One stop center for business registration and licensing & other services
5. Coordinating, promoting, and providing support for access to startup capital opportunities
6. Coordinate the continuous development, review and approval of bankable strategic investment projects.
7. Developing of national capacity for rapid development and appraisal of investment projects in national priority areas.
Support the identification and development of trade and industrial projects for marketing to the private sector along value chains preferred by government.
8. Undertake economic and commercial diplomacy activities involving promoting global awareness of Investment opportunities in Uganda.
9. Establish partnerships between developed manufacturing firms and upcoming or startups.
Establishment of adequate framework for a small and medium scale enterprises database
Develop and comprehensively service industrial parks in the key areas of Kasese, Namanve, Soroti and Luzira.
10. Develop the Remaining 21 industrial business parks and ensure that infrastructure is functional to attract more investors in those areas.
Open three regional One stop Centers to bring key business licensing services nearer to regional based client.

VII. Off Budget Support and NTR Projections

Table 7.1: Off Budget Support by Project and Department

N/A

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VOTE: 138 Uganda Investment Authority (UIA)**Table 7.2: NTR Collections (Uganda Shillings Billions)**

Revenue Code	Revenue Name	FY2022/23	Projection FY2023/24
141501	Rent & Rates - Non-Produced Assets – from private entities	0.000	0.000
141541	Rent & Rates - Non-Produced Assets – from Gov't units	0.000	0.000
Total		0.000	0.000

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VIII. VOTE CROSS CUTTING POLICY AND OTHER BUDGETARY ISSUES

Table 8.1: Cross- Cutting Policy Issues

i) Gender and Equity

OBJECTIVE	1. To promote the participation of special interest groups in investment mechanisms and opportunities 2. To reduce Gender Inequity and Inequality.
Issue of Concern	A. Gender Inequality B. Low levels of participation of women, youth and disabled in both public and private investment initiatives.
Planned Interventions	1. Tailor made investment opportunities to women created within the SME environment & under the Industrial park facilities. 2. UIA Entrepreneurship training programs designed to target women & youth as a first priority.
Budget Allocation (Billion)	0.070
Performance Indicators	a). No of Trainings. b). No of Tailor made trainings.

ii) HIV/AIDS

OBJECTIVE	1. To Provide care for staff and dependents living with HIV/AIDS 2. To reduce the increase in cases of HIV/AIDS
Issue of Concern	There might be increased cases of HIV/AIDS among staff and the community around the Industrial Parks.
Planned Interventions	A. Industrial Park community to be educated on the causes of HIV Aids and provided with testing and counseling services. B. Employees to gain access to HIV prevention services.
Budget Allocation (Billion)	0.050
Performance Indicators	A. Industrial park community to get access to testing and counseling services. B. % staff covered on the Medical Insurance Scheme. C. Employees have gained access to sensitization Materials on HIV/ AIDS prevention Mechanisms

iii) Environment

OBJECTIVE	To improve environmental compliance and monitoring during the implementation of investment
Issue of Concern	Lack of Environmental Compliance checks and Monitoring during the Implementation of Investments in Industrial parks areas.
Planned Interventions	A. A requirement for Licensed investors to undertake Environmental and Social Impact assessments before implementing their projects. B. Environment Agency (NEMA) to be incorporated at the One Stop Centre and Industrial Park Facilities around the Country.

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Budget Allocation (Billion)	0.090
Performance Indicators	a). NEMA agency setup at the OSC and Industrial parks to monitor and guide investment in key areas. b). Investor of the Year award to recognize environmentally compliant Investor hubs

iv) Covid

OBJECTIVE	To mitigate against the spread of COVID 19 amongst staff and clients.
Issue of Concern	The staff and clients of the Authority are at risk of contracting COVID 19
Planned Interventions	A. Regularly provide sanitization facilities for staff and all clients. B. Provide staff medical insurance including care for COVID 19 infections for staff and dependents.
Budget Allocation (Billion)	0.080
Performance Indicators	100% staff covered by medical insurance with provision for care for COVID 19

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IX. PERSONNEL INFORMATION

Table 9.1: Staff Establishment Analysis

Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Administrative Assistant	UIA 7	7	3
Chief Internal Auditor	UIA 3	1	1
Corporation Secretary	UIA 3	1	1
Deputy Director Business Development	UIA 4	1	1
Deputy Director Communications	UIA 4	1	0
Deputy Director Environment	UIA 4	1	0
Deputy Director Finance & Administration	UIA 4	1	1
Deputy Director General	UIA 2	1	1
Deputy Director Human Resources	UIA 4	1	1
Deputy Director ICT	UIA 4	1	0
Deputy Director Investment Promotion	UIA 4	1	1
Deputy Director Lands	UIA 4	1	0
Deputy Director Legal	UIA 4	1	0
Deputy Director Operations	UIA 4	1	1
Deputy Director PDU	UIA 4	1	1
Deputy Director Research & Planning	UIA 4	1	1
Deputy Director SMES	UIA 4	1	1
Deputy Director Technology	UIA 4	1	0
Director Domestic Investments	UIA 3	1	1
Director Finance & Administration	UIA 3	1	0
Director General	UIA 1	1	1
Director Industrial Parks Development	UIA 3	1	1
Director Investment Promotion & Business Development	UIA 3	1	1
Director One Stop Centre	UIA 3	1	1
Driver	UIA 8	15	9
Environment Officer	UIA 6	1	0
Executive Assistant to DDG	UIA 6	1	0

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Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Executive Assistant to Director General	UIA 6	1	1
Inspector of Works	UIA 6	1	1
Investment Executive	UIA 6	38	24
Physical Planner	UIA 6	1	1
Senior Investment Executive	UIA 5	18	13
Support Staff	UIA 8	12	3

VOTE: 138 Uganda Investment Authority (UIA)**Table 9.2: 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 FY2023/24	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Administrative Assistant	UIA 7	6	2	4	4	2,700,000	129,600,000
Deputy Director Communications	UIA 4	1	0	1	1	9,900,732	118,808,784
Deputy Director ICT	UIA 4	1	0	1	1	9,900,732	118,808,784
Deputy Director Lands	UIA 4	1	0	1	1	9,900,732	118,808,784
Director Finance & Administration	UIA 3	1	0	1	1	14,247,370	170,968,440
Driver	UIA 8	15	9	6	2	1,600,000	38,400,000
Investment Executive	UIA 6	13	11	2	2	5,623,115	134,954,760
Senior Investment Executive	UIA 5	9	5	4	4	14,046,736	337,121,664
Total					16	67,919,417	1,167,471,216