

VOTE: 128 Uganda National Examination Board (UNEB)

I. VOTE MISSION STATEMENT

To conduct valid, reliable, equitable, and quality assessment of learners achievement in a professional and innovative manner, and award internationally recognized certificates.

II. STRATEGIC OBJECTIVE

1. To ensure continuous improvement in educational assessment and certification standards.
2. To enhance research that inform existing and emerging assessment and certification issues.
3. To strengthen the Boards policy, legal, institutional, and coordination support for educational assessment and certification

III. MAJOR ACHIEVEMENTS IN 2025/26

- 1) Field administration of PLE, UCE & UACE examination conducted successfully
- 2) 08 PLE exam papers were set, moderated and printed
- 3) 240 DISs, CISs & MISs sensitized on conduct of PLE
- 4) 69 UCE competence-based papers set, moderated, pretested, compiled and banked
- 5) 116 UACE papers set, moderated and banked
- 6) 100% of CA marks submitted.
- 7) Psycho-Educational Assessment conducted and 3,644 PLE , 679 UCE, and 513 UACE candidates with varying disabilities for examinations registered
- 8) 525 Area supervisors sensitized on conduct of examinations
- 9) 19,188 examiners hired for marking
- 10) 35 marking venues hired (12 PLE, 15 UCE & 8 UACE)
- 11) 2 research reports were presented at the annual research conference. The Board attended AEAA conference in Ethiopia and 7 papers were presented
- 12) Construction of the e-assessment center ongoing
- 13) 532 new examiners trained in scoring 2025 PLE
- 14) 114,230 contracted field professionals hired and sensitized on examinations conduct
- 15) Processed and released all three sets of examinations
- 16) Preparation for assessment of the UACE abridged curriculum ongoing.

VOTE: 128 Uganda National Examination Board (UNEB)

IV. MEDIUM TERM BUDGET ALLOCATIONS

Table 4.1: Overview of Vote Expenditure (Ushs Billion)

	2025/26		2026/27	MTEF Budget Projections				
	Approved Budget	Spent by End Dec	Budget Estimates	2027/28	2028/29	2029/30	2030/31	
Recurrent	Wage	17.132	6.554	19.132	20.088	21.093	22.147	23.255
	Non-Wage	132.810	75.098	145.320	167.118	200.541	240.650	288.780
Devt.	GoU	10.408	4.636	10.408	11.449	13.739	16.486	19.784
	Ext Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000
GoU Total	160.350	86.288	174.860	198.655	235.373	279.284	331.818	
Total GoU+Ext Fin (MTEF)	160.350	86.288	174.860	198.655	235.373	279.284	331.818	
Arrears	0.000	0.000	0.062	0.000	0.000	0.000	0.000	
Total Budget	160.350	86.288	174.922	198.655	235.373	279.284	331.818	
Total Vote Budget Excluding Arrears	160.350	86.288	174.860	198.655	235.373	279.284	331.818	

VOTE: 128 Uganda National Examination Board (UNEB)**Table 4.2: Budget Allocation by Department for Recurrent and Development (Ushs Billion)**

<i>Billion Uganda Shillings</i>	Draft Budget Estimates FY 2026/27	
	Recurrent	Development
Programme:12 Human Capital Development	164.452	10.408
Vote Function:01 National Examinations Assessment and Certification	115.417	0.000
001 Directorate of Examinations	115.417	0.000
Vote Function:02 General Administration and Support Services	49.035	10.408
001 Headquarters	49.035	10.408
Total for the Vote	164.452	10.408

VOTE: 128 Uganda National Examination Board (UNEB)

V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS

Table 5.1: Performance Indicators

Programme: 12 Human Capital Development

Vote Function: 01 National Examinations Assessment and Certification

Department: 001 Directorate of Examinations

Key Service Area: 320006 Certification of Primary Leaving Examinations

PIAP Output: Improved regulatory, assessment and quality assurance system for primary and secondary

Programme Intervention: 121316 Enforce the regulatory, quality assurance and assessment system of primary and secondary schools

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of Primary and Secondary School teachers trained and prepared for competence-based assessment	Number	2023/24	2	32000

Key Service Area: 320007 Certification of Secondary Examinations

PIAP Output: Improved regulatory, assessment and quality assurance system for primary and secondary

Programme Intervention: 121316 Enforce the regulatory, quality assurance and assessment system of primary and secondary schools

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of Primary and Secondary School teachers trained and prepared for competence-based assessment	Number	2023/24	2	32000

Key Service Area: 320025 Learners Proficiency levels in literacy and numeracy

PIAP Output: Improved regulatory, assessment and quality assurance system for primary and secondary

Programme Intervention: 121316 Enforce the regulatory, quality assurance and assessment system of primary and secondary schools

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of NAPE Surveys Conducted	Number	2023/24	2	2

Vote Function: 02 General Administration and Support Services

Department: 001 Headquarters

Key Service Area: 000013 HIV/AIDS Mainstreaming

PIAP Output: Improved regulatory, assessment and quality assurance system for primary and secondary

Programme Intervention: 121316 Enforce the regulatory, quality assurance and assessment system of primary and secondary schools

VOTE: 128 Uganda National Examination Board (UNEB)**Vote Function: 02 General Administration and Support Services****Department: 001 Headquarters****Key Service Area: 000013 HIV/AIDS Mainstreaming****PIAP Output: Improved regulatory, assessment and quality assurance system for primary and secondary**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of Primary and Secondary School teachers trained and prepared for competence-based assessment	Number	2023/24	2	7670

Key Service Area: 000089 Climate Change Mitigation**PIAP Output: Improved regulatory, assessment and quality assurance system for primary and secondary****Programme Intervention: 121316 Enforce the regulatory, quality assurance and assessment system of primary and secondary schools**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of Primary and Secondary School teachers trained and prepared for competence-based assessment	Number	2023/24	2	7670

Key Service Area: 320014 Examinations and Assessments**PIAP Output: Improved regulatory, assessment and quality assurance system for primary and secondary****Programme Intervention: 121316 Enforce the regulatory, quality assurance and assessment system of primary and secondary schools**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Number of Primary and Secondary School teachers trained and prepared for competence-based assessment	Number	2023/24	2	32000

Project: 1856 Uganda National Examination Board Infrastructure Project II**Key Service Area: 000002 Construction Management****PIAP Output: Improved regulatory, assessment and quality assurance system for primary and secondary****Programme Intervention: 121316 Enforce the regulatory, quality assurance and assessment system of primary and secondary schools**

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Phases of UNEB infrastructure development project II completed	Number	2023/24	2	5

VOTE: 128 Uganda National Examination Board (UNEB)

Vote Function: 02 General Administration and Support Services

Project: 1977 Institutional Development of Uganda National Examinations Board

Key Service Area: 000003 Facilities and Equipment Management

PIAP Output: Improved regulatory, assessment and quality assurance system for primary and secondary

Programme Intervention: 121316 Enforce the regulatory, quality assurance and assessment system of primary and secondary schools

Indicator Name	Indicator Measure	Base Year	Base Level	Performance Targets
				2026/27
Phases of UNEB infrastructure development project II completed	Number	2023/24	2	5

VOTE: 128 Uganda National Examination Board (UNEB)

VI. VOTE NARRATIVE

Vote Challenges

- 1) Competency based Assessment is a costly venture that requires more resources to retool and train teachers in the rigors of project work and CA scoring. Practical subjects are expensive to assess but funds have not been provided.
- 2) Costs for the field conduct of examinations and marking have increased. Contracted professionals continue to put pressure on the Board to increase their allowances to keep pace with rising costs and inflation.
- 3) The Board is spending extra resources on SNE candidates due to the increasing number of candidates with different forms of disabilities yet the government transfers appear constrained.
- 4) The Board continues to register cases of examination malpractice and fraud perpetuated by school directors and head teachers to popularize their schools.
- 5) Inadequate ICT capacity to handle large volumes of CA data

Plans to improve Vote Performance

- 1) Continue to sensitize stakeholders on the assessment reforms and the UNEB Act 2021 and Regulations.
- 2) Continuous professionalization of staff in competency based assessment and certification
- 3) Enhance the use of ICT in assessment processes.
- 4) Support research to inform best practices in assessment and certification.
- 5) Address and support equity, and fairness within the examination system to enable all candidates to demonstrate their competencies
- 6) Identify, diversify, and explore mechanisms to increase resource mobilization for Board operations
- 7) Implement infrastructure development, maintenance, and acquisition of transport, machinery, and office equipment in a phased approach
- 8) Strengthen examination security during the distribution of examinations to enhance the credibility of results
- 9) Implement Biometric Data Registration of candidates

VII. Off Budget Support and NTR Projections

Table 7.1: Off Budget Support by Project and Department

N/A

VOTE: 128 Uganda National Examination Board (UNEB)**Table 7.2: NTR Projections(Uganda Shillings Billions)**

Revenue Code	Revenue Name	FY2025/26	Projection FY2026/27
142212	Educational/Instruction related levies	76.486	86.426
Total		76.486	86.426

VOTE: 128 Uganda National Examination Board (UNEB)

VIII. PERSONNEL INFORMATION

Table 8.1: Staff Establishment Analysis

Title	Salary Scale	Number of Approved Positions	Number of filled Positions
Assistant Inventory Officer	EB7	1	0
Examinations Officer	EB5	15	12
Front Desk Officer	EB 7	6	3
Library Officer	EB5	4	2
Machine Operator	EB6	14	11
MANAGER	EB3U	11	6
Principal Examinations Officer (EM) P	EB3L	1	0
Principal System Analyst	EB3	2	0
Research Officer	EB5	1	0
Senior Examinations Officer	EB4	25	17
Senior Human Resource Officer	EB4	4	0
Senior Sys. Analyst/Programmer	EB4	9	1
Tech. Network Administrator	EB6	10	2

NOTE: 128 Uganda National Examination Board (UNEB)**Table 8.2: 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 FY2026/27	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Assistant Inventory Officer	EB7	1	0	1	1	1,203,773	14,445,276
Examinations Officer	EB5	15	12	3	3	2,798,639	100,751,004
Front Desk Officer	EB 7	6	3	3	3	0	0
Library Officer	EB5	4	2	2	2	2,798,639	67,167,336
Machine Operator	EB6	14	11	3	3	2,308,800	83,116,800
MANAGER	EB3U	11	6	5	3	8,400,000	302,400,000
Principal Examinations Officer (EM) P	EB3L	1	0	1	1	6,555,277	78,663,324
Principal System Analyst	EB3	2	0	2	1	5,202,600	62,431,200
Research Officer	EB5	1	0	1	1	2,947,360	35,368,320
Senior Examinations Officer	EB4	25	17	8	6	3,894,800	280,425,600
Senior Human Resource Officer	EB4	4	0	4	4	7,148,960	171,575,040
Senior Sys. Analyst/Programmer	EB4	9	1	8	8	3,894,800	373,900,800
Tech. Network Administrator	EB6	10	2	8	8	2,102,880	201,876,480
Total					44	49,256,528	1,772,121,180